

MANPOWER

RESERVATION OF WORK

1975 & 1976

~~MANPOWER RESERVATION~~

ARGUS: 4/07/86

177

Rail artisans angry over cheap loans

By DICK USHER, Labour Reporter

ANGER about R1,5-million for cheap loans to top South African Transport Services officials is spreading and the Cape divisional committee of the Artisan Staff Association discussed the issue today

Area executive officer Mr JLD Oosthuizen said the committee was shocked that while employees had been told there was no money for market-related salaries and were waiting for housing loans, top officials were given loans at four percent interest

"Our executive in Johannesburg has written to the Minister of Transport and the President

and we will wait for the replies before taking further action," said Mr Oosthuizen

REPAYMENT DEMANDED

The Cape action followed a decision at the recent biannual meeting of the regional council of the ASA of the Northern Transvaal to demand that officials who had received money for cheap loans repay them immediately to Sats at current interest rates.

The loans were approved by Mr Bart Grove, general manager of Sats.

Mr Oosthuizen said the regional executive, which represents about 4 000 artisans, would probably discuss the issue with membership this month once it heard from the national executive.

Most employers exploit servants

NM

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30/9/86

177

SIR — The letters from mesdames Grayson (September 10) and Chapman (September 19) are both perfectly true descriptions of opposite sides of a coin. Unhappily, in my experience, the sides are not equal. There are, I think, more of the type of domestic employer described by Mrs Grayson than those Mrs Chapman knows.

Unfortunately, when jobs (even bad ones) are so difficult to come by, I am unable to reveal the source of my information for fear of someone losing what job they have. However, I ask Mrs Chapman to accept my *bona fides* on trust.

Of the many domestic workers with whom I am in contact and the conditions of employment laid down by prospective employers who have asked me to find domestic help for them, I am inclined to think that the Grayson picture is most often true.

I have in the past three months met 10 who have better conditions and 10 times that number who are exploited.

When I have tried to intercede for a domestic worker or talked to people about domestic wages in general I have almost always had the 'I would like to pay my girl more, but I just cannot afford it' answer. Fine then you just

cannot afford a full-time servant.

Pay her half of what she is worth, and then let her find another job for three days of the week while you engage her for the other half of the week.

The vast majority of the domestics I know of, whose employers I know, do not even have hot water for bathing/showering.

FAIR PLAY

Dine late

One would-be employer told me that she (there are four in the household) could not afford to pay more than R75 a month for a cook-general-laundress. Another told me that 'the girl' could have from 6 p.m. until 8 p.m. free every evening as they dined late and did not mind her preparing their meal in advance.

She was prepared to pay 'well' — R80 a month.

One black woman who has been in the same employment for over a quarter of a century has Thursday and Sunday afternoons off after washing up the lunch/dinner dishes. Her salary is appalling and she is now worried about her old age as she has no family and her employers cannot afford to pay her a pension — if, that is, they have ever thought of doing so.

I have always prided myself on the fact that my own domestic staff has near-perfect working conditions.

DD 30/07/86

Racial pay parity soon — minister

PRETORIA — Action is to be taken "as swiftly as possible" towards the achievement of pay parity between the different races in all occupational classes, a statement by the Minister for Administration and Economic Advisory Service, Mr Eli Louw, said yesterday

"To demonstrate its concern, the government has provided appropriate funding so as to allow for the complete elimination during the current year of salary disparities, based on racial classification, in nursing, paramedical staff, and in education," the statement said

It added that investigations into the improvement of salary dispensations and the

elimination of salary disparities with regard to nursing and paramedical staff had reached an advanced stage

The Minister of National Health and Population Development would soon announce further particulars in this regard, the statement said

"During the debate on the commission for administration's budget in the House of Assembly on May 30, I announced that during this year, in accordance with government policy, an amount had been set aside for the further achievement of selective market-related salary dispensations for those occupational classes where the greatest need existed," Mr Louw said — Sapa

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Sackings and the law: video

w/E post 31/5/86
(177)

INDUSTRIAL relations in the Eastern Cape has pioneered another breakthrough — the launch of a comprehensive video programme on the complicated question of Industrial Courts and unfair labour practices

It will be the first programme of its type produced in South Africa and is the result of thousands of hours of work in script-writing, rehearsal and filming with a professional and semi-professional cast of more than 60

The concept of producing the R90 000 series of three videos — with a total viewing time of 105 minutes — is that of University of Port Elizabeth industrial training consultant Bruce Bishop

Production has taken place on location at factories and offices in the

Eastern Cape and at Port Elizabeth's Emthonjeni Training Centre, under the direction of the training centre's audio-visual manager Bata Paschier

Financial backing has been provided by local industry and the project has the full support of UPE

"Over the years since the Wiehahn Commission [on industrial relations], much theoretical training has been directed at senior management," said the head of the university's Industrial Relations Unit, Prof Roux van der Merwe

"But the vital areas of middle management — and especially shopfloor training — has received very little appropriate attention"

Prof Van der Merwe said the training programme had been researched and

developed to address these shortcomings and to switch the emphasis to a straightforward and practical approach to that "crucial interface where the majority of disciplinary problems arise"

"That's the shopfloor," said Mr Bishop, who first realised the shortcomings of current training three years ago while himself working in industry

"What we want to do is to make it as easy as possible for line management — who have lots of other things to do — to understand the law and regulations covering dismissals and to prevent time and money being wasted"

Mr Bishop added that the course would also be available to trade unions

"After thinking about it and discussing it, I thought the best method would be to

produce an 'action drama' on video as a service to industry throughout South Africa"

Turning the idea into action produced an immediate shock for Mr Bishop — the initial quote for filming by a Transvaal company was R250 000

But Emthonjeni — which has full professional-level equipment and staff — was anxious to undertake the project at a reduced cost and filming began late last year

Borrowing props from local shops and companies and using their premises — "The level of co-operation was fantastic," said Mr Bishop — filming often took place after hours and over weekends

"There were many times when we worked into the early hours of the morning

to get everything just right as it was essential the programmes were totally realistic," said Mr Bishop

Result of the months of work is the series, which is broken into three parts

The first deals with 10 key aspects of unfair dismissal actually dealt with by the Industrial Court and contained in five dramatically produced case studies

The second deals with the "real life" consequences of these, from the highly emotional reaction of management through to large amounts of time, production and cost being lost through preparing for and appearing before the Industrial Court

The final part shows how the cases should have been handled properly and fairly

Sullivan launches disobedience campaign

The Staff Bureau

WASHINGTON — America's architects of fair play and equal pay for black South Africans employed by American firms has launched a campaign for corporate civil disobedience

The Rev Leon Sullivan, whose code of fair employment practices has been endorsed by the Reagan Administration, said all American firms had now actively to work against apartheid laws

He would soon be calling directly on the 300 or so American firms in South Africa to "become part and parcel of the movement for liberation" If they did not, they should get out of South Africa

Mr Sullivan, a Baptist preacher and member of

the Reagan Administration's panel of distinguished Americans probing future policy, said US firms should challenge discriminatory measures "They must move in spite of the laws, in spite of the regulations of the Government, on the basis of justice "

CALL TO USE RESOURCES

American companies should use their resources — financial and legal — to end apartheid Mr Sullivan cited the recent General Motors rejection of "whites only" beaches in the Port Elizabeth area

"I'd rather have 50 (American companies) standing forcefully against apartheid, than 300 dragging their feet (in South Africa)," Mr Sullivan said

Mr Sullivan noted his deadline for elimination

of all statutory apartheid still stood at May 31 next year

If South Africa did not meet this deadline he would call for complete withdrawal

A peaceful solution in South Africa was still possible if businessmen from Europe, Great Britain, Asia and South Africa itself joined in an all-out effort.

Mr Sullivan said separate facilities such as parks, beaches, hospitals, transportation, housing and any other public or private amenities should be targeted for challenging apartheid laws

Changes in the workplace in South Africa had created a revolution in industrial relations, he said, but those workplaces were an "island in a sea of injustice and inopportunity".

BUDDAY
M 25/6/86

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Bumper year for mineral exports

EARNINGS from mineral sales soared last year because of the falling rand, says outgoing Chamber of Mines president Clive Knobbs

Last year was an excellent year for mineral sales — despite the drop in the average price of gold, Knobbs told the chamber's annual meeting in Johannesburg yesterday

He said gold, with earnings at the unprecedented level of R15.292bn, remained the pivot of both the national economy and mining sector. Earnings rose 32% on 1984

The value of coal sales climbed 47% to reach a level of R5bn. Total production exceeded 173-million tons. Despite discouraging export prospects, as a result of oversupplied markets, overseas coal sales increased by 6-million tons last

CHERYLYN IRETON

year

Coal prices are expected to fall this year

Knobbs was pleased with the performance of the platinum-group metals, even though the dollar price of both platinum and palladium fell.

"The decline in the rand was more than enough to give a substantial boost to revenues," he said

The rand value also led to a 35% boost in the value of sales of metals and minerals other than gold, silver, diamonds and coal

"By far the most impressive performer was titanium with the value of sales increasing by nearly 129%. Chrome also did well with its sales valued at 90% more than in 1984.

... er gold sales ...

Grading	(1)(a)				(b)			
	Authorized posts (As at 28 February 1986)				(i)	(ii)	(iii)	(iv)
Stores Foreman	50	37	7	36				
Postal Aid/Senior Postal Aid	4 973	3 694	839	36				
Messenger/Senior Messenger	1 538	773	536	7				
Stores Aid/Senior Stores Aid	427	322	76					
Senior Telephone Worker	1 489	1 113	352	5				
Telephone Worker	5 566	4 151	1 273	8				
Assistant Telephone Worker	*	13 599	3 847	79				
Senior Chief Foreman	1	1	1					
Chief Foreman	1	1	1					
Senior Cook	4	3	3					
Cook	50	50	38	2				
Lithographic Operator	4	4	4					
Counter Aid	59	39	39					
Senior Waiter	4	2	2					
Waiter	33	22	22					
Waitress	9	9	9					

(c) To afford members of all population groups every opportunity to progress to higher graded posts

(2) No, with the exception of the Society of Post Office Engineers. The question of freedom of choice with regard to membership of a staff association was deliberated at a meeting involving the representatives of all the associations and the majority were in favour of restricted membership. The Staff Associations are in any event autonomous bodies and it would not be proper for the Department to force on all of them changes to their constitutions that would make multiracial representation possible

Notes

1 The figures reflected under (1)(b)(i) to (iv) include permanent and temporary incumbents and persons employed on contract but exclude personnel seconded to the TBVC countries and SWA

2 No specific posts provision exists for the gradings marked with an asterisk

Separate facilities
949 Mr P G SOAL asked the Minister of Communications.

(1) Whether any premises being (a) constructed or (b) planned for the Department of Posts and Telecommunications in 1986 have or will have separate facilities for different race groups, if so, (i) which specified premises, (ii) where are these premises situated, (iii) what specified facilities are to be reproduced for use

HoA

(2) whether he will make a statement on the matter?

as is generally the case in other spheres of the community,

(1) (a) and (b) Yes,

(i) the premises concerned form part of a large number of building services which are either already in the course of execution or will be executed during 1986-87 and of which the major works alone comprise about 185 different services. The services include post offices, telephone exchanges, engineering yards, subscribers service centres, office blocks and postal stores depots. If the Honourable Member should wish to have a list of these services it will be made available to him on request.

(ii) countrywide,

(iii) restroom, restaurant and toilet facilities for different categories of employee groups based on equal norms,

(iv) for each race group or a combination of race groups, depending on local circumstances,

(v) the information is not readily available and its compilation would be a task of such magnitude that it cannot be justified,

(vi) during 1986, 1987 and 1988,

(vii) and (viii) separate facilities are being provided where necessary in accordance with departmental policy which is continually being adapted with a view to ensuring that common facilities are provided whenever such an arrangement is practicable. The provision of separate facilities is more often than not dictated by the status of the officials concerned

981 Mrs H SUZMAN asked the Minister of Law and Order

(1) On what date (a) was the Lebowa Police Force established and (b) did this Police Force become independent of the South African Police;

(2) whether any members of the South Africa Police have been seconded to the Lebowa Police Force; if so (a) how many, (b) what are the ranks of these members, (c) what is the length of service of each of them and (d) what positions does or did each occupy in the Lebowa Police Force,

(3) whether the South African Police are responsible for, or in any way involved in, the training of any members of the Lebowa Police Force; if so, (a) in respect of the training of which members of this police force, (b) where does this training take place, (c) what is the (i) nature and (ii) length of this training and who is in charge of the training,

(4) whether the Lebowa Police Force receive any (a) equipment and/or (b) assistance from the South African Police, if so, (i) what specified (aa) equipment and (bb) assistance, (ii) what are the relevant dates and (iii) at what cost,

(5) whether any equipment used by the Lebowa Police Force was transferred from the South African Police when the Lebowa Police Force became an independent force, if so, (a) what specified equipment and (b) what was the value of that equipment as at the end of the 1985-86 financial year,

(6) whether any members of the Lebowa Police Force were members of the South African Police Force; if so, (a)

HoA

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	(As at 28 February 1986)			
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Waitress	9	9	9	

(c) To afford members of all population groups every opportunity to progress to higher graded posts

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HANS MEYER asked the Minister of Communications

(1) Whether any premises being (a) constructed or (b) planned for the Department of Posts and Telecommunications in 1986 have or will have separate facilities for different race groups, if so, (i) which specified premises, (ii) where are these premises situated, (iii) what specified facilities are to be reproduced for use

by separate race groups, (iv) in respect of which race groups are separate facilities being constructed, (v) what total number of employees in each specified race group is it anticipated will utilise the facilities in respect of each project being planned or under construction, (vi) when is it anticipated that these premises will be taken into use by this Department, (vii) on whose instructions are separate facilities being or to be constructed and (viii) why;

(2) whether he will make a statement on the matter?

The MINISTER OF COMMUNICATIONS.

(1) (a) and (b) Yes,

(i) the premises concerned form part of a large number of building services which are either already in the course of execution or will be executed during 1986-87 and of which the major works alone comprise about 185 different services. The services include post offices, telephone exchanges, engineering yards, subscribers service centres, office blocks and postal stores depots. If the Honourable Member should wish to have a list of these services it will be made available to him on request,

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(iv) for each race group or a combination of race groups, depending on local circumstances,

(v) the information is not readily available and its compilation would be a task of such magnitude that it cannot be justified,

(vi) during 1986, 1987 and 1988,

(vii) and (viii) separate facilities are being provided where necessary in accordance with departmental policy which is continually being adapted with a view to ensuring that common facilities are provided whenever such an arrangement is practicable. The provision of separate facilities is more often than not dictated by the status of the officials concerned

as is generally the case in other spheres of the community,

(2) no

HANS MEYER asked the Minister of Law and Order

(1) On what date (a) was the Lebowa Police Force established and (b) did this Police Force become independent of the South African Police,

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(6) whether any members of the Lebowa Police Force were members of the South African Police Force; if so, (a)

Western Cape

No (Community Councils have not yet been vested with this function)

(3) No

Handwritten: Consolidation proposals

Handwritten: 931 Mr P G SOAL asked the Minister of Constitutional Development and Planning

(1) Whether the final consolidation proposals for (a) Lebowa, (b) Gazankulu, (c) KwaNdebele and (d) KaNgwane have been completed, if not, (i) why not and (ii) when is it anticipated that they will be completed, if so,

(2) whether these proposals will be tabled in Parliament, if not, why not, if so, when?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(1) (a) Yes

(b) Yes, except for the Constantia area where the Government has not yet taken a final decision

(c) Yes

(d) No

(i) and (ii) In respect of KaNgwane the preliminary proposals have been formulated by the Commission for Co-operation and Development and it is anticipated that these will shortly be presented to the Cabinet for consideration

(2) Yes, as soon as the administrative procedures in regard to the proposals have been completed

Handwritten: 23/5/86

947 Mr K M ANDREW asked the Minister of Constitutional Development and Planning

HoA

(3) what were the rentals charged for houses in Lawaankamp as at (a) 1 January 1985, (b) 31 December 1985 and (c) the latest specified date for which information is available,

(iv) The land belongs to the Municipality of George and has been planned for the extension of the adjoining Coloured township

(4) whether these rentals are to be increased, if so, (a) when, (b) why and (c) by what amount,

(v) The Town Council of George in collaboration with the RSA Government, the Divisional Council, the East Cape Development Board and the Liaison Committee of Black residents of Lawaankamp

(5) whether the payment of any of these rentals is outstanding, if so, what total amount was outstanding as at the latest specified date for which information is available,

(6) whether any other charges are levied on residents of Lawaankamp, if so, (a) what charges and (b) in respect of what services are these charges levied,

(3) (a) No rentals were charged but an amount of R13,24 per month per tenant in respect of service charges was levied

(7) whether any services were suspended in Lawaankamp in 1986, if so, (a) what services, (b) when and (c) why,

(8) whether these services have since been re-instated, if not, why not, if so, when,

(b) No rentals were charged but an amount of R13,45 per month per tenant in respect of service charges was levied

(9) whether any new services are to be provided in Lawaankamp, if not, why not, if so, (a) what services and (b) when?

(c) No rentals were charged but an amount of R13,45 per month per tenant in respect of service charges was levied as at 30 April 1986

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(1) Approximately 6 000 persons as at 31 March 1986

(a) With effect from 1 June 1986

(2) (a) Yes

(b) The area in it's present form is not an area set aside for permanent Black occupation

(i) and (ii) Fall away

(iii) A new Black town is being developed nearby at Sandkraal as no Black town existed in the vicinity of George

(c) By R11,55 per month to bring the amount to a total of R25,00 per month

HoA

Council looking for new labour

THE Tembisa Town Council yesterday began recruiting new labour to replace its 1 000 missed workers.

Tembisa town clerk Mr P L Harmse could not be reached for comment but the council has asked the community to co-operate while it re-organises the affected essential services.

Sections affected by the week-old strike include the cleansing department, which is responsible for nightsoil and refuse collection in the area.

• Wage negotiations between the Chamber of Mines and the National Union of Mineworkers (Num) ended last Friday

According to Num, the wage talks ended after the Chamber of Mines demanded that the union accept preconditions before negotiations could be resumed. The union was not prepared to accept preconditions, "especially those which were designed to undermine its bargaining position".

• About 700 Barlow Rand Appliances workers were involved in a work stayaway at the company's Alrode plant yesterday

The company's black workforce — mostly members of the Metal and Allied Workers Union (Mawu) — were involved in a one-day work stoppage last week over "the harassment of black staff" at the plant.

• Mawu members at three GEC plants are still on strike, demanding hourly wage hikes ranging from 50 cents to R1. About 1 000 workers are participating in the strike, and some belong to the Electrical and Allied Trade Union of SA.

GEC management was due to meet union representatives late yesterday, to discuss wage proposals.

• About 900 workers at six Pioneer Ready-Mix Concrete plants in the Transvaal are out on strike, in protest against "unfair dismissals".

177

27/5/86



UNIONS favour easing of

BY HERTZOG BIERMANN

MR ARTHUR NIEUWOUT, the new president of the all-White Confederation of Labour, believes that Black workers can take over jobs formerly held by Whites if the process is motivated by "common humanity rather than abstract political formulas."

Mr Nieuwoudt said this trained labour is wasted labour, which has 200 000 members belonging to 25 unions and associations — had no political affiliations in its approach to the problem of White-Black labour relations.

"As far as non-White workers are concerned, the confederation believes that un-

policy was based on the efficient use of manpower to increase productivity, and it supported the training of non-White workers by the State or employers.

"The confederation, in fact, supported the White Paper on decentralisation of industry, which makes ample provision for the training of non-Whites to equip them for productivity at growth points, in border areas and

homelands," said Mr Nieuwoudt. "We want, however, to give a friendly warning: hasten slowly with the use of non-White labour in industry in White areas."

"It is my conviction, and the policy of the confederation, the job reservation, as provided for in the Industrial Conciliation Act, is necessary.

"If it were not for job

reservation unscrupulous and vindictive employers would have replaced White workers at will with non-Whites."

As a result of the economic growth of South Africa, exemptions from job reservation were freely obtainable.

"But, in this manner, the substitution of Black for White workers takes place in an orderly and acceptable fashion. The exemptions are properly motivated and the

Whites who remain behind in this type of job are not summarily ousted."

The confederation did not believe that the rate for the job or equal pay for equal work offered a solution to the problem.

"Everyone knows and acknowledges that the minimum wage for the job is meant by this and that no White worker can exist on that amount. In fact, I would say that many industries have converted to Black labour as a result of the rate for the job."

"Examples are the leather and furniture industries, and both will confirm that they apply the rate for the job. Nevertheless, pitifully few Whites are left in these industries."

Mr Nieuwoudt said that equal pay for equal work was a farce. The number of cases in which employers paid Blacks the same premium wage as White workers were "surely minimal", he told me.

Sober analysis of the situation showed that job reservation was a handy instrument to keep at hand when the well-being of a group of workers was threatened — and not necessarily the well-being of White workers.

"It serves as a sword of Damocles over the heads of

Mr Arthur Nieuwoudt
South Africa forever

the employers who are motivated purely by profit".
The confederation would stand by the existing job reservation policy which stipulated that jobs which were traditionally White would remain White, unless employers and workers agreed to abandon the policy.
"Without wanting to jeopardise the livelihood of the White worker, we realise that Whites alone cannot carry South Africa," Mr Nieuwoudt said. "We are in favour of exemption from the job reservation provision if the Department of Labour and the trade union concerned reach agreement."
He felt that for every White and Black worker there should be effective consultation machinery. The Whites had trade unions and for Blacks there was the system of works and liaison committees instituted by the Department of Labour.

MANPOWER
Integration
Reservation
of work.

(1975 + 1976)



Open door for Coloureds, not for Blacks

177

tified as "skilled" does not apply. The new determination (No. 28, replacing the two previous determinations, Nos. 6 and 13) under the notorious Section 77 of the Industrial Conciliation Act of 1956, effectively extends to the Free State and Transvaal the more liberal approach to job reservation operating in the Cape and Natal. Country-wide uniformity is thus obtained.

Ironically — some might say ludicrously — job reservation is now extended to Richards Bay, where it has not been hitherto applied.

David Mitchell, President of the Witwatersrand Master Builders & Allied Trades Association, soberly points out: "There is a shortage of 3 000 skilled, competent artisans on the Reef and in Pretoria alone."

He believes the new determination will not solve the problem, inasmuch as there are, at most, only 1 000 trained Coloureds available on the Reef. And while some Coloured artisans might come to the higher-paying Reef from the Cape, any significant inflow seems unlikely due to the extreme shortage of Coloured housing.

Mitchell acknowledges, however, that the new determination is a step in the right direction and that Coloureds might now enter apprenticeship and training programmes in the building trades.

On the other side of the fence is HNP member Gert Beetge, of the White Building Workers Union (7 500 members and representing about 75% of the White artisans on the Reef). He bitterly denounces the Tribunal's proposals (now approved and gazetted by the Minister of Labour) as a "sell out" and a "radical change in government policy".

F.M.
31/1/75
JOB RESERVATION
Half-open door

Last week's Industrial Tribunal ruling on building industry job reservation opens the skilled jobs door to Coloureds — but keeps it firmly closed to Africans. As such it's a prime example of over-caution outshining common-sense.

Just what has Pretoria conceded? Certain jobs previously on the reserved list are now freely open to Coloureds. Those still on the list are also open to Coloureds — provided they do not supervise or replace Whites.

Furthermore, in urban areas (as well as in Rustenburg, Pietersburg, and Richards Bay) Coloureds must be certified as "skilled artisans", or be undergoing training as such, before they can enter reserved jobs.

In rural areas (Queenstown, Kimberley, and Grahamstown included) job reservation is scrapped altogether, and the requirement that Coloureds be cer-

HANSARD 3 Q. column 162.
18 February 1975.

**Employers prosecuted in terms of Industrial
Conciliation Act**

*11 DE A I BORAINF asked the
Minister of Labour

- (1) How many employers were prosecuted during the last six months of 1974 for contraventions of determinations under section 77 of the Industrial Conciliation Act
- (2) (a) in respect of what industries, trades or occupations or classes of work was each contravention committed and (b) how many employees were concerned in each category

The MINISTER OF LABOUR

(1) 58

(2) (a) Building Industry

(b) 88

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177

HANSARD 6

Q. column 436-43

11 March 1975

131

Building Industry Representative

14. Dr A. I. ROY asked the Minister of Labour

Whether representatives have been appointed by any of the union organisations to the Commission of Enquiry into the building industry if so (a) by what organisations (b) what was the nature of the representatives in each case, and (c) his reply

THE MINISTER OF LABOUR

Yes

(a) "Amalgamated Union of Building Trade Workers of South Africa"

(b) (i) That non-Whites be permitted to perform artisan's work in the building industry;

(ii) The Union was advised that its representations were being transmitted to the Industrial Tribunal which, at that stage, was engaged in conducting an investigation into the building industry in terms of section 77 of the Industrial Conciliation Act, 1956.

177

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~~173~~
~~334~~
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Africans first for vacant 'White' jobs

Rand Daily Mail 2/4/25

Labour Correspondent
COLOURED and Indians are being debarred from moving to vacant "White" jobs.

Instead Africans who can be more easily replaced if ever a White wants the job back, are taken on.

Some of the Whites-only Rightwing trade unions are blocking Coloured advancement to make way for Africans to enter unfilled "White" jobs.

One of these is the Yster en Staal Unie, 38 000-strong and represented in 16 industries.

DISCARDED

Yster en Staal's general secretary, Mr Wessel Bornmann, admitted yesterday his union was allowing Africans to take over jobs discarded by upward-moving Whites — in preference to Coloureds or Indians.

"This is not because we have anything against the Coloured, but because this way provides better protection for the White worker," he said.

"Bantu are not recognised as employees under the Industrial Conciliation Act", Mr Bornmann said, "and many of our industrial agree-

ments specifically require them to have an exemption to do certain jobs, which Coloureds and Indians don't need.

"When my union must decide whether a Coloured, an Indian or a Bantu should take over a White job, we look at the facts of the case and if it is a low-status job we prefer to give it to a Bantu under temporary exemption until a White becomes available".

Mr Bornmann conceded that many of these jobs would never again be wanted by Whites, but said: "We are extremely cautious about our labour pattern. We don't want Whites to be displaced if the economy goes into a decline."

Mr Bornmann said some White workers were suspicious of Coloureds in their industry. They felt they posed a threat to their jobs.

"Sometimes the White worker is more accustomed to working with the Bantu", he said, "They did not actually work shoulder-to-shoulder, but the White would have a Bantu labourer with him, and never looked on the Bantu as a threat."

Yster en Staal's outlook contrasts with the Boiler-

makers' Society, its Tunesa counterpart, which has Coloured as well as White members.

The Boilermakers' aim is to secure jobs for Whites first, then for Coloureds and Indians, and Africans only if other race groups cannot fill them.

In some cases of African advancement job descriptions and titles are revised to avoid the appearance of Africans doing the same jobs as Whites.

Mr Bornmann said that wherever a Black does the same job as a White he is paid at the same rate.

PROTECTS

"This protects the Black man, the job, and the White man, too. You can imagine what the employers would do if they could pay lower rates to Africans — they would not take on Whites."

However, in most industries the rate-for-the-job the White unions insist on is the minimum rate. In practice White workers are paid up to twice as much.

So when Blacks take over "White" jobs they are paid as little as half the actual White rate

11 April 1975

~~174~~ 177

Exemptions under Industrial Conciliation Act

*15 Dr A L BORAINÉ asked the Minister of Labour

- (1) (a) What is the estimated percentage of the total labour force potentially affected by determinations under section 77 of the Industrial Conciliation Act and (b) how many employees in each race group were affected by exemptions granted up to the end of 1973,
- (2) whether any exemptions were granted during 1974 if so, (a) in respect of

what industries and (b) how many workers in each race group were affected by each exemption

†The MINISTER OF LABOUR (Reply laid upon Table with leave of House)

- (1) (a) The estimated percentage based on the latest available figures is 2,5%
- (b) The position is as set out in the reply to question No 22 and as recorded in Hansard of 12 February 1974—Column 60
- (2) Yes Altogether 628 individual exemptions were granted during 1974

(a) and (b) In view of the large number of exemptions granted it is not feasible to furnish the number of workers affected by each individual exemption Details of the total number of exemptions granted and the persons affected thereby in respect of each industry are reflected in the attached schedule

Determination Number	Industry	Year	Number of exemptions granted	Number of persons affected.		
				Coloureds	Asiatics	Bantu
3	Iron, Steel, Engineering and Metallurgical Industries— Republic of South Africa (Manufacture of window or door metal surrounds, Chis-coc windows, Airlite lou-vres, etc)	1974	At the request of the employer and employee parties, who arrived at an agreement, the provisions of the determination have been suspended for the currency of the agreement.			
6	Building Industry— Urban areas of the Transvaal and Orange Free State.	1974	163	1 369	Nil	Nil
7	Iron, Steel, Engineering and Metallurgical Industries— Republic of South Africa (Various activities as listed in Clause 1 of the Determination.)	1974	At the request of the employer and employee parties, who arrived at an agreement, the provisions of the determination have been suspended for the currency of the agreement			
8	Clothing Industry— Republic of South Africa.	1974	34	Nil	Nil	1 538

Determination Number	Industry	Year	Number of exemptions granted	Number of persons affected		
				Coloureds	Asiatics	Bantu
11	Motor Vehicle Driving—Certain industries, Magisterial districts of Odendaalsrus, Ventersburg, Virginia and Welkom	1974	7	Nil	Nil	75
12	Certain work in abattoirs and in the Wholesale Meat Trade—Witwatersrand and Pretoria	1974	5	Nil	Nil	231
13	Building Industry—Cape Province and Natal.	1974	156	810	269	Nil
14	Liquor and Catering Trade (work of barman)—Municipal areas of Durban and Pietermaritzburg	1974	69	Nil	139	Nil
15	Motor Vehicle Driving—Magisterial district of Durban	1974	20	1	266	45
17	Liquor and Catering Trade (Certain work) Western Cape and Natal	1974	115	Nil	Nil	730
19	Driving of motor vehicles, road construction machines and earth-moving machines—Transvaal, Orange Free State and Natal	1974	2	Nil	2	58
20	Furniture Industry—Republic of South Africa	1974	3	9	Nil	7
21	Motor Vehicle Driving (certain industries)—Certain magisterial districts in the Transvaal and Orange Free State.	1974	25	Nil	Nil	533
22	Motor Vehicle Driving—Union Liquid Air Company, Transvaal and Orange Free State	1974	1	12	Nil	Nil
23	Liquor and Catering Trade (Work of barman) Western Cape	1974	8	14	Nil	Nil
24	Liquor and Catering Trade (Work of barman)—Municipal area of East London	1974	2	2	Nil	Nil
25	Motor Vehicle Driving—Divisional Council of Port Elizabeth	1974	1	Total exemption was granted to permit of the employment of Coloured persons to the extent that White persons were not available.		
27	Mining Industry (Work connected with sampling, surveying and ventilation)—Republic of South Africa.	1974	17	Nil	Nil	88

HANSARD 11

Q. 801

274 April 1975.

Work reservation for White workers

274 Mr G S BARTLETT asked the Minister of Labour

What (a) are the latest numbers and (b) is the percentage of the total work force of White workers in each province whose work is protected by work reservation legislation

The MINISTER OF LABOUR

(a) and (b) All employers who are subject to work reservation determinations will have to be visited in order to obtain the desired information. It is regretted that my Department cannot undertake a task of such magnitude at present

~~177~~

177

Viljoen tells why job bars

cannot be abolished *Daily Dispatch* 23/4/75

177

CAPE TOWN — Job reservation could not be abolished because it was an essential measure to ensure industrial peace and at the same time it ensured reasonable employment and advancement opportunities to all population groups, the Minister of Labour, Mr M Viljoen, said here yesterday.

At a luncheon meeting of the Cape Town Afrikaanse Sakekamer, the Minister said that when workers, whatever their race or colour might be, felt their security in their employment was threatened by workers of another race or colour group, it meant the end of peaceful labour relationships.

The question was often asked why the government did not abolish statutory work reservation because only 2½ per cent of the workers in South Africa was affected by it and because during the 18 years of its existence, only two work reservation determinations had been made.

"This question can perhaps be asked even more pertinently here in the Cape where the percentage of Coloureds in the four main industries — the building, furniture, shoe and clothing industry — has risen to over 96 per cent."

Apart from this, there were thousands of Coloureds in the Cape in clerical and administrative positions which had formerly been held by whites.

"Let me put the record straight. Work reservation does not date only from 1957, the year in which it was placed on the statute book. It has been here since the founding of our nation, because it is a description of our traditional and social pattern of life."

"In many business undertakings today, staff arrangements were such that white and black, Indian and Coloured clerks or administrative officials did not work together in the same rooms. There were separate sections for white and Coloureds.

"What else but work reservation are such arrangements, except that they are not statutory — that is they are not laid down by my department?"

"And why do the firms do it? Simply because they respect the traditional attitudes of their workers and they realise that such arrange-

ments eliminate strain and friction between the colour groups."

Why was statutory work reservation necessary if the large majority of workers were kept satisfied through traditional labour patterns?

"Firstly, because all employers in the country do not have the same respect for the traditional way of life, and secondly, to allow to happen precisely what our

critics so anxiously desire, namely, greater work responsibilities for the non-whites."

"Let me say that work reservation does not only protect the so-called 'lazy whites,' because were it not for work reservation which reserves numerous spheres of work for whites and Coloureds, I am afraid blacks would already have pushed Coloureds out of numerous spheres of work." — SAPA.

Graduates want to help?

STAR 25/4/75

Why Blacks sacrifice careers

177



Very few African graduates have been able to get the jobs they aimed at in the first place.

One of the most interesting facts to emerge from the survey is that out of the 128 graduates who returned questionnaires, only two are practising the career they wanted in the first place.

Surprisingly, however, there is very little job mobility. They all seemed to stay in the jobs they found, indicating they are happy in them. Fifty-two of the graduates who replied are teaching.

"This is the most popular career among graduates," said Mrs. van der Walt.

Those who chose teaching as a career did not do so for financial gain, but in order to educate and develop their own people. In this way, they obtained greater self-fulfilment.

SERVICE

In the NIPR's work on motivation in Black people, it has been found repeatedly that even amongst the poorest of them, this ideal of service to the community is stronger than in White groups.

Not much is known of the ambition of the educated Black man. Mrs. Leenta van der Walt, a technical officer at the National Institute for Personnel Research in Johannesburg, is doing a survey on Black men who graduated between 1962 and 1972 from the University of South Africa. SUE GARBETT reports.



Mrs Leenta van der Walt — studying the occupational experiences of Black men graduates.

Equality in ~~174~~

STAR 12/5/75

177

jobs drive by TUCSA

Labour Reporter

The 200 000-strong Trade Union Council of South Africa has launched an "equal opportunities drive" to combat employment discrimination.

"Let's clean up our own backyard," the council says in a detailed guide to its members issued today in booklet form.

It proposes a programme based on educational efforts and backed by case studies and platforms for discussion and sharing of ideas.

The aim is to eliminate "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin" which impairs equality of opportunity or treatment in employment.

"There are just not enough male White hands to run this country on their own," the council says. "If the skilled and managerial jobs continue to be monopolised by Whites, the economic growth rate will have to decline and inflation will

increase."

Even if the Coloured population were grouped with Whites, the Black population would still have to do more skilled work to provide more goods and services.

Those prevented from using their talents become disinterested and less efficient in the work they do.

Likewise, those who keep others out of jobs because of race or sex became complacent and lazy, the council adds.

"The continued practice of employment discrimination in South Africa will eventually and certainly lead to social unrest and violence — unless the situation is changed."

Church plea to scrap job law

ARGUS 11/6/75

The Argus Religion Correspondent

177
174

WORCESTER. — The Black Ned Geref Kerk has asked the Minister of Bantu Administration and Development, Mr M. C. Botha, to 'eliminate gradually the system of job reservation,' introduce compulsory education, improve Black pensions and take other steps to improve the lot of Black South Africans.

It was disclosed at the synod of the Ned Geref Kerk in Africa yesterday, that a church delegation had had an interview with Mr Botha and senior members of his department on October 25 last year.

The Government was asked to 'make a thorough investigation into all fields in which Blacks could be gradually admitted to skilled occupations without detrimentally affecting White skilled and semi-skilled workers'

The Government was told that by creating 'the

necessary planning facilities' to provide skilled and semi-skilled workers, the importation of 'undesirable elements from other countries' could be eliminated.

In its report to synod the church commission said it had been told the process of opening certain 'White' posts to non-Whites was under way 'The NGKA actually asks for the process to be speeded up,' it added.

It had been told that the Government was considering the 'delicate' mat-

ter of narrowing the wage gap between Whites and others

The Rev Sam Buti, a member of the commission, said it appeared that 'the wage gap is not closing but widening still further'

During the interview the Minister was asked to improve Black pensions and film censorship was discussed. A Black delegate to the synod said some films were 'not for children under 12 years or Blacks,' equating the intel-

ligence of a 12-year-old White with Black adults.

The delegation also asked Mr Botha to improve the information service for Blacks. He asked the church to prepare a memorandum, which he would place before the Minister of Information, Dr C. P. Mulder, as well.

The memorandum had been submitted, the synod was told. It said that among Blacks there was a 'strong negative attitude to the Government,' and the church was worried at this situation

Micro jobs for Blacks

San Trib
(Fin)
25/5/75

Financial Reporter

BASIC industries are to open more job opportunities to Black workers — chiefly in the metal and engineering trades — as a result of this week's agreement between employers and the trade unions that job reservation is a thing of the past.

The agreement came in a meeting of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Tribune Finance last week) when trade unions accepted that the best solution to the labour shortage was to bring Black workers in at the bottom of the scale and restrain Whites to higher skills.

Draft proposals on job allocations, including the use of displaced Portuguese workers from Mozambique, are now being examined.

~~174~~

177

See also

Manufacture - Iron, Steel etc.

'Whites must make way for Blacks'

STAR 27/5/75

Labour Reporter
The 180 000-strong White Confederation of Labour has accepted the principle that some Whites must make way for Blacks on the labour front in the face of economic realities in South Africa.

"We want Government-sponsored facilities for the training and retraining of unskilled or semi-skilled White workers who are displaced by Blacks," Mr Willie Grobler, the confederation's secretary said in Johannesburg today.

Mr Grobler was speaking after the confederation's quarterly executive

Mr Grobler welcomed the news that the Government was considering the establishment of another artisan training centre such as that at Westlake, Cape Town, which provides crash courses for adults.

Mr Grobler said the confederation called for a complete review of price

control. While it was against the principle of complete price control, it felt the present system did not meet the requirements.

"For example, cigars are subject to price control at the moment while essential commodities, such as medicines and some common foods, are open to profiteering," he said.

36
215
37
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177

Blacks threatening White jobs, says union leader

RDM 15/4/75

Staff Reporter
THE POWERFUL Right-wing SA Confederation of Labour fears growing unemployment among unskilled Whites because of the number of Blacks being employed in industry.

The president, Mr A. I. Nieuwoudt, warned yesterday if Black advancement resulted in White unemployment it could constitute a "political powderkeg".

He said there was already unemployment among unskilled Whites and indications were that it would become

more serious. It appeared one of two things was happening.

"There could be a recession causing slack in the private sector — this is apparently so in the building industry — or employers are replacing White workers with Blacks."

Mr Nieuwoudt said he wanted an assurance from employers that Whites were not being pushed out by Blacks.

This would be a scandal and, against Government policy, if the object was purely to decrease costs.

Mr Nieuwoudt said it was

necessary to train Black workers, and for good race relations their economic lot should be improved.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said Mr Nieuwoudt's fear of substantial White unemployment seemed groundless.

At present there was no significant unemployment

among Whites. There were, however, a small number of unemployable Whites.

"In all economies there is a small percentage of people who, because of physical or mental disabilities, cannot be usefully employed."

Mr Grobbelaar said the advance of Black workers would obviously necessitate adjustments.

'Abandon labour apartheid'

STAR 29/5/75

Own Correspondent
DURBAN — The time had come for the "withdrawal of discriminatory labour legislation" which was hampering economic growth, said Dr H J J Reynders, Director of the Federated Chamber of Industries.

Apart from this, such laws induced despondency and frustration, which reduced productivity, and discouraged investment by entrepreneurs, because of uncertainties caused by the restrictions.

Dr Reynders said: "A continuous re-assessment is needed of social and legislative restrictions which hamper the more productive use of the total labour force."

Whites should accept the inevitability of the increasing economic integration in most parts of the country.

REQUIREMENT

The preparation of Blacks for greater participation in the economy was the first requirement for adequate future growth. This demanded the progressive abolition of job discrimination and more flexibly applied influx control.

On the part of the Black man, Dr Reynders said: "He must shed traditional attitudes inimical to progress. He must accept the profit motive, shed his leisure preference, learn to save, not demand too much in too short a time and not fight with impatience for changes."

In a four-hour address to the Change Orientation and Planning Seminar of the Stellenbosch Graduate School of Business held in Durban, Dr Reynders repeatedly suggested that Blacks and Black policy held the key to the success-

ful future growth of South Africa.

But at the moment "Government policy restricts growth in South Africa."

Delegates were told that job reservation only affected three percent of South Africa's total labour force. Moreover the Government was turning a blind eye to infringements of the law.

Dr Reynders said the reason job discrimination had not been repealed was a political one because it was not the type of thing that could be announced on a political platform when votes were needed.

Referring to migrant labour, he said that, apart from its social effects, it also had a detrimental effect on productivity and could not provide a stable pool of workers that was needed by industry.

He said: "A committee has been appointed to investigate the migrant labour system. What will happen, I don't know. I have my own ideas, but these I won't say in public."

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177

Natal Mercury 19/6/75

177

Report by African Institute

Flaws in survey on

Black worker

SOUTH Africa's most crucial labour problem lies with the "enormous growth rate" of the Black population, says a study on the Black Worker of South Africa released by the African Institute recently.

The publication that carries this statement professes to be objective and free of political bias, and many of its conclusions are both lucid and valid.

It is also, however, curiously uncritical of Government policy and legislation and of the White attitudes that shaped labour laws and practices. This flaw has significantly diminished the objectivity of this study by Dr. G M E. Leistner and Dr. W J. Breytenbach.

Explaining the "distances" between Africans and the rest of the country's peoples, the authors find a dualism "typical" of the rest of Africa without pointing out that the "distances" in African countries tend to be related to natural abilities and opportunities rather than race differences.

DUALISM

The dualism in South Africa has been artificially perpetuated by law and law-sanctified social attitudes.

Dualism, it has been said, exists because of a deliberate policy of non-incorporation of the Black population.

Discussing the evolution of the labour pattern, the authors contend that the operation of market forces "came, in some measure, to be replaced by the convention that a White man's wage was usually five to ten times the wage of a Black man."

The study then states South Africa's labour

history is largely a struggle to replace this convention by a pattern of remuneration and employment that reflects actual achievement while at the same time preserving industrial peace.

However, several noted academics, both here and abroad, have found South Africa's labour legislation to be among the most repressive in the world.

In fact, in terms of the Industrial Conciliation

could have been done in the field of education and training to expedite occupational change is a moot point.

Quite apart from the fact that the authors seems to contradict this conclusion later, they make no mention of the philosophy behind Bantu Education as enunciated by Dr. Verwoerd in the '50s.

Then Minister of Native Affairs, Dr. Verwoerd said Africans

By TIM MUIL

African Affairs Correspondent

Act, the African has no standing as an "employee" and therefore has none of the protection which is normally afforded an employee.

The Department of Labour which one could expect not unreasonably, to protect the unrepresented worker, is primarily concerned with acting as an employment agency for industry.

Industrial peace is a euphemism for the priority given to White workers which has created a White working aristocracy, and for a situation maintained by law, custom and force.

The slim book notes that the Black population has had too short a time to develop the "occupational pattern typical of technologically more mature nations."

The authors then claim "Whether more

should not be educated above their expectations, and in White communities there was no place for Africans above the level of certain forms of labour.

Later, while they show that job reservation "potentially affects only an estimated 2.9 percent of the country's labour force," they do not mention the job reservation created by inferior education, poverty, the social problems created by township congestion and by the difficulties of training migrant workers.

At the same time Dr Leistner and Dr Breytenbach give the impression that White trade unions are holding the country to ransom.

They do not, however, point out that the White unions are integral to the White power establishment and that the Government has been

highly responsive to them. White unions have helped to shape the Government's stance and hence legislation.

Turning to wages, the authors contend that the wage disparities stem from a skills disparity. While justifiably adding that nobody should be paid more than he is worth in terms of productivity, their argument implies no political or racial element in the current wages gap.

Other academics believe that the disparity in earnings does have a racial factor, and it was pointed out recently that in Europe and the United States the unskilled to skilled wage ratio was about 13 to 1. This book quotes figures of 3.18 to 1 for Whites and Blacks who are both unskilled.

In effect this study is saying that because the average White earns 51 times more than an African, he is 51 times more skilled. There are hosts of reasons for not having skills, and the authors themselves concede that most Whites are over-paid.

EDUCATION

A noted sociologist argued recently that to use productivity in the wages debate is ill-advised.

He noted that in a survey in Durban among 100 large firms it was shown that where Blacks replaced Whites, 55 percent of the firms had increases in productivity and efficiency compared with a mere ten percent that had decreases.

In their chapter on Black education, the authors show what is being done — and there is much — but provide no comparisons between African and White education.

They do not, for instance, show that the average amount spent educating Whites is about R480 a year while

that for each African about R27. While they enumerate the trade and technical schools available for Africans they do not show that the total population has about eight times more technical and trade schools and colleges.

Finally, the African Institute's review on the book's dustjacket depicts the "simplified" view of the situation taken by journalists, if the study has no fewer than 31 Press references and quotations.

White jobs assurance

Cape Times 24/6/73

Cape Times Correspondent

PRETORIA — So-called "White jobs" now being given to Blacks would revert to the Whites if the worst came to the worst and South Africa suffered a depression. Mr Marais Viljoen, Minister of Labour and Posts and Telegraphs, promised last night.

Mr Viljoen was addressing a National Party meeting in the Gezina constituency — to be the centre of a by-election tomorrow. The fact of the matter is that we do not have enough White workers to do all the work and must make ever greater use of the Bantu, said Mr Viljoen.

The country's expansion programme was so great that he did not foresee any danger of any workers being without work for at least the next 10 years.

"But if it becomes necessary the Government will not hesitate to take the necessary steps to give the White workers the protection to which they are entitled," he said.

Speaking of the Nico Malan Theatre opening to Blacks, Mr Viljoen said this did not necessarily mean the opening of all theatres to Blacks. He said the various authorities would themselves have to take decisions on the various theatres under their control.

21/1/74
177

STAR 4/7/75
Labour Reporter

174
177

The rejection of Black advancement in the mining industry — not only by the ultra-conservative Mine Workers' Union but also by some of the leading "mechanics" unions — could cost the gold mining industry R250-million a year.

That is the crux of a statement released by the Chamber of Mines after the announcement by the Council of Mining Unions yesterday that they would declare a dispute over the five-day week issue.

STAR 4/7/75 -

Negotiations broke down because "neither the industry nor the country could stand the losses involved in meeting the demands of mining unions," the chamber stated

CHANGES

The industry's technical experts had made it clear that the only way to minimise the huge loss was to change work practices to reduce the number of blasts lost each month and to improve the efficiency of the blasts obtained.

The Mine Workers' Union had been asked to permit "a strictly limited number" of Black workers under a Black team leader to enter working places in which blasting took place during a previous shift two hours before White miners arrived underground.

The object was to get preliminary rock transporting operations started without wasting time waiting for White miners to arrive. It was to be subject to a White miner being on call.

"This would not reduce the number of White miners required in any way," the chamber said.

REJECTED

The union rejected this and demanded the engagement of additional Whites to supervise Blacks during the two-hour period.

The only other significant change requested was to extend existing charging-up procedures to permit one additional Black charging-up crew to work under the general supervision of each White miner. This too was refused.

The chamber's proposals to the other unions called for the number of (Black)

More artisan jobs open to Africans

By JOHN IMRIE

THE Minister of Labour, Mr Marais Viljoen, yesterday finally approved an agreement between employers and the unions which will allow Africans to do "aspects" of artisan work under supervision in the building industry in the Transvaal.

The agreement is hedged about with protective and "sweetening" clauses for White artisans. For example:

● When an African is engaged to do such work, all artisans employed by the firm must immediately be upgraded to the status of "master craftsman", which carries a wage of R2,20 an hour instead of R1,76;

● Whites must be given preference for jobs, but if they cannot get work because of market conditions they will nevertheless still receive full pay from a special R1-million fund established by the industry.

This guarantee to run for 20 years.

Mr Gert Beetge, secretary of the White Building Workers' Union, said yesterday that agreement between the unions and employers for the introduction of Grade I Operatives, who could be Africans and who would be able to do aspects of artisan work under supervision, had been reached in June last year. It was held up by the Minister who wanted more clarification on the protection afforded to Whites.

"We made some changes and this morning saw Mr Viljoen who gave his approval," said Mr Beetge. "It now remains for the agreement to be gazetted."

The employment of Grade One Operatives, he said, would be strictly controlled. It could only be sanctioned by the Industrial Council for the Building Industry (Transvaal) which would conduct a survey every three months to establish the building industry's needs.

If there was a shortage, exemption for the employment of Grade One Opera-

tives would be given on a strict ratio basis.

"If, for example, 1000 artisans are required and only 800 are available, firms will be given permission to engage two Grade One Operatives for every five artisans in their employ."

The purpose of upgrading artisans in both wage and status, where they worked with Grade One Operatives, was to "prevent the concession being exploited to take advantage of cheap labour."

The Grade One Operatives would earn in excess of R1 an hour and qualify for the industry's pension and sick pay schemes.

Mr Beetge said that if unemployment "gets out of hand" then all exemptions for the employment of Grade One Operatives would be withdrawn.

He did not expect any exemptions for the employment of Grade One Operatives to be granted in the near future as, at this stage, there was "slight unemployment" in the building industry.

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177

Go-ahead for Black job boost

STAR 14/7/75

Labour Reporter

An agreement in the Transvaal building industry — which opens the door to unprecedented Black job advancement — has been approved by the Minister of Labour, Mr Marais Viljoen.

The agreement — eight months overdue — provides for exemptions to

job reservation to allow Black operatives to perform work previously reserved for White artisans.

Among the tasks which may now be performed by operatives who receive such exemption are:

- Bricklaying, where unexposed brickwork is concerned.
- Plastering up to the pre-finishing stage.
- Rough woodwork.

The agreement more than doubles the top minimum wage for Blacks, with a minimum rate of 94c an hour for operatives grade 1 compared with R1,62 an hour for artisans.

As a result of a recent cost-of-living adjustment, artisans now get at least R1,76 an hour, and the operative wage has also been adjusted

HANDOUT

News of the breakthrough — which followed a full year of negotiations — came after a meeting today between the Minister of Labour and a deputation of the Industrial Council for the Transvaal building industry.

Trade unions, employers and the Minister expressed their satisfaction with the agreement, the secretary of the council, Mr D B Ehlers, told The Star.

He expected the agreement to be ratified soon in the Government Gazette.

Mr Gert Beetge, general secretary of the White Building Workers' Union, said the concessions regarding Black operatives were "purely academic at this stage."

Since there was White unemployment at present — about 40 members of his union are out of work in the Pretoria-Witwatersrand complex — no exemptions would be granted, he pointed out

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177

BUILDING JOBS OPEN TO BLACKS

ARGUS 15/7/75

The Argus Correspondent

JOHANNESBURG.—

The eight-months-overdue industrial agreement in the Transvaal building industry — which opens the door to unprecedented Black job advancement — has been approved by the Minister of Labour, Mr Marais Viljoen.

The agreement provides for exemption to job reservation to allow (Black) operatives to perform work previously reserved for (White) artisans.

Among the tasks which may now be performed by operatives who receive such exemption are —

- Bricklaying, where unexposed brickwork is concerned.
- Plastering up to the pre-finished stage.
- Rough woodwork.

The agreement more than doubles the top minimum wage level for which Blacks were eligible — providing a minimum wage of 94c an hour for operatives grade 1 compared with R1.62 an hour for artisans in its draft form.

As a result of recent cost-of-living adjustments artisans now get at least R1.76 an hour, and the operative wage has been adjusted similarly.

News of the breakthrough — which followed a full year of negotiations — came after a meeting yesterday between the Minister of Labour, Mr Marais Viljoen, and a deputation of the Industrial Council for the Transvaal Building Industry.

At the meeting all concerned, trade unions, employers and the minister, expressed their satisfaction with the agreement, the secretary of the Industrial Council, Mr D. B. Ehlers, said.

He expected the agreement to be ratified soon by way of publication in the Government Gazette.

A statement on the agreement was to be issued by the Department of Labour, Mr Ehlers said.

Mr Gert Beetge, general secretary of the White Building Worker's Union, said the concessions regarding Black operatives were 'purely academic at this stage'.

177

(177)

15 MAR 25/75
Labour Reporter

11, 31
174

174

177

Thirteen Coloured ar-
tisans have been put
off at Easton North
building site days be-
fore the relaxation of
job reservation on
Monday.

The contractor, Mr J F
Erasmus, proposes to put
them back to work next
week when it becomes law-
ful to employ Coloured
artisans in most building
trades unless they replace
Whites.

The leader of the White
Building Workers' Union,
Mr Hart Bezuidenhout, said
that the Coloureds resume
work I shall demand work
for my unemployed white
front the Minister of
Labour himself.

Mr Bezuidenhout said he had
six unemployed white
bricklayers and more were
registered with the De-
partment of Labour.

He said that the depart-
ment and of the Transvaal
Council of the Transvaal
Building Industry had
followed up a complaint
and established that Mr
Erasmus did not have
valid exemptions permit-
ting him to employ the
Coloured artisans.

REFUSED

Mr Erasmus confirmed
that the exemptions had
expired without his know-
ledge. When he applied
for new exemptions this
week, these were refused.
He had to stop construc-
tion work at the site on a
three-story block of
flats.

"Fortunately, these work-
ers were due to go on a
week's leave anyway," he
said. "As I understand it,
there should be no prob-
lem if they resume work
next week."

Mr Z L Pretorius, direc-
tor of the Witwatersrand
Builders' Associa-
tion, said about 500
Coloured artisans
now employed under
exemptions in the Trans-
vaal building industry.

Minister's pledge on Black labour

Cape Times 4/8/75

THE Government will not stand in the way of changes in traditional work patterns which will allow Blacks to move into higher-paid jobs, says Mr Marais Viljoen, Minister of Labour.

Opening the annual national convention of the Institute of Personnel Management in Cape Town today Mr Viljoen said, however, that the Government was not prepared to force workers in White parts of the country to make concessions in respect of traditional work patterns if they felt this would undermine their job security.

He said changes would be permitted only if they came about in an orderly fashion and with the concurrence of the trade unions and did not cause an undermining of our social structure.

Referring to the need for training to improve productivity, Mr Viljoen said one of the most important facets of training was learning to communicate at all levels. Workers should know exactly what was expected of them. Good communications reduced tension and made better productivity possible.

A recent survey by the University of the Orange Free State had shown that communications systems could be improved in 97.4 percent of South African firms.

It was the Government's aim that all workers, regardless of race, should enjoy rising standards of living. Increased labour costs without corresponding increases in productivity, however, were causing much of the wage-push inflation plaguing many Western countries.

The convention continues until Wednesday.

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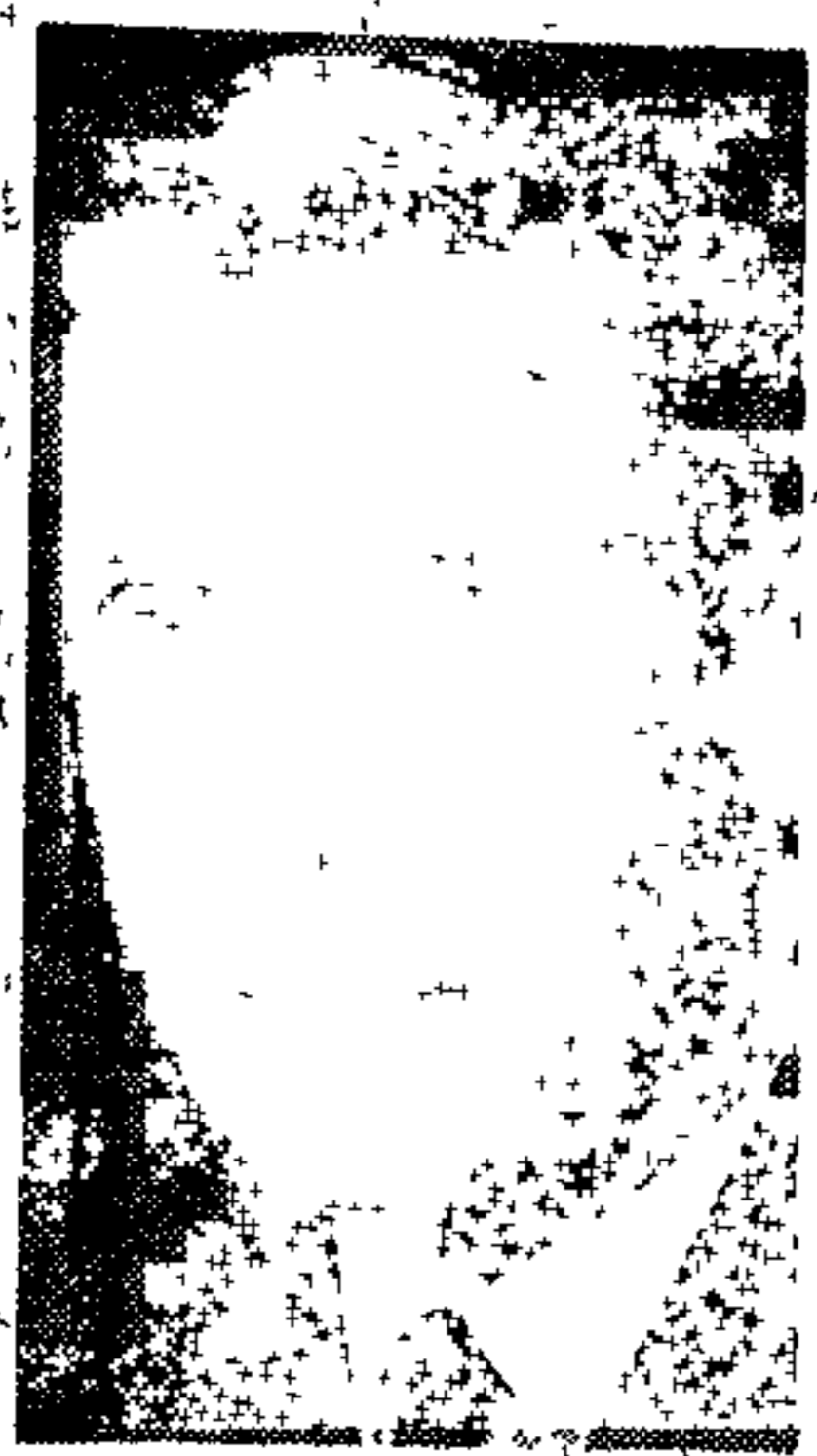
Daily Dispatch
7/8/48

State switch on black trade unions?

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

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

"The Minister of Labour,



MR GROBBELAAR

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

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

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

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

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

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

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

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

137
325
174
177

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

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

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

Key elements in the
policy are:

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

② The improvement of
skills in the total labour
force.

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

④ The relaxation of
statutory and traditional
job reservation.

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

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

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

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

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

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

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

Blacks at present con-
stitute 55 per cent of

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

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

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

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

Training

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

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

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

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

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

By FLEUR DE VILLIERS

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

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

Clear need

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

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

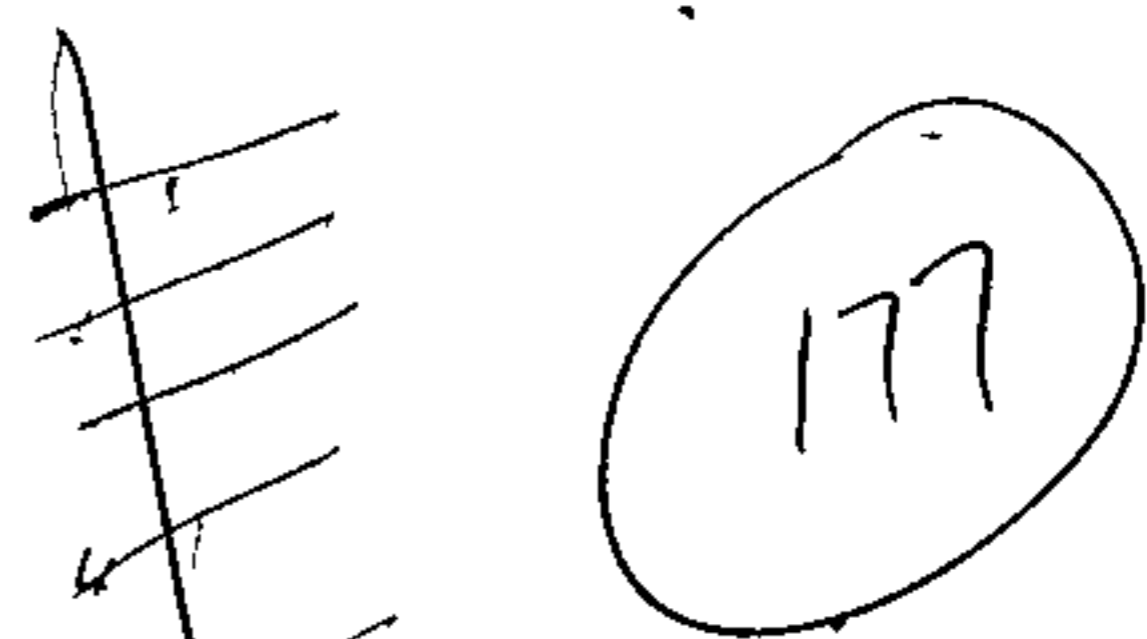
This should be
where it is clear
the attitudes and co-
tives of Black work-
ers are not inimical to
national interest.

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

Re-entry

On the quest
wages, he said
while these were
determined by
forces of demand
supply, profit
and the ability
employers to pay,
incumbent on us
to fix minimum
levels "at least
in accordance with the
necessities of life"
to recognise the
through rising
the standard of
A further recom-
mendation was that
Government deter-
mine differential cost-
ing index for dif-
ferent wage gr-
regions to gu-
adjustments.

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



Manpower 'the key to race question'

STAR 11/8/75

174
200
177

It is increasingly apparent that an equitable solution to South Africa's manpower problems would go a long way towards solving the race relations question as well.

That is how Mr Robert Kraft, economist and assistant general secretary of the Trade Union Council of South Africa, sees the framework of far-reaching national development policy being drafted by organised industry.

The phasing out of the migrant labour system is one of the key elements of this framework, disclosed at the weekend by Dr H J Reynders, director of the Federated Chamber of Industries.

Dr Reynders stressed today that his policy outline, which aims to promote change within South Africa's existing political framework, had yet to be completed.

"But I believe it is compatible with recent statements from Government quarters," he added.

Changes being sought in the chamber's draft proposals in order to promote economic growth include:

JOB RESERVATION

- Greater geographical and occupational mobility of workers;
- The improvement of skills in the total labour force;
- The relaxation of statutory and traditional job reservation;
- The preparation of Black workers for more meaningful involvement in the collective bargaining process;
- The fixing of minimum wage levels in accordance with the basic necessities of life;
- The extension to the total labour force of adequate unemployment, pension and sickness benefit schemes;
- The abolition of discrimination against women in the labour market; and
- The co-ordination of the labour policies and practices at present administered by four Government departments: Bantu Administration, Labour, Health and Mines.

Inflation through Black job ceiling

STAR 11/8/75

174

177

Labour Reporter

Unnecessary ceilings to Black advancement deny South Africa the full use of her most effective weapon against inflation, says a leading economist.

South Africa cannot attain her economic objectives without an accelerated change in attitudes to Black job advancement, says Dr. Jan Hupkes.

Another expert, Professor C. H. Wyndham, of Witwatersrand University, says White displacement by Blacks in skilled work is out of the question. The skills gap is too large.

ARGUMENTS

The detailed arguments of both men, and of other experts on the state of the job market, ap-

pear in an investigation beginning in The Star

THE PINCH

Summing up the latest trends, a prominent labour leader said today: "The worst inflation South Africa has known speaks louder than moral or political persuasion."

A growing number of White trade unionists now saw Black job advancement as the only answer to the economic pinch, said Mr Robert Kraft, economist and assistant general secretary of the Trade Union Council of South Africa.

"Even the conservatives begin to realise that their own livelihood depends on Blacks advancement rather than being threatened by it," Mr Kraft added

U.P. plan for SA labour

14/8/65 The Argus Correspondent

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

Addressing a Young South Africans' symposium on the Urban Black, he said that once a country had become fully industrialised, it had the choice of diverting its immense economic resources into one of three main avenues:

It could either concentrate on mass consumption (American), or on the development of an extensive social welfare system (British) or on prestige projects (Russians).

In view of our population composition and the disparity in wealth between the haves and have nots, we will have to opt for a more extensive

social welfare system, Dr Jacobs said.

REASONS

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

- To sustain a growing population, which was expected to reach 50 million by 2000.

- To meet a growing defence expenditure, presently standing at about R1000-million and likely to increase.

- To counter the activities of political agitators. In this sense, South Africa must expand economically or we will explode politically, he said.

GROWTH

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

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

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

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

See also WAGES

174
177

Plan for advance of Black workers

174

177

STAR 20/8/75

Pretoria Bureau

The chairman of the Bantu Investment Corporation, Dr S P du Toit Viljoen, has advocated scrapping the whole system of job reservation.

Dr Viljoen said in an interview that job reservation limited the use and training of Black workers, served only a political and not economic function, and was in the process of being broken down with each new industrial agreement.

Dr Viljoen had been asked to expand on his statement at Temba last week when he said South Africa would need at least 3.5-million skilled Black employees by the year 2000, and that such a massive development called for fundamental changes in South Africa's educational, managerial and policymaking systems to bring them into relation with the realities of the society due to emerge in the next 30 years.

Education

The basis of South Africa's future economic growth, he said, lay in improved education with the gradual introduction of compulsory primary school attendance from 1980.

This plan, which was in hand, would raise the Black primary schoolgoing attendance from the present 75 percent to 90 percent and more.

The next step would be to increase the number of Black primary school pupils going on to secondary education.

Producing teachers to achieve these ends called for a target of 8 000 a year by 1980. This would make it possible to dispense with double school sessions, improve the teacher-pupil ratio to 1:45 and improve the quality of teaching.

Technical training in industry was required in three categories — for operatives, artisans and technologists.

The basic problem to technical training lay in financing it. All depended on Government priorities — both the central Government and the homeland Governments.

Co-ordination between the Department of Bantu Education and the Homeland education departments, which were responsible for 60 percent of Black children in South Africa, was vital too in the spheres of overall planning, curricula and standards.

By the end of the cen-

tury, South Africa could have 50-million people, which its water resources and food production capacity could bear. But a further doubling would lead to disaster.

It was this factor which lent such great urgency to a family planning programme starting right now.

Decentralisation was another vital objective to be aimed at, Dr Viljoen said. This included economic, social and political spreading of the load.

There would, however, always be a need for some central co-ordination on matters affecting all, and this, Dr Viljoen said, involved a federal basis.

Planning & change seminar

Race laws must

177

Change

Cape Times 21/8/75

— Reynders

DR H J REYNDERS, executive director of the Federated Chamber of Industries, said in Cape Town yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both Whites and Blacks would have to make radical adjustments in their traditional attitudes.

Dr Reynders was addressing the Change Orientation and Planning seminar organized by the Graduate School of Business of the University of Stellenbosch. He said it had to be accepted that the Black

urban populations of South Africa were here to stay and "once we accept this fact our planning for the future must take cognisance of it".

The inevitable changes would mean better training and vocational instruction for the Blacks for higher occupations and induce White workers to accept Blacks as their equals.

He said that four-fifths of the Blacks in South Africa had the characteristics of a stable population and as far as industry was concerned stability was essential.

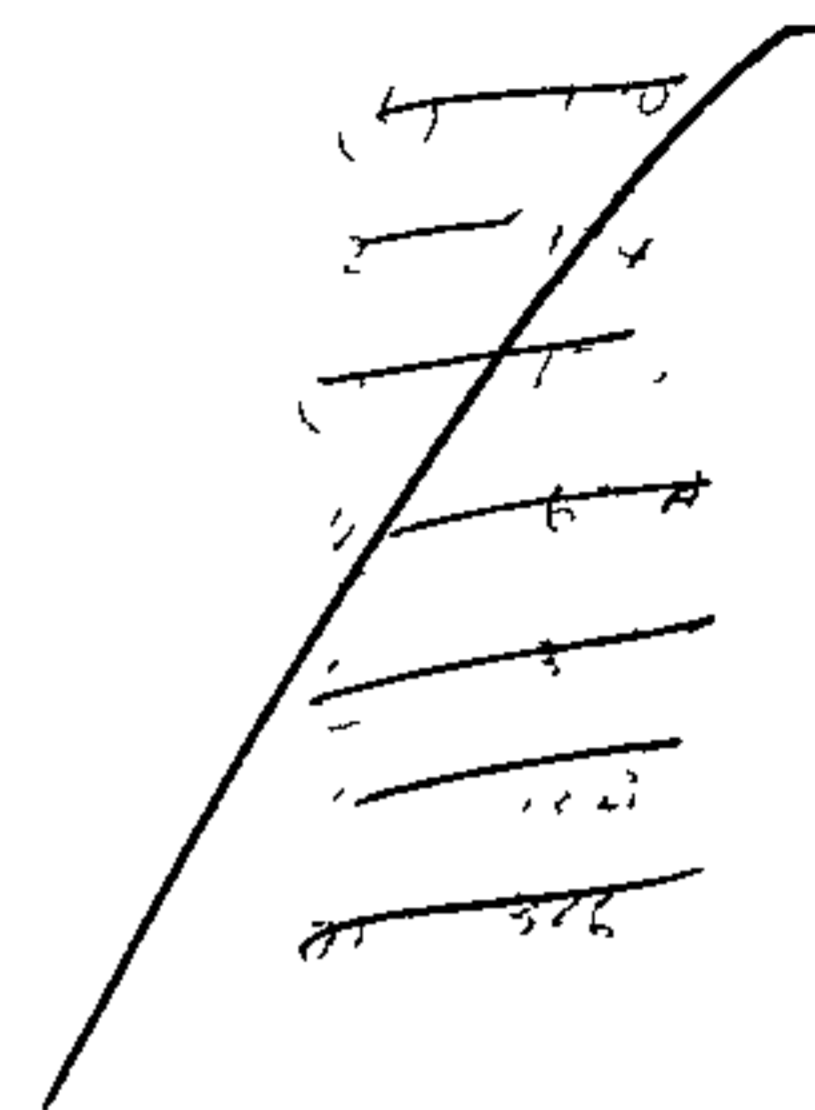
"REPUGNANT"

Dealing with the problem of wage discrimination, Dr Reynders said that discrimination between people of different races who perform identical work "is repugnant to us".

But certain economic realities had to be considered. Regardless of race or colour the price of labour depended on supply and demand, productivity and the capacity of the employer to pay. It also had to be recognized that every person required the basic necessities of life.

The most obvious approach to bridging the wage gap was equal pay for equal work regardless of race. But tied up with the problem was job reservation and the fact that

hand for a twin
ery - two bright feet
with a great singing
ahead of them.
as Compere,
lar Tony Naidoo.



Scrap job laws — Bicorp chief

RDM 21/8/75

174
177

Labour Correspondent
THE CHAIRMAN of the Government-backed Bantu Investment Corporation, Dr S. P. du Toit Viljoen, said yesterday the protection of White workers through job reservation legislation should have never been introduced and should be scrapped.

He described job reservation legislation as having been introduced for a political purpose, and that it was being continued for a political purpose.

"But it has no economic function at the moment, nor has there ever been an economic reason for it," he said.

"The only purpose it could have had was to induce White craftsmen to

leave more work to semi-skilled Blacks. It has certainly outlived that purpose," he said.

Dr Viljoen said he doubted whether the Government would remove job reservation legislation easily.

It had been repeatedly said in responsible circles that job reservation had no place in the South African labour system.

"Presently and in the future there will be such demand for skilled labour that Blacks won't be any serious competition to Whites.

"Our economy will become more and more sophisticated and by the end of the century we will be relying on technologists, not craftsmen, and great numbers of Whites and Blacks will be needed."

Job reservation legislation excluded all Blacks

from training and job opportunities in many artisan trades, exclusively reserved for Whites.

Dr Viljoen said its sphere of influence had diminished through the years with each new industrial agreement. Many Blacks were today being trained and employed in trades.

Dr Viljoen's statement goes a long way in supporting the view that the Government is under pressure to overhaul South African labour legislation to allow for greater labour mobility and training.

However, the Minister of Labour, Mr Marais Viljoen, said as recently as last April that job reservation could not be abolished because it was "an essential in ensuring industrial peace, reasonable employment and advancement opportunities to all population groups."

STAR 22/8/75

Black woman's unequal fight

Pretoria Bureau
A Black fighter for women's rights had University of Pretoria students applauding

loudly when she spoke on the problem of the urban Black woman.

Addressing the third meeting of "Women's Week" at the university yesterday was Mrs Frances Kutumela, National Secretary of the National Council of African Women

Her speech included an attack on poor Black-White relations, a bid for equal rights for women — but strictly not women's lib — and information on the traditional roles of the Black woman

LIKE SCUM

Mrs Kutumela said the Black woman was the most unfortunate victim of petty apartheid, influx control and job reservation. But what she despised most was that she was treated like "scum of the earth by shop attendants, passers-by, and even pre-school White children". Black women had never

been treated like anything but minors. When she married in community of property, she had no say whatever over the house or property if she got divorced

"Despite the relaxation of job reservation, Black women are still reserved for the lowest job and the lowest wages"

Mrs Kutumela, a qualified nurse, reflected on the times when she used to pick up her pay cheque at the same time as the White student nurses. She noticed the fat cheques the students took home, compared with her meagre salary.

"From that salary," she said, "we had to buy school uniforms and books for our children."

Pleading for free and compulsory education for Black children, she said it was the children who did not want — or could not afford — to go to school who were responsible for the extent of juvenile crime in their areas.

174

177

Phase out racial laws — Reynders

CAPE TOWN — Dr H. J. J. Reynders, executive director of the Federated Chamber of Industries, said here yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both whites and blacks would have to make radical adjustments in their traditional attitudes.

Dr Reynders was addressing the change — orientation and planning seminar organised by the graduate school of business of the University of Stellenbosch.

He said it had to be accepted the black urban populations of South Africa were here to stay, and "once we accept this fact our planning for the future must take cognisance of it."

The inevitable changes would mean better training and vocational instruction for the blacks for higher occupations, and inducing white workers to accept blacks as their equals at the work bench.

He said that four-fifths of the blacks in South Africa had the characteristics of a stable population, and as far as industry was concerned stability was essential, as it made for better planning.

Dealing with the problem of wage discrimination, Dr Reynders said that discrimination between people of different races who performed identical work "is repugnant to us."

But certain economic realities had to be considered. Regardless of race or colour, the price of labour depended on supply and demand, productivity and the capacity of the employer to pay. It also had to be recognised that every person required the basic necessities of life.

The most obvious approach to bridging the wage gap problem was equal pay for equal work regardless of race. But tied up with the problem was job reservation and the fact that most black and Coloured workers were still unskilled.

This meant that the majority of non-white workers would not benefit from the equal pay for equal work approach which was an attractive slogan, but did not make economic sense.

Change had to come, but it had to be gradual. There was the question of whether to give more people work at a lower wage or to pay a higher wage and give work to fewer people.

To adopt a new wage structure faster than the economy could absorb the change would be to defeat the whole object of the exercise. — SAPA.

174

177

Training plan bothers furniture men

BY DAVID PINCUS

FEARS that a training scheme, which enforces job reservation for Africans, will lead to a shortage of skilled workers in the furniture industry when the good times return, has led to a number of furniture manufacturers condemning it.

The scheme will have to be enforced by all manufacturers, except those in the Cape and in the Free State, and lays down methods of training Whites, Coloureds and Asians to become artisans in the furniture industry, but specifically bars Africans.

Paradoxically, some of those who are now condemning the scheme privately ("nothing for publication, you understand?") not only assisted in formulating policy, but realised the possible harm it could do only about a month ago. And they will have to wait until January 1977, before they can do anything about it.

Explaining his opposition to the scheme, one manufacturer, whose name may not be quoted, said: "The way the training scheme will be published makes it an absolute waste of both time and money. It is designed to protect the jobs of Whites, Coloureds and Asians in the industry, but makes no provision to train Blacks to do any of the better, more skilled jobs in the industry — when it is obvious that in a few years the industry will have to rely almost exclusively on African skilled labour."

"Until about six years ago the industry was staffed by White skilled workmen, but then they moved out and were replaced by Coloureds and Asians. Now they are moving out to better, pleasanter jobs and we are now beginning to experience shortages of skilled men."

"We must train Africans now to take over from the Coloureds and Asians. There is no reason why we cannot do that. The Government has adopted an attitude where it allows industry to use Blacks when workers from other racial groups are not available."

"I believe that Africans are more reliable. On some Mondays we have up to a 20 per cent absenteeism among our Coloured workers. Absenteeism among our African workers, who are limited to doing the more menial jobs, has never come anywhere near that figure."

Training

The manufacturer said there was nothing to stop an employer training Africans as journeymen, "except for the fact that, in terms of our agreement, we may only employ members of trade unions as journeymen. And Blacks are not allowed to join either of the two trade unions, one for Whites only, the other for Coloureds and Asians."

"We must plan now for the future. The present bad times cannot last for ever. There could be a dramatic improvement in the economy by the middle of next year which will simultaneously create a large increased demand for furniture and create a host of new, attractive jobs outside the industry which will appeal to our existing Coloured and Asian workers. Where will furniture manufacturers be then, if they cannot train Africans now to replace Coloured and Asian workers?"

Sias Odendaal, the director of the Furniture Industry Training Board, which was established to draw up and administer the

Africans are not entitled to do specific jobs in the industry. There's no point in training them to do jobs they won't be allowed to do. That would be an absolute waste of money.

"We will, however, train Africans to do the jobs they are allowed to do here and in the Border areas."

Mr Odendaal agreed that Africans will have to take over skilled jobs in the furniture industry, if it is impossible to get Whites, Coloureds and Asians, but added: "Now that the Coloureds are moving out of the industry it does not mean that we have exhausted the resources of the Coloured population in South Africa."

"Coloureds and Asians are being born every day and there are large numbers of young Coloureds and Asians who would like to make their careers in the furniture industry, provided we can train them properly and assure them that we will pay them properly."

"We are not going to train Africans so that they can push the Coloureds out of the industry. Because of job evolution, we must accept that eventually Africans will come into the industry in skilled positions. We mustn't try to revolutionise the industry by pushing them in and pushing Coloureds and Asians out."

Sun Times (Bus Times) 28/1/75 0188

174
177

② 174
③ MANPOWER Training

Job law
STAR 8/10/75
stays -
① 150A
② 174
Viljoen

John Cundill

The Minister of Labour, Mr. Viljoen, made it clear on television last night that job reservation would not be dismantled as part of the Government's anti-inflation programme.

Job reservation would definitely not be abolished, he said, as it was necessary for implementing the anti-inflation policy.

Job reclassification had been taking place over the 20 years that job reservation had been in existence. It could continue only with the assurance to White workers that their jobs would not be taken from them.

Job reclassification required the willingness and co-operation of White workers, and this was made possible by the existence of job reservation.

Mr. Viljoen said the Government intended making more effective use of labour, firstly, by creating new training facilities and expanding existing ones, and, secondly, through the reclassification of work which would enable less-skilled workers to do higher-skilled work.

174
177

F.M. 10/10/75

Manpower - Reservation of Work

Apartheid wins again

As far as Black labour is concerned, government's much-vaunted campaign against inflation is a non-event if ever there was one. If it goes down in SA's labour history at all (which is extremely doubtful), it will go down not for what it says, but for what it leaves out.

For example, the trade unions undertake "to continue with the rationalisation of artisans' work," with "due regard" (predictably) to "the government's policy in regard to the labour structure."

No mention of scrapping the jobs colour bar, which these very same unions have by one means or another effectively written into dozens of industrial agreements, no mention of scrapping closed shop arrangements (in which both government and employers acquiesce), whose effect — and intention — is to keep Africans out of a large range of jobs; and no mention of allowing Africans to be trained as mechanics, say — which would do more to bring down the soaring cost of motor repairs than a hundred anti-inflation manifestos signed with such fanfare in Pretoria.

No mention of scrapping the untold number of restrictions which the unions still impose on the movement of Africans up the jobs ladder, thus creating artificial manpower shortages in many sectors of the economy and thereby pushing White wage rates way above the minima laid down in industrial agreements.

Nobly enough, the unions have agreed to exercise restraint in wage claims. But as far as the more productive use of African workers is concerned, one is left with the sneaking suspicion that the trade unions could happily sign the manifesto secure in the knowledge that nothing is really going to change any faster than hitherto when it comes to the jobs colour bar.

For its part, government solemnly promises that when unions and employers don't want to reclassify jobs, it will continuously "motivate" them to do so. No mention of whether or not government and the unions are going to scrap their own aversion to the employment of Africans as artisans in the Common Area.

The immediate abolition of this grossly unjust bar would do more to improve labour productivity in SA than a hundred conferences to "alert businessmen to the exact nature of productivity problems" organised by the NDMF or anyone else. If the NDMF is going to hold a conference, perhaps it could invite the entire Cabinet and alert it to a few problems.

For example, if large-scale systematic training of Africans as artisans is not going to start *now*, by the time the eco-

nomy picks up again there is simply not going to be the manpower to produce the goods to meet stepped-up demand — and a situation like that can send prices sky-high.



Viljoen . . . Never mind, you can always go to a Border Area

But businessmen — and Black workers — should not despair. There's always a Bantustan or a Border Area. Government undertakes to furnish information "on the opportunities available to them in border areas for the introduction and utilisation of *ad hoc* training schemes for their workers. And it undertakes to tell them — "more pertinently," what's more — about paragraph 11 of the White Paper on Decentralisation.

The manifesto proclaims that this paragraph deals with "exemptions which will be considered by the government in cases of shortages of skilled labour in Border Areas so that Bantu may perform the advanced types of work which would otherwise have had to be done by other groups of the population."

What the manifesto does *not* mention, however, is that paragraph 11 also says that these exemptions will be granted on certain conditions: workers of different "national groups" may not be employed on the same level of work, separate facilities must be provided, Blacks cannot supervise Whites, there may be no displacement of White workers, and "in these Border Areas no Bantu apprentices will be trained."

Furthermore, the exemptions will be withdrawn if White workers are not available at a later stage, or if "not condoning" racial discrimination.

How's that for an incentive to an industrialist — if he can be caught into going to a border area in the first place — to upgrade African workers and spend money on training them and increasing their productivity?

The Social Contract also says that government is "sympathetically disposed towards cases where additional Bantu labour is required in terms of the Environment Planning Act to replace Bantu labourers who are receiving training in the metropolitan training centres." But it then adds "any allocation of Bantu for this purpose will, however, be made on a purely temporary basis."

Government also "undertakes to review the existing procedures relating to the registration of Bantu labour with a view to the simplification of such procedures." As of Wednesday this week, the usually well-informed PRO of Bantu Administration knew nothing about this and "would have to go into it."

As far as the training of Africans in the Common Area goes, the manifesto refers to the "good progress" being made with the private industrial training centres, and government and employer organisations undertake to "propagate" them use amongst industrialists.

But as far as the development of a free and fully competitive labour market, or the free and fully productive use of SA's Black workers, is concerned, the Social Contract is not worth the paper it is written on.

Apartheid wins again.

No leapfrogging of White workers

15/10/75

① 174
② Magazine - Training

174
M

Labour Reporter

The 33 000 - strong Amalgamated Engineering Union has issued a strong call for stepped-up training of Whites.

"We accept that there are not enough White workers to meet future requirements," said Mr E J. "Tubby" Faure, the union's national chairman. "But we are not going to permit any leapfrogging of the many thousands of White workers who can be trained successfully to perform more responsible work."

Mr Faure spoke today after a two-day meeting of the union's council in Johannesburg.

The council reaffirmed its policy that the training and retraining of White workers was crucial in the change taking place in the labour pattern.

INFLATION

"We are talking about people willing and able to advance," Mr Faure said.

Industry itself was the proper place for training and advancement, but many employers were only paying lip-service to the existing provisions for the training and retraining of Whites.

The council supported the collective programme against inflation and would be watching developments with great interest, Mr Faure added.

Equal pay solution on jobs'

STAR 24/10/75 *Mr* 24/10/75

(1) 334
(2) 174

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174
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Pretoria Bureau
Without job reservation Blacks and Whites would compete on an equal basis for the same jobs in South Africa, the deputy economic adviser to the Prime Minister, Dr Simon Brand, said today.

Addressing the post-

graduate management school of the University of Pretoria's seminar on the rearrangement of Black labour in South Africa, Dr Brand said there would, however, be some difficulties in a changeover process to get away from job reservation.

The main problems would be caused by resistance from the White labour force. One way to reassure White workers was to ensure that Blacks would receive equal pay for equal work.

This would maintain an equal basis of competition, he said, and would prevent employers kicking Whites out of their jobs in order to employ lower-paid Blacks.

SHORTAGE

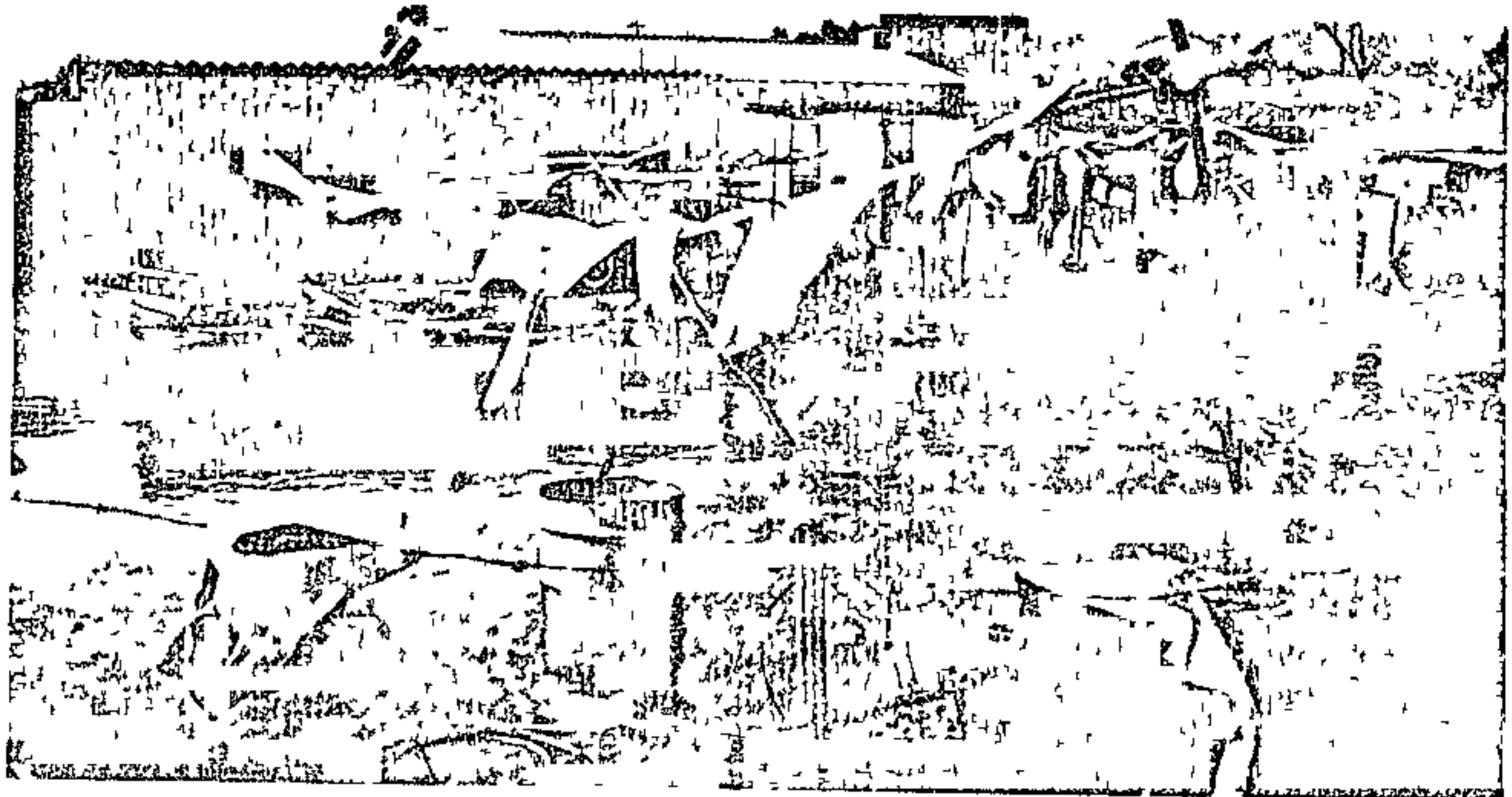
Manpower projections showed that in the short term a shortage of White male workers could be expected in the upper occupational categories. In the lower categories there would be a surplus.

Dr Brand agreed with a speaker from the floor that potential Black business leaders should be identified and trained as a matter of the highest priority.

No more Whites were available to fill the upper occupational categories, even allowing for immigration, and Blacks had to be trained to fill the vacancies, Dr Brand said.

177

(1) 293
(2) 74



South African Outlook

Crossroads . . . shantytown without hope

Western Cape Africans Firstly, the Eiselen plan to make a "Coloured labour preference area" in the Western Cape bars Africans from jobs requiring even the most minimal skills. They are reserved for Coloureds. Secondly, there has been a ban on family housing for Africans for a decade.

Any employer wishing to engage an African in a skilled post must satisfy the Labour Department that no Coloured is available, and that the prospective employee has residential rights. As it is, the building industry is the largest employer of African labour in Cape Town, mostly on 12-month contracts.

All of which could slot in well enough with separate development ideology if Africans were in fact mere labour units, lacking the elementary education on which industrial, commercial or professional training can be grafted.

This has not proved the case. Increasing numbers of Western Cape Africans are advancing to JC and beyond only to find themselves (if they cannot get teaching or Bantu Administration posts) labourers or domestic servants, and liking it rather less than their parents.

The average wage of an unskilled labourer in Cape Town is R23/week, and a survey of Langa workers by the SA Institute of Race Relations has shown that, while there is no unemployment, the search for better jobs is ceaseless. A number of primary school teachers, for

example, are working outside the profession. The Athlone Advice Office, maintained by the SAIRR and the Black Sash, notes in its latest annual report that "the acquisition of skills or of academic qualifications has negative value for Africans in the area".

These skills are generally acquired outside the Western Cape, since facilities for training are effectively (and deliberately) non-existent. One African matriculant to whom the *FM* spoke had landed a job as a translator (knowledge of Xhosa does open some skilled jobs), but her commercial qualifications were worthless.

The Advice Office also reports that some "employers tend to take advantage of the situation and pay their African employees the wage of labourers while getting skilled work from them".

Ray Altman, secretary of the (Coloured) National Union of Commercial and Allied Workers, reflects the view of Coloured union leaders that "where an African is able to come into skilled employment, he should be allowed to do so, there should be equal pay for equal work, and promotion on merit".

To say the least, this seems some way off. With independence looming for the Transkei, government is certain to accelerate rather than abate its efforts to exclude Africans from the Western Cape. The result will be an *impasse*, with dangerous possibilities of unrest. Within the past year many squatting Africans have been relocated in the Crossroads shanty-town near D F Malan Airport.

While government evidently regards Crossroads — population approaching 10 000 — as a transit camp, it has already shown signs of evolving into a true community. For one thing, the majority of these Africans have chosen to live in Crossroads with their families rather than in single-sex hostels in Langa or Nyanga.

It is hard to see how Transkeian independence will make any difference to them.

CAPE SQUATTERS

Growing frustration

Within the greater Cape Town area live some 200 000 Africans, at least half without residential rights under the pass laws. Harassed by government officials intent that they should belong in a Bantustan, and by restrictive employment practices, they have helped swell the enormous squatting problem of the Western Cape, which now involves at least 250 000 people in communities reminiscent of the slums of Mozambique and Angola.

Two decisions, dating to 1955 and 1956, have determined the fate of

FM 30/1/76

MANPOWER - RESERVATION OF WORK

~~FEB. 1976~~ ~~OCT. 1977~~

177

Hansard 2 col 75
4/2/76

Section 77 of Industrial Conciliation Act

71 Dr A L BORAINF asked the Minister of Labour

- (1) In respect of what occupations were determinations under section 77 of the Industrial Conciliation Act in force at the end of 1975,
- (2) what was the estimated percentage of the total labour force potentially affected by these determinations,
- (3) in respect of how many employees in each race group were exemptions operative at that time

The MINISTER OF LABOUR

The details are as follows

Determination Number	Industry
No 2	Municipal Undertaking—Durban (Driving of motor vehicles in the cleansing department)—Total exemption from the determination was granted for an indefinite period
No 3	Iron, Steel, Engineering and Metallurgical Industries—Republic of South Africa (Manufacture of window or door metal surrounds, Cliscoe windows, Anite louvres etc)—At the request of the employer and employee parties, who arrived at an agreement, the provisions of the determination have been suspended for the currency of the agreement
No 4	Municipal Undertaking—Cape Town (Traffic Police, Ambulance Services and Fire Brigade Departments)
No 5	Passenger lift attendants in various industries and undertakings—Municipal areas of Bloemfontein, Johannesburg and Pretoria

No 7	Iron, Steel, Engineering and Metallurgical Industries—Republic of South Africa (various activities as listed in clause 1 of the Determination) At the request of the employer and employee parties who arrived at an agreement, the provisions of the determination have been suspended for the currency of the agreement
No 8	Clothing Industry—Republic of South Africa
No 9	Municipal Undertaking—Springs (Health Department)
No 10	Road Passenger Transport Industry—Cape Peninsula (Drivers and Conductors)
No 11	Motor Vehicle Driving—Certain industries, Magisterial districts of Odendaalsrus, Ventersburg, Virginia and Welkom
No 12	Certain work in abattoirs and in the wholesale meat trade—Witwatersrand and Pretoria
No 14	Liquor and Catering Trade (work of barman)—Municipal areas of Durban and Pietermaritzburg
No 15	Motor vehicle driving—Magisterial district of Durban
No 16	Motor Assembly Industry—Republic of South Africa (excluding the Magisterial district of Pretoria)
No 17	Liquor and Catering Trade (certain work)—Western Cape and Natal
No 18	Footwear Industry—Republic of South Africa
No 19	Driving of motor vehicles, road construction machines and earth-moving machines—Transvaal, Orange Free State and Natal.
No 20	Furniture Industry—Republic of South Africa.
No 21	Motor Vehicle Driving (certain industries)—Certain magisterial districts in the Transvaal and Orange Free State
No 22	Motor Vehicle Driving—Union Liquid Air Company, Transvaal and Orange Free State
No 23	Liquor and Catering Trade (work of barman)—Western Cape
No 24	Liquor and Catering Trade (work of barman)—Municipal area of East London
No 25	Motor Vehicle Driving—Divisional Council of Port Elizabeth—Total exemption from the determination was granted for an indefinite period
No 26	Motor Assembly Industry—Magisterial District of Pretoria
No 27	Mining Industry (work connected with sampling surveying and ventilation)—Republic of South Africa
No 28	Building Industry—Republic of South Africa
(2)	The estimated percentage calculated on the 1975 manpower survey figure is 2.3%
(3)	The numbers of employees affected by general exemptions and exemptions on a percentage basis are not

known As far as individual exemptions are concerned, the figures are as follows

Whites—50
Coloureds (including Asiatics)—711
Bantu—3 504

RDM 4/2/76

(1) 193

(1) 174

177

Diamond men cut Blacks out of the trade

By CLIVE EMDON
Labour Correspondent
EIGHT hundred White diamond cutters voted yesterday to keep Blacks out of their exclusive trade

At a meeting held in Johannesburg they rejected a proposed set of rules drawn up by the industry and the State which would allow Blacks into their trade

The Department of Mines wants all gemstones produced locally to be processed in South Africa. It has proposed that the industry be extended or a new industry be established for the cutting of small diamonds, and the work done by operators who in terms of the rules could be Coloureds or Indians.

The industry has gone through hard times, with workers being paid out R184 000 in short time for the loss of 13 700 man days in the first four months of the year.

The 900 member SA Diamond Workers Union

clearly see the introduction of non-union men, Blacks, as the thin edge of the wedge, with clear signs that the Master Diamond Cutters' Association want operators to handle all sizes of diamonds

The union claims it is being held to ransom by the employers' association which will not negotiate a new wage agreement — the last lapsed at the end of 1974 — until the union makes concessions and allows the introduction of non-union Black operators.

The proposed rules, though they provide tight protection for White journeymen in the industry, were rejected unanimously by yesterday's meeting of the SA Diamond Workers Union for three main reasons

● Only people eligible for union membership who should be introduced as operators

● They should only be allowed to cut diamonds up to the size of 0.89 carats

in the rough and not 1.79 carats as proposed

● The rules provide for strict limitations on movement of workers from one firm to another. This was totally unacceptable

Addressed by the chairman of the union's executive, Mr Mickey Geffen, and general secretary, Mr Robin Rich, yesterday's meeting was told that the union could not allow operators to do work traditionally done by its members.

Sixty per cent of the members worked on rough diamonds in the 0.9 to 1.50 carats range — the area in which the employers wished to introduce operators.

Mr Geffen was at pains to say that the union had a policy of non-racialism. However the union would not contemplate allowing persons not eligible for union membership into the trade.

A speaker called for

immediate strike action, and was applauded. But the union's executive spelt out that in terms of the Industrial Conciliation Act there was still room for renewed negotiations, and that strike action could only be contemplated when these had finally reached deadlock.

The meeting gave its executive council a mandate to renew negotiations with the State and the Master Diamond Cutters' Association.

The council is due to hold a special meeting with Cape Town members this week.



INTERSECTION OF UNIVERSITY

177

Hansard 3 col 186 11/2/76

(x)
Contraventions of Industrial Conciliation Act

197 Dr A L. BORAINÉ asked the Minister of Labour

- (1) How many employers were prosecuted during 1975 for contraventions of determinations under section 77 of the Industrial Conciliation Act
- (2) (a) in respect of what industries, trades or occupations or classes of work was each contravention committed and (b) how many employees were concerned in each category

The MINISTER OF LABOUR

- (1) 65
- (2) (a) Building Industry
(b) 88

2/276
STAR.

① 193
② 218
③ 174
177

Diamond workers speak out on labour

Labour Reporter

The Diamond Workers' Union — now faced with an ultimatum to open the door to cheap labour by March 16 — has broken its tradition of public silence to contest allegations of racism

In a rare newspaper interview, the union's president, Mr Mick Geffen, and its general secretary, Mr Robin Rich, told The Star that

① The union maintain a non racial policy and had never insisted on remaining exclusively

White It was Government policy, enshrined in legislation, which prevented the union from becoming racially mixed

② There was no need for additional labour because the industry had insufficient work. Last year R210 000 was paid out in short-time payments for 14 000 work days lost as a result of too little work

③ The term "operators" was a misnomer because these men would not be machine minders but would do the same work as union craftsmen

④ In time, the operators would become unrecognised craftsmen who would undermine the pay and privileges of union men while themselves being open to exploitation

⑤ The industry's existing supply of rough diamonds from South Africa would be reduced by 64 percent over the next 10 years according to a Government estimate.

⑥ There was no need for cheaper labour because the 10 percent discount the industry received on its rough diamonds from South Africa paid the entire bill of the cutting

and provided they become eligible for membership of our union," Mr Geffen said

"If the Government and employers have their way and give stones of up to 1.79 carats to operators, our craftsmen will lose 60 percent of their work," Mr Rich said

"A Cape Town firm with more than 100 White operators has stayed in business since 1966 by processing stones no larger than 0.5 carats

"We are prepared to raise the ceiling for operators to 0.89 carats but we refuse to cut our own throats"

Mr Rich announced that the Master Diamond Cutters' Association has given the union until March 16 to meet its demands or face the calling off of the verbal agreements regulating employment conditions since the expiry of the industrial agreements

JUN. TIMES (Bus Times)
22/2/76

Diamond industry race

CUTTERS IF GOVERN

WHITE DIAMOND cutters hit back this week to lay the blame for the industry's labour stalemate squarely on the country's race laws and their employers' "greed".

The Government and the employer organisation, the Master Diamond Cutters' Association, want to introduce Coloured and Indian operators

Without this low-cost labour, they say, it is economically impossible for the industry to expand into the fast-growing market for small diamonds - which could be worth another R65 million to the country

The Diamond Workers' Union says it will only accept this if two conditions

**By TONY
KOENDERMAN**

are met

- Operators must be eligible for membership of the union.

- Operators should only be allowed to cut diamonds of up to 0.89 carats in the rough instead of 1.79 carats

The first condition effectively bars non-White labour as long as the laws of the land forbid non-Whites from being members of trade unions

"But this is not our fault," says union president Mickey Geffen. "We are not objecting to Coloureds and Indians - we are objecting to non-union labour. We would welcome them into our union if there was a need for them, if they were allowed to join, and if they were paid the rate for the job."

The reason for the second condition, says Mr Geffen, is that 60 per cent of the 1 200 diamond workers are fully employed on sizes below 1.79 carats

If lower paid non-Whites were allowed to do this work the livelihood of the Whites would be endangered

The employers have offered safeguards to secure conditions of employment, present wage levels and incentive rates

"Since negotiations started the definition of a small diamond has grown and grown," says Mr Geffen. "The employers see the introduction of non-White labour as a way to increase

their profits. The more work they can give to non-Whites, the better they like it."

The employers have offered safeguards to secure conditions of employment, present wage levels and incentive rates

But they cannot guarantee a minimum volume of work to the cutters. Earnings above the basic wage are related to the quantity of work done, so if White cutters lose some work to Coloureds and Indians, their earnings will suffer

The general secretary of the union Robin Rich says workers are already threatened by the long term decline in diamond production in this country

"The commission inquiry into the industry predicted a 64 per cent drop in production by 1985," he said. "Half the diamond workers are under 30 and in a highly specialised industry such as this it will not be easy for them to find other work."

The slump, which the industry is just beginning to pull out of, cost the union short-time fund R200 000 last year to compensate the men for the loss of 4 000 working days

Mr Geffen says the higher cost of South African White labour should be more than compensated for by the rebate of the 10 per cent duty levied on exported rough diamonds.

"This gives the local master cutters quite an advantage over anybody else in the world," he said. "It was worth R4-million to them in 1970 and R9-million in 1974."

"The cost per carat was R70 in 1970, but rose to R150 in 1974, so the labour cost as a percentage of the cost of a finished diamond has fallen substantially

"The 10 per cent rebate that the master cutters receive pays the wages of the men in the industry. So the argument that they must out wage in order to compete overseas is a lot of non-

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LORRY DRIVERS
Colour bar to go?

F.M
27/2/76

Job reservation among lorry drivers in the Transvaal and Orange Free State may shortly be officially reviewed

The Minister of Labour has invited "interested persons" for their views on whether or not he should order the Industrial Tribunal to investigate the situation

On paper, job reservation among lorry drivers is provided by Determinations 11 of 1962 and 21 of 1968 under Section 77 of the Industrial Conciliation Act. They reserve for Whites the jobs of lorry drivers in certain industries in the PWV-complex and large towns in the OFS

Trade union sources tell the *FM* these provisions are dead letters, however Employers, they say, do not even bother to apply for exemption from them when they want to employ Blacks "They just go ahead and sign on Blacks regardless of job reservation"

A spokesman for the Department of Labour adds "It has occurred to us that you seldom see a White man driving a lorry. The Department examines job reservation determinations from time to time to see whether they still serve any purpose" Hence the proposed review

The spokesman added that job reservation in the building industry had been "very much relaxed" last year following investigation by the Tribunal

The Minister is therefore asking for views on whether the two existing determinations should be replaced by measures "to safeguard White persons employed as drivers of motor vehicles against interracial competition"

Industries affected include the meat

trade, cement manufacturing and cement products, mineral water manufacturing, quarrying, brickmaking, sale and delivery of sand, stonecrushing, and goods transportation. Lorries affected are those weighing 4 536kg and more

Significantly, the Minister has also specifically asked for "proposals as to how the matter concerned can be dealt with without making a determination" under Section 77

The clear implication is that the Department of Labour would like to find ways of protecting White job security other than by formal job reservation

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He is Black — so he got ousted

A HIGHLY SKILLED clerk with an impeccable record has been moved out of his job by a Bellville motor firm because he is Black.

A year ago, 30-year-old Ben Fredericks answered an advertisement in a daily newspaper that offered a top post in Loevenstein Motors Western Province, Bellville. The Volkswagen branch, situated in the heavily Nationalist area in

have knocked me down with a feather when he said that being the only Black on the staff my presence was an embarrassment!

"I asked who I was embarrassing and Mr Geldeman said that some of their White customers

he would provide there would be no foreseeable problem."

Mr Fredericks went on to say that in comparison with the way they treated him their handling of Black customers was completely non-racial. Every Black man who walked in to spend his money was given the red-carpet service, his Black skin was apparently of no consequence.

Mr J Geldeman told the Sunday Times that it was, regrettably, a social problem that led to Mr Fredericks' dismissal. He explained that the office staff of White girls were not comfortable sharing the limited space with a Coloured man. He said that he, personally, had no colour prejudice.

However as works manager he had to see to it that his staff and customers are kept happy.

By JACKY HEYNS

the northern suburbs needed a man to take over their ailing factory-claims and costing department.

The White man who had been managing that section had left it with a loss of several thousands of rands.

Mr Fredericks, a quiet and studious type of man, was given the job, and after six months was found balanced and his employers were highly pleased. His salary was commensurate with his work and all indications were that a happy working relationship had been established.

But Ben was Black, while the rest of the staff were White.

Without his knowledge, Loevenstein Motors were training a White man to take his place.

Last month, with no previous warning or intimation of any kind, he was called into the office of his works manager, Mr J Geldeman, and told that he would have to go.

were not pleased. He was very decent about the issue saying that I should understand the way things are in this all-White business area. He also mentioned that some of the staff were unhappy with me among them.

"He assured me that they were more than satisfied with my work and that my personal behaviour was faultless. But I had to go. He would do everything in his power to see that I am placed in alternative employment and what with the references

Mr Fredericks says: I was shocked I had been with them for a year and at no time did anything take place that was untoward my permanent position in the organization. Until I was moved I had received nothing but praise.

"Naturally, I asked Mr Geldeman for the reason for my being moved away from Bellville. You could

Senate Hammond 5 @ cols 31 16/3/76

Industrial Conciliation Act: Work reservation determinations

*4 Senator B. R. BAMFORD asked the Minister of Labour:

How many work reservation determinations are in existence in terms of the Industrial Conciliation Act, 1956

†The MINISTER OF POSTS AND TELECOMMUNICATIONS (for the Minister of Labour) 25

177

Senate Hansard 5 @ cols. 30 ~~101~~

16/3/76

**Industrial Conciliation Act: Exemptions
from work reservation determinations**

*2 Senator B R BAMFORD asked the
Minister of Labour:

Whether any exemptions from work
reservation determinations were granted
in terms of the Industrial Conciliation
Act, 1956, during 1974 and 1975; if so,
how many in each year.

†The MINISTER OF POSTS AND
TELECOMMUNICATIONS (for the
Minister of Labour):

1974—628.

1975—311.

177

Job laws

'ensured

CAPE TIMES

peace' 26/3/76

Staff Reporter

LABOUR contentment in South Africa was largely because of the role played by job reservation, the Minister of Coloured Affairs, Mr Hennie Smit, said in Cape Town last night

Mr Smit was addressing a 50th anniversary gathering of the Cape Clothing Manufacturer's Association. He said that the fact that there was a peaceful labour force in South Africa "spoke volumes" for the country's experience and ability to adapt.

"Labour peace in our country has been protected to a large degree because of the important role that job reservation has played," he said.

Job reservation had ensured that Coloured employees had enjoyed preference within their "traditional labour sphere" over other Black work seekers.

Manpower - Reservation of Work.

FM 9/4/70?

That Minister of Mines Fanie Botha has given the (White) Diamond Workers Union and the Master Diamond Cutters Association until April 30 to reach a compromise in their dispute over the introduction of cheaper labour into the industry (FM, March 5)

While neither side is willing to disclose details of their meeting with Botha, the FM understands that no negotiations between the two parties are presently taking place

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DIAMOND WORKERS

On the brink F.M.

23/4/76

The diamond cutting industry is teetering on the brink of confrontation. Unless a final meeting of its Industrial Council can secure a compromise, only a decision to appoint a mediator or to refer the matter to arbitration can prevent the dispute between the Master Diamond Cutters' Association and the Diamond Workers' Union over the introduction of cheap labour into the industry (*FM* March 5) ending in a strike or lock out.

The issue came to a head on April 7, when a dispute was formally declared. The Union claims that the dispute was declared unilaterally by the Association, although Sandy Davidson, secretary of the Association, denies this, claiming that the dispute was declared jointly.

Once a dispute has been declared, the parties must resolve their differences

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~~(2) 149~~
~~(3) 150~~
~~(4) 174~~
~~(5) 192~~

177

within 30 days. Three meetings of the Council must be held towards this end. Robin Rich, general secretary of the Union, told the *FM* that the first two discussions had ended in deadlock.

"The Association has made its final demands and they are still unacceptable to us. This means that on May 6 they are entitled to lock us out of the factory. On the other hand, we are then entitled to hold a strike ballot."

The third and final meeting was due to be held as the *FM* went to Press. The likelihood of an agreement being reached seems remote. Unless Minister of Mines Lane Botha appoints a mediator himself, only a joint decision to submit to arbitration can head off a costly clash.

Even the appointment of a mediator would be a temporary solution, however, as he would have no power to dictate a solution.

With the Diamond Cutters' Association insisting on its need for cheaper labour and the Union equally determined not to endanger its members' job security, the odds on a clash seem ominously high.

The final showdown between employers and workers over the introduction of cheap labour in the diamond industry loomed closer today as the Diamond Workers' Union held a mass meeting and strike ballot in Johannesburg.

STAR
Cutters
27/4/76
leave
union

Labour Reporter
Most of the craftsmen of one large diamond cutting firm in Johannesburg were reported to have resigned from the Diamond Workers' Union as strike fever gripped the industry today.

Threats of violence were alleged to have been directed at the estimated 45 workers from the Gustave Katz Diamond Cutting Works.

STRIKE BALLOT

News of the development came as more than 500 of the 850 diamond workers in Johannesburg left a general meeting which lasted about four hours and ended in a strike ballot.

As the meeting ended, union executives stayed behind in a reported effort to persuade the resigned members to withdraw their resignations.

Before they met behind closed doors, the president of the union, Mr Mick Geffin, summed up the feelings of his members by saying:

"I have no doubt we shall get an overwhelming majority vote in favour of strike action."

1 134
2 150
3 174
4 193
177

1 134
2 156
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177

The Star Friday April 30

Showdown looms for diamond men

Labour Reporter

All eyes are on the Minister of Mines and Labour, Mr S P Botha, as both the Diamond Workers' Union and the Master Diamond Cutters' Association prepare for the showdown.

The union's strike ballot in Johannesburg was an "overwhelming show of strength" with only 47 out of about 650 votes cast against strike action those of 45 possible dis-

The votes included senters who were persuaded to withdraw their resignation from the union after the ballot

"BACK" TO WALL

"We have our backs to the wall and are prepared to fight for our livelihood," said Mr Robin Rich, general secretary of the union

"But we don't want to strike," he added

Mr Sandy Davidson, secretary of the Master Diamond Cutters' Association (the employers), said "We're not rocking boats"

In interviews with both sides it became clear that the Government played a major role in the confron-

tation by pressing for local processing of small stones which previously left the country in an unfinished state

The Department of Mines proposed that stones of up to 1,79 carats should be processed by cheap labour The limit

has since been lowered to 1,4 carats, but that still means that the existing work force will lose half of its work, according to the union

Mr Robin Rich, general secretary of the union, said today the union's limit of 0,89 carats for

cheap labour made adequate provision for all small stones to be processed locally.

"Neither the Government nor the country gains anything by raising that limit. Only the employers will gain from that," Mr Rich said

No Black trade unions, says Govt

6/5/76 NM.

Mercury Correspondent

CAPE TOWN—The Government will continue its policy of not recognising Black trade unions, the Minister of Labour, Mr. Fanie Botha, told delegates attending the Federated Chamber of Industries executive council meeting in Cape Town yesterday.

He said also it was the Government's intention to maintain job reservation, although its implementation would be treated with the "necessary discretion".

At the same time he indicated that White trade unions would get little joy from the authorities in their attempt to pressure the Department of Labour into enforcing or reinforcing job reservation where it had been relaxed.

Dealing with the Black trade union question, Mr. Botha said these unions were not prohibited

COMMITTEES

They would not receive Government recognition because it is felt that the interests of Black workers were best served by existing bargaining machinery that provided for liaison and works committees

He noted that considerable progress has been made in the formation of these committees since 1973, when the 1953 Bantu Labour Relations Regulation Act was amended, "strengthening the underlying principles of the appointment of works committees and opening the way for the establishment of liaison committees."

Mr. Botha said that since then pressure is being brought about from various sources for further amendments to this legislation

He said, however, that care will have to be exercised to adopt any amendments which "would ensure lasting peace in the labour field."

Mr. Botha said such a task requires thorough study which cannot be undertaken half-heartedly.

"I therefore have no intention of taking precipitous action merely to satisfy the wishes of certain elements," he said.

174
177

Diamond workers are 'out' from Monday

Mercury Correspondent

JOHANNESBURG

The 900 member South African Diamond Workers' Union declared last night that none of its members would be at work as from Monday because of a "lock-out" by employers

The union's general secretary, Mr Robin Rich, said the "lock out" existed because the industrial agreement with employers had ceased yesterday.

"Our members decline to work under conditions in which employers can dictate any terms and may very well bring in unskilled Black labour," he said.

Mr. Rich added, however, that his union was prepared to open new negotiations.

He said the Minister of Labour, Mr. S. P. Botha, had appointed a mediator. "But the mediator will only be available on May 24, and we are not prepared to extend the 30-day period just ended for formal negotiations."

Earlier in the day, the secretary of the Master Diamond Cutters' Association, Mr. Sandy Davidson, said his association was doing nothing to "rock the boat" and would work with the mediator to seek a solution.

~~13-156~~
~~(4) 174~~
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177

Unions to fight bid to scrap colour bar

By CLIVE EMDON
Labour Correspondent

EMPLOYERS in the massive steel and engineering industries have proposed scrapping the industrial colour bar and most job reservation. If successful, this would create new job and training opportunities for 270 000 African workers.

However, the registered trade unions in the industries, predominantly White, but including Coloured and Asian unions, are expected to fight any bid to seize their control of all facets of skilled labour.

The confrontation which is certain to develop will be heightened by the demands from Government industries, such as Iscor, for State backing of the Seifsa proposals.

The proposals have been tabled by the 33 employer organisations that constitute Seifsa (Steel and En-

gineering Industries Federation of South Africa) with the 10 White and Coloured trade unions in the industries.

The unions, representing some 80 000 White and Coloured workers in an industry employing 270 000 Africans, say they will fight "tooth and nail" to protect their members and, clearly, their control on skilled labour.

The key to lifting the industrial colour bar is the "closed shop" clause of the industrial agreements between the employers and the 10 unions. Seifsa says the clause should be deleted, terming it "discriminatory" in that it "confers privilege on certain trade unions party to the agreements only."

Only unions representing Whites, Coloureds and Asians are party to the agreements.

Seifsa also proposes scrapping all job reserva-

tion prescriptions below the Rate A scale — the artisan rate, which takes in some 50 000 White, Coloured and Asian artisans. About 25 000 to 30 000 workers of these races fall below the Rate A, and job reservation currently protects jobs expressly for them down to a Rate D.

So far, 5 000 Africans have moved into skilled jobs and the top semi-skilled jobs in the job reservation areas of Rate C and Rate D under special exemptions. With job reservation removed, thousands more would have job and training opportunities open to them.

The current wage agreements in the industries expires on June 30. The two controversial demands from Seifsa come into the open at the first round of negotiations with the unions on Tuesday.

During the past 18 months, there have been a number of calls from different quarters for the scrapping of job reservation. They have included Mr J P Coetzee, managing director of Iscor, the huge Government steel industry which employs 24 000 Whites and 25 100 Blacks; Mr J C K Erasmus, chairman of the Cape Midlands Bantu Administration Board; Dr S P. du Toit Viljoen, chairman of the Bantu Investment Corporation — as well as Mr Barney Bouwer and Mr Ben Nicholson, respective general secretaries of the SA Boilermakers' Iron and Steel Workers, Shipbuilders and Welders' Society and the SA Electrical Workers Association.

Both Mr Bouwer and Mr Nicholson, however, say that if job reservation is scrapped, skilled workers, irrespective of race, must be paid the going rate.

This week the Minister of Labour, Mr S P. Botha, said he would grant exemptions from job reservation measures for Blacks where warranted, but job reservation would continue to be applied as in the past "with the necessary discrimination."

① 189
② 174
③ 326

177

Top diamond union man threatened

18/5/76
STAR.

The general secretary of the Diamond Workers' Union, Mr Robin Rich, has been threatened with his life by an anonymous telephone caller.

This follows a similar telephone threat last week against diamond worker Mr Louis du Toit (48), who had a heart attack soon afterwards.

Mr Rich received the call yesterday soon after about 700 diamond cutters had decided to remain out in their dispute with employers over a signed wages and working conditions agreement.

"A man called up and threatened to shoot me," said Mr Rich. "I have taken it in my stride and have not mentioned it to the police. I don't worry about it."

Mr du Toit, a licensee at

a Johannesburg diamond cutting works who is not a member of the Diamond Workers' Union, was taken to hospital and remained in the intensive care unit for four days.

He is expected to stay in hospital for about six weeks, his employer, Mr Manny Juden, said today.

According to colleagues, Mr du Toit received the call last Monday, which was later reported to the police.

They believe the anxiety caused by the call may have brought on the heart attack.

"As a non-union member he was entitled to work," said Mr Juden.

At present no members of the DWU are being paid strike pay. The only drain on union funds is a R5 a day allowance to picketers.

- ① 174
- ② 134
- ③ 150
- ④ 193

177

Forget job protection, Whites told

STAR

18/5/76.

The days of blanket protection of White jobs through job reservation are numbered, Mr J P Coetzee, managing director of Iscor, said in Pretoria today

Opening the industrial congress of the Afrikaanse Handelsinstituut, Mr Coetzee said if job reservation was not relaxed soon South Africa had to accept that industrial development had reached the stagnation stage

"Sooner or later the White South African worker will no longer be protected by legislation, but only by his degree of training and will to work," said Mr Coetzee

The potential of White South Africans to produce trained tradesmen and managers for 25 million people was close to exhaustion

RELAXATION

"Only a trained labour force which can exploit the minerals of the country and process them in factories, can assure a high living standard in the future for both Blacks and Whites

Whites could not be expected to abolish job reservation entirely, but a considerable gradual relaxation must take place

He appealed to trade unions to accept the situation and to direct South Africa in the right way

"The rich land we live in is valueless unless it is developed and exploited intelligently"

The Blacks had tremen-

dous potential and when trained could share the Whites' burden, especially in the Black areas"

Iscor employed Whites and Blacks in equal num-

bers, while in other it was a White to five Blacks. Sometimes it was as high as one White to 20 Blacks said Mr Coetzee

(See Page 11)

174

177

End of job reservation in sight

ARGUS 19/5/76

PRETORIA. — The days of blanket protection of White jobs through job reservation were numbered, Mr J. P. Coetzee, managing director of Iscor, said here yesterday:

Opening the industrial congress of the Afrikaanse Handelsinstituut, Mr Coetzee warned that if job reservation was not relaxed soon South Africa would have to accept industrial stagnation.

Sooner or later the White South African worker will no longer be protected by legislation, but only by his degree of training and will to work, said Mr Coetzee.

The potential of White South Africans to produce trained tradesmen and managers for a population of 25-million people was almost exhausted.

Only a trained labour force, which can exploit the minerals of the country and process them in factories, can assure a high living standard in the future for both Blacks and Whites.

'RELAX'

'In my own opinion we cannot expect White workers to abolish job reservation entirely, but gradually a considerable relaxation must take place,' said Mr Coetzee.

My appeal to the six trade unions with whom I often work together in the industry is to accept this factual situation and point South Africa in this direction.

'The rich land we live in is valueless unless it is developed and exploited intelligently.' — Sapa.

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177

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② 762 - Cape
177

City accused of flouting job law

The Argus Correspondent

JOHANNESBURG. — The Cape Town City Council has come under fire from the Association of Municipal Employees for allegedly flouting job reservation.

The president of the association's Cape Town branch, Mr A. J. Uys, has cited the city as an example of employers who:

● Because of political leanings employ non-

Whites in positions that should be held by Whites
● Are recklessly embarrassing the Government and South Africa in the eyes of the world

The attack came in a motion on job reservation introduced by Mr Uys at the biennial congress of the White Confederation of Labour here yesterday.

The City Council had gone so far as to place a person of another race in a supervisory position

over a White, in spite of trade union objections and objections from the Department of Labour

The problem had been solved by transferring the White man to a 'completely new' post although the man was of an age when such a change should not be made

The Cape Town Municipality's plan was to create 'as many non-White posts to replace Whites as possible,' Mr Uys said.

He proposed amending legislation to correct the present situation where employers seeking to embarrass the Government remained unaffected by the introduction of job reservation.

Other speakers questioned the proposal and asked whether stricter job reservation would not be an embarrassment to South Africa

The debate was adjourned.

174
177

4/6/76.

RAND DAILY MAIL, I

Botha gives jobs pledge to Whites

By CLIVE EMDON
Labour Correspondent

IN an exchange of straight talking with the leaders of 200 000 White workers, the Minister of Labour gave the assurance yesterday that the Government's future labour policy would be planned in consultation with White trade unions.

The Minister, Mr Fanie Botha, opening the Confederation of Labour congress in Johannesburg, said the Government did not want a confrontation with White labour.

"We won't introduce legislation without prior consultation. Any developments in the future will be something we plan together."

The Minister said White workers had no reason to fear their work security would be endangered by the movement of Black workers into better jobs. It was Government policy that labour adjustments through the reallocation of work would only be done through cooperation with the White workers and their trade unions.

He gave an assurance that job reservation would not be abolished. Its role was to prevent competition between workers of different races and to assure workers of their careers and entrepreneurs of their labour force.

In his presidential address before Mr Botha's speech, Mr Attie Nieuwoudt sounded several warnings to the Minister.



MR BOTHA

... "my assurance"

He said: "We are not dissatisfied with the progress of Blacks, we object to the way that the planning for this progress will lead to the White worker being pushed out without any thought for his future."

The unions were waiting to hear what the Government planned for retraining White workers.

Railwaymen could show there was no need for White workers to feel their jobs were being threatened. Orderly planning in the Railways had shown this.

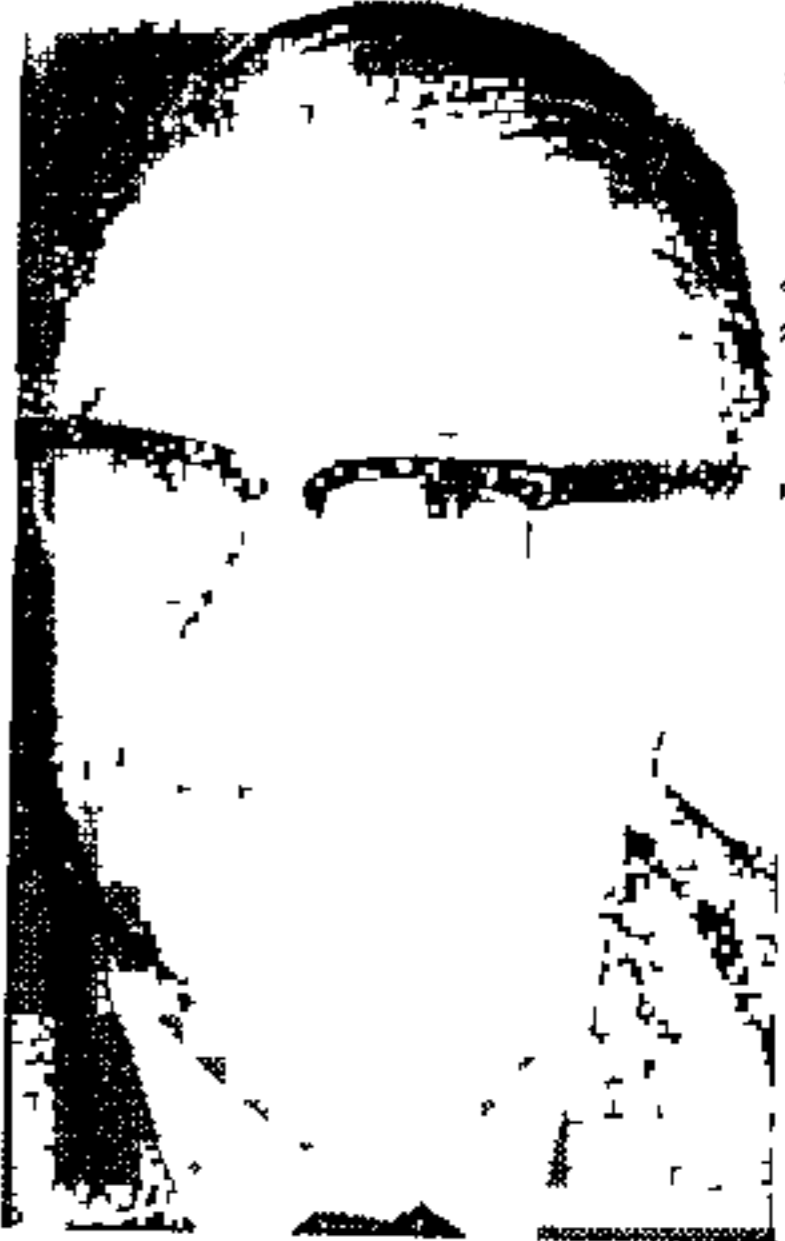
Mr Nieuwoudt warned that White unions influenced some 500 000 voters. "If the White worker begins to lose his trust in the Government, we can't say where he will be driven."

177

① 174
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Govt won't alter labour policy

① 174
② 132
CAPK TINKS ③ 138
15/6/76



Mr Botha

HOUSE OF ASSEMBLY.—The new Minister of Labour, Mr Fanie Botha, said in the Assembly yesterday that he would not change the country's labour policy but that, instead, he would encourage the natural progress of the policy.

He was opposed to trade unions for African workers and he would not scrap job reservation

Replying to the debate on his vote in committee on the Budget, Mr Botha promised round-table discussions on labour relations between employer and employee representatives and members of his department.

"Trade unions have not worked in Africa and I do not believe they will work for the Black workers of South Africa."

The next few years would be of critical importance to labour relations in South Africa, because the guidelines for the future development of the economy would be laid

The hallmark of the South African economy was peaceful labour relations and this had been

built on the responsible attitude of workers from all races.

"It will be my policy to remain within the proved framework of the Government's labour policy and to strengthen the image of stability which has for so long attracted foreign investment to South Africa"

It was true that there was a great deal of critic-

Parliament

ism of South Africa's labour position from abroad but the critics could not overlook the peace and prosperity which characterized South Africa.

JOBS FOR ALL

The prospects for growth in the pipeline for the next 10 years would provide job opportunities for the workers of all races, while at the same time South Africa would be helping the economies

of nine other countries to become established.

It was important to realize that the labour situation in South Africa was unique, in that there was a factor of responsibility and an absence of labour clashes

He was aware that many large employer groups had evolved workable systems for negotiating with their Black workers, and he wanted them to sit at a conference with his department, and with workers, in order to discuss the methods to be used for the future

"I do not believe trade unions will work in our situation but we have already been partially successful with our works committees and we must build on this success for the future"

It was noteworthy that the Black workers were not asking for trade unions, but that other people were asking on their behalf

Where there had been unrest, it had usually

resulted from outside interference and rarely from within the ranks of Black labour, Mr Botha said.

"I can quote the Heineman Electric incident as an example because it was clear that a certain White man was involved and when he was removed, the peace was restored"

Mr Botha said he would participate in the search for a method of negotiation between employers and workers during the parliamentary recess

ENTITLED

Because of the good work they produced, White workers were entitled to be protected by job reservation

It would be wrong to assert that Whites did not care about Black workers. The vote was approved — Sapa

177

ARGUS 16/6/76

Botha's meeting with diamond

strikers fails

A MEETING between the Minister of Labour and Mines, Mr S P. Botha, and the South African Diamond Workers' Union in Cape Town yesterday failed to resolve an industrial dispute and end the diamond workers' month-long strike.

Speaking from Johannesburg today, the general secretary of the union, Mr Robin Rich, said the Minister had refused to help the workers by defining a small diamond as one up to 0,89 carats in the rough.

The 900 union members downed tools on May 7 to protest against the proposed introduction of Coloured and Indian workers into the industry

to cut and polish small diamonds.

The employers claim that if this were done, it could increase the industry's foreign earnings by R65-million a year.

The White workers maintain, however, that 60 percent of the union members are already employed in cutting and polishing diamonds smaller than 1,79 carats in the rough.

This is the employers' definition of small diamonds but the workers want it dropped to 0,89 carats. They would then be prepared to train any non-

White workers introduced by the employers.

At present 120 non-union workers and a similar number of apprentices are keeping the industry going.

In an attempt to solve the dispute, Mr Botha appointed Mr Hugh Tindale, chairman of the Wage Board, as mediator. Mr Tindale and representatives of the employers attended yesterday's meeting with the Minister.

Before the meeting the union made it clear that Mr Botha had the power to end the strike in the industry by demarcating the size of stones to be

given to 'cheap labour' for processing

Today Mr Rich said the meeting had been a 'waste of time.'

'STATEMENT'

'So much for Mr Botha's statement in Parliament that White workers in this country are entitled to protection,' he added 'It has been left to the parties involved to solve the dispute.'

Mr Rich said the union regarded the proposal as a threat to their job security and the job standard

'We can only prevent it by withholding our labour.'

The union is to hold a report-back meeting today in Johannesburg

~~(1) 134~~
~~(2) 149~~
~~(3) 150~~
(4) 174

CAPE TIMES
**Job bars
attacked** *3/7/72*

KIMBERLEY — South Africa's disease was its acceptance of low productivity achievements, the congress was told here yesterday.

Mr. Keith Thomas, a member of the Kimberley Town Council, was cheered by the delegates when he said that talk about a manpower shortage in South Africa was largely untrue. He said that South Africa had the lowest productivity rate of all developed countries.

"Why on earth do we want to encourage more people to come from foreign countries, and to introduce their indolent, socialistic preferences into our industry, when we can be self-sufficient?" he asked.

"Until management and labour recognize that we can no longer afford the ridiculous prejudice that a White man is the only one who can be trained to do a productive job, we are doomed to low productivity and economic stagnation," Mr Thomas said.

174

177

ARGUS 5/8/76

Tucsa to call for all-race probe to end job curbs

The Argus Correspondent

JOHANNESBURG. — The 250 000-strong Trade Union Council of South Africa proposes to call on the Government for an immediate multiracial commission of inquiry to make urgent recommendations on the abolition of employment discrimination.

- A call on the Government to allow tenants of all races to buy homes occupied by them and owned by the Community Development Board, local authorities or the Department of Bantu Administration

- A call for socio-economic solutions instead of the harsh punitive provisions against squatting, including the gradual elimination of the migratory labour system and provision of housing for the homeless

- Condemnation of disparate State expenditure on education for the various race groups, of the 'critical shortage' of technical training facilities, of the teacher shortage and of the imposition of a teaching language not of the children's or parents' choice.

- A call for the expedited establishment of Westlake-type industrial training centres in the main industrial areas for adults of all races.

- Condemnation of the implementation of the Environment Planning Act which, by prescribing a quota for African workers, threatens their livelihood and increases hardship, crime and racial tensions in industry.

Discriminatory practices and legislation promote frustration, hatred and hostility among South Africa's workers, Tucsa says.

The proposals for the commission — providing 'visible proof' of the Government's declared stand against discrimination — will be put before Tucsa's annual meeting in East London next month.

It calls on Government, management and the trade union movement alike to work towards the abolition of all forms of sex, racial, religious and material discrimination, both legal and traditional.

'Without meaningful changes at this moment in South Africa's history, the continued economic growth of this country will be irreparably harmed, the motion says.

EQUAL RIGHT

Other motions drafted for the conference call for amendments to the Industrial Conciliation Act to include Africans in the definition of 'employee' and to give equal rights to White and Coloured members of mixed unions.

'Without a common set of laws applicable to all workers of all races, a conflict situation will inevitably arise to the detriment of industrial and labour peace and progress,' says Tucsa's national executive committee.

Other motions include:

12/11
2/20
3/30

KEEPS BLACKS OUT SAYS HAAK

7/8/76 nm.

177

Mercury Correspondent

CAPE TOWN — Mr. Jan Haak, former Minister of Economic affairs, said at Stellenbosch yesterday that the Black man must never be allowed to become a factor in the Western Cape.

Not only must the influx of Black labour in White - Coloured areas of the Cape be checked it must be drastically reduced, he added.

"We must ensure that Black labour is eliminated from the work pattern in our projected economic expansion in this area."

Opening a one day congress on the development of the Western Cape, at the University of Stellen-

bosch, Mr. Haak said labour relations and the pattern of political and social development in the Western Cape differed radically from that of the rest of the Republic, where White - Black relations were preponderant.

"White - Coloured relations are also in a state of political evolution. We must take cognisance of this situation and must ensure that the Black man does not become a factor here."

Mr. Haak said there were already an estimated 70 000 Blacks who were in the Western Cape illegally, apart from the 20 000 squatters, and he added that every effort should be made to stop "the further black-

ening of this region"

Referring to the mine workers' demand for a five-day week, he said that in present circumstances, with greater demands being made on South Africans politically, economically and militarily, everyone should be prepared to work longer, rather than shorter hours.

"We must realise that we simply cannot afford to consider a universal five day working week.

"We should rather be thinking in terms of a return to the traditional six-day week.

"Through longer hours and harder work, every worker can contribute to the fight against rising costs."

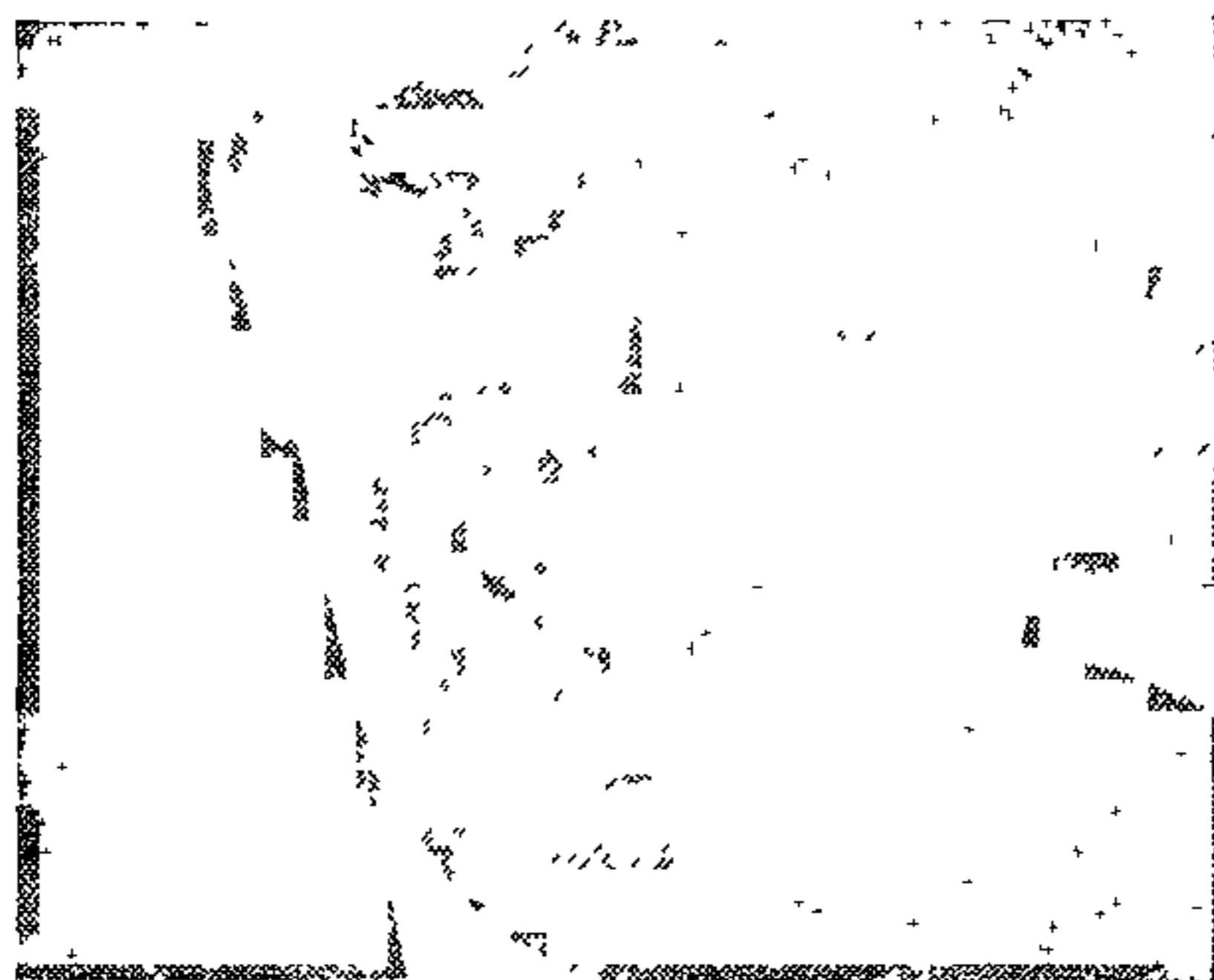
Talking rubbish

By TONY
SPENCER-SMITH

THAT'S THE BOSS WHO HIDES BEHIND JOB RESERVATION ACCUSES TUCSA'S GROBBELAAR

MR ARTHUR GROBBELAAR, general secretary of the Trade Union Council of South Africa which represents 250 000 of the country's workers including some 80 000 Whites, this week slammed the job colour bar and said it was severely damaging the economy

In one of the most outspoken criticisms ever made by a White South African trade unionist, he attacked industrialists and others for hiding behind excuses like statutory job reservation to prevent Blacks taking their proper place in the economy



Arthur Grobbelaar: "Job reservation as such has been a dead duck for years. I find it a bit disgusting that industrialists and others are still using this as an excuse. They're talking through the back of their heads . . . What is needed is for all sorts of organisations to really start working at breaking down his prejudice . . ."

Drastic

He added his voice to dozens of top businessmen, Government economic advisers, MPs and others who have within the last year called for a drastic revision of racially exclusive employment policies as the economy heads into greater and greater difficulty.

Their messages have all been basically the same: There are far too few Whites to provide all the artisans, managers and others needed for an efficient industrial economy.

While huge shortages are developing in all the more highly trained job categories, the country has to make do with a vast and almost untrained labour force of Blacks who are paid so little they cannot provide the true mass market necessary for the developed, industrialised modern system

Even South Africa's most conservative member of the Cabinet, Dr A P Tseuricht, Deputy Minister of Bantu Administration and Development, was moved to say in April that there had to be a peaceful evolution in the pattern of labour in the interests of progress

Mr Grobbelaar said racial employment policies were getting the economy into "a thoroughly parlous state"

People who tried to take refuge in statutory job reservation or imaginary opposition from White trade unions were talking rubbish, he said

Dead duck

"Job reservation as such has been a dead duck for years I find it a bit disgusting that industrialists and others are still using this as an excuse. They're talking through the back of their heads

"I don't think one percent of the work force is affected by this. And even in that tiny percentage where it does apply, the Department of Labour seems to be turning a blind eye

Blame

"And while there are some White unions who are against letting Blacks into their fields of occupation, none of the unions affiliated to TUCSA feels that way and it would be utter nonsense to say this was the general attitude of the unions"

TUCSA is the largest trade union co-ordinating body in the country. All races are represented on it

Mr Grobbelaar laid the blame for existing race job bars squarely at the door of prejudice and unthinking traditional attitudes

"What is needed is for

all sorts of organisations to really start working at breaking down this prejudice

"Firms should call all their people together and tell them. Look, we just can't go on like this. They can reassure the employees that there will be no real problems

"Employers should treat them all like adults, tell them exactly what they have in mind, and explain that the colour bar is certainly playing a part in the worsening state of health of the economy."

Mr Grobbelaar claimed that

• The worst enforcers of the race bar among employers were the Government, provincial administrations and local authorities

• A vast number of Whites are earning much more than their jobs are worth because the colour bar is an artificial economic force

cutting down the pool from which skilled people can be drawn

• For the same reason, a lot of the Whites are not working hard enough and are relatively unqualified. This is an unhealthy economic situation brought about by an artificial lack of competition

Stupid

• There are no laws to prevent a Black youth from being apprenticed in any trade. This is another smokescreen used by those fighting change

Cabinet ministers who claim there are such laws do not know what they are talking about — "and the Opposition is too stupid to take them up on this"

Mr Grobbelaar said it was undoubtedly true that job prejudice was slowly dissolving but it was necessary to speed up the process

FCI urges phasing of job reservation

7/10/76

DD.

JOHANNESBURG — Top business leaders called yesterday for the urgent scrapping of residential, business and job apartheid as a first step towards remedying South Africa's main problems of social unrest, economic recession and adverse international opinion.

The Federated Chamber of Industries (FCI) agreed at its annual convention that it was in

South Africa's interest to phase out statutory job reservation while the president of the National Development and Management Foundation (NDMF), Mr W de La H Beck, opened the NDMF's business outlook conference with a call for the minimum essentials of allowing every person to work where he could sell his talents to the greatest advantage and to utilise

his rewards where he chose

He said the following principles should be put in practice immediately

All races should be permitted to practise professionally or do business in any area

All races should be permitted to live and own property and houses where their earning abilities allowed them to do so.

Businesses should be allowed to decide for themselves whom they wished to employ and promote, irrespective of race or colour, and whether they wished to separate facilities for the use of separate races.

Hotels and restaurants themselves should decide whether they wished to place any reservations on the sex, dress or colour of their customers.

"If we do not follow this course of action, we shall not meet the criterion of international opinion," Mr Beck said.

"Nor shall we have success in containing social unrest, nor shall we be capable of developing the material resources of

this country to optimum potential"

The vice-president of the Transvaal Chamber of Industries, Mr J. Holloway, told the FCI job reservation was affecting South Africa's ability to compete successfully on the export market, hampering productivity, job creation and job satisfaction, particularly for the black population.

The policy was forcing employers to pay unrealistic and artificial premium wages, thereby increasing instead of reducing manufacturing costs.

The FCI convention agreed that employers and trade unions should be urged to re-examine job reservation. — SAPA.

18 drown in bed

BOGOTA — Eighteen people drowned — most in their beds — when a dam burst yesterday and sent water pouring through low-lying areas of Colombia's coffee-producing district — SAPA-RNS.

Top SA businessmen speak their minds

RDM
13/10/76
177

DON ROBERTSON

SOUTHERN AFRICA is feeling the draught of change. Developments in past months have been more rapid and welcome than in past decades. But for many the change has not come fast enough, nor been in the right sectors. The businessman, with a responsibility to shareholders and the consumer, is hamstrung in his efforts to provide adequate profits and at the same time hold prices down. One of his major problems is the lack of productivity from Black workers, who have little incentive to develop their skills because they cannot put them to remunerative use.

But the businessman's complaint, being sounded more loudly each day, is not merely profit motivated. It stems also from a real social conscience and the belief that all races must "play a full and responsible role in society."

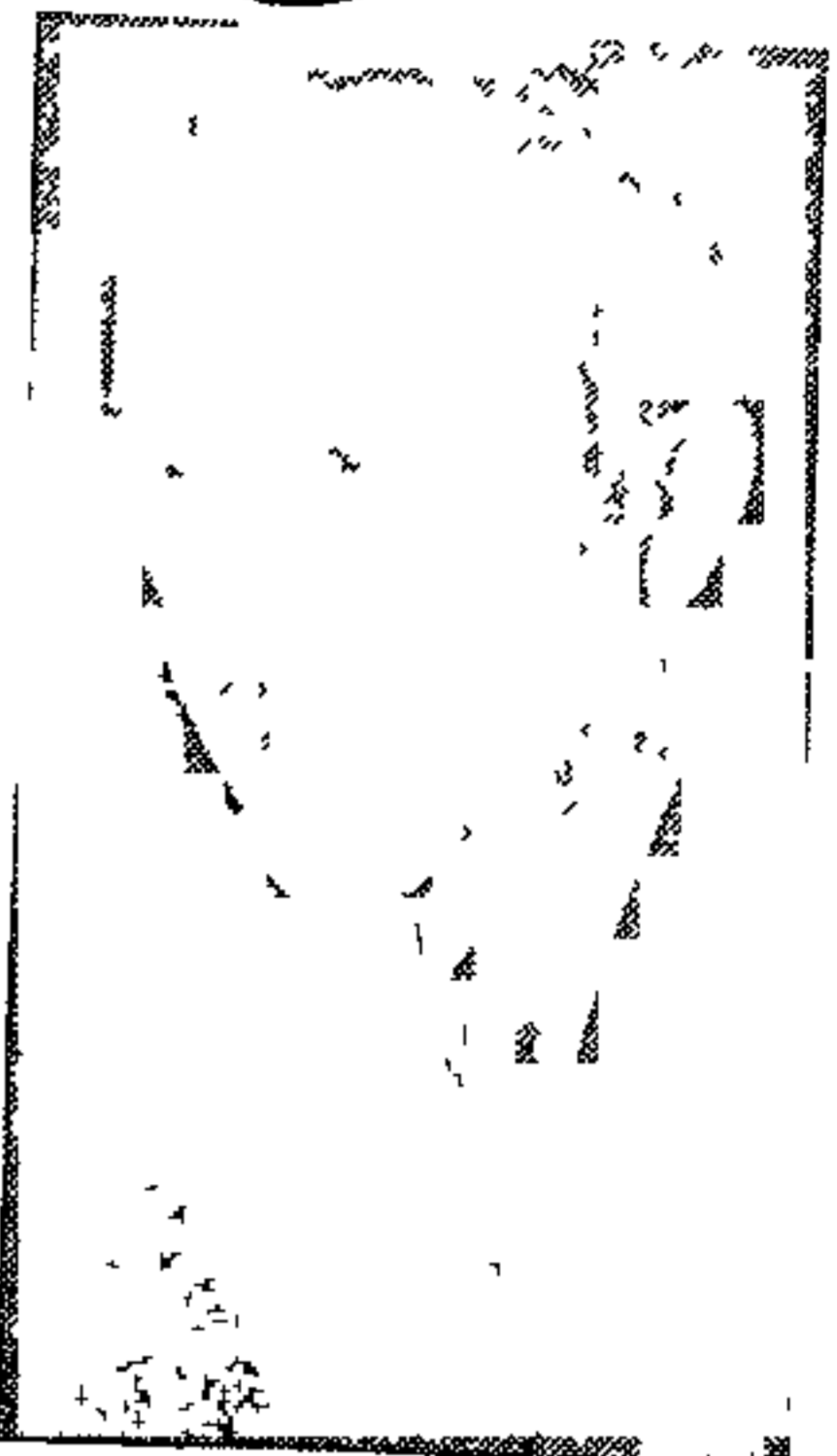
His plea, and that of others, cannot go unheeded for much longer.

DR ALBERT WESSELS, chairman of Wesco and Toyota, speaking at the Graduate School of Business in Cape Town, on September 23

"Only 2.3 per cent of jobs are reserved for either White or Coloured workers by the Government. But an even more significant number are controlled by various trade unions who, in an attempt to safeguard the interests of their members, follow a policy of limiting opportunities for Blacks either to enter their field of employment or to use their skills in more advanced work

"In fact, trade unions are responsible for more job reservations than the Government

"I believe we can only survive against overseas competition if we increase our productivity by training our labour and also by removing the restrictions which impede full utilisations of all their skills



"It seems to me that it is illogical to train and educate people and then erect barriers which prevent them from using, to the best of their abilities, the skills and education they have acquired. This must cause frustration and anger."

MR W. G. BOUSTRED, chairman of Highveld Steel and Vanadium, in his annual report:

"Although overseas recruitment eases the situation, it remains imperative that better use be made of Black labour. Changes have been made in labour patterns, but the rate of change must be accelerated if the country is to realise its full potential

"This is not, as is so often stated, a problem of training Black workers, but rather one of negotiation with the trade unions concerned for the provision of higher skilled occupations for Black

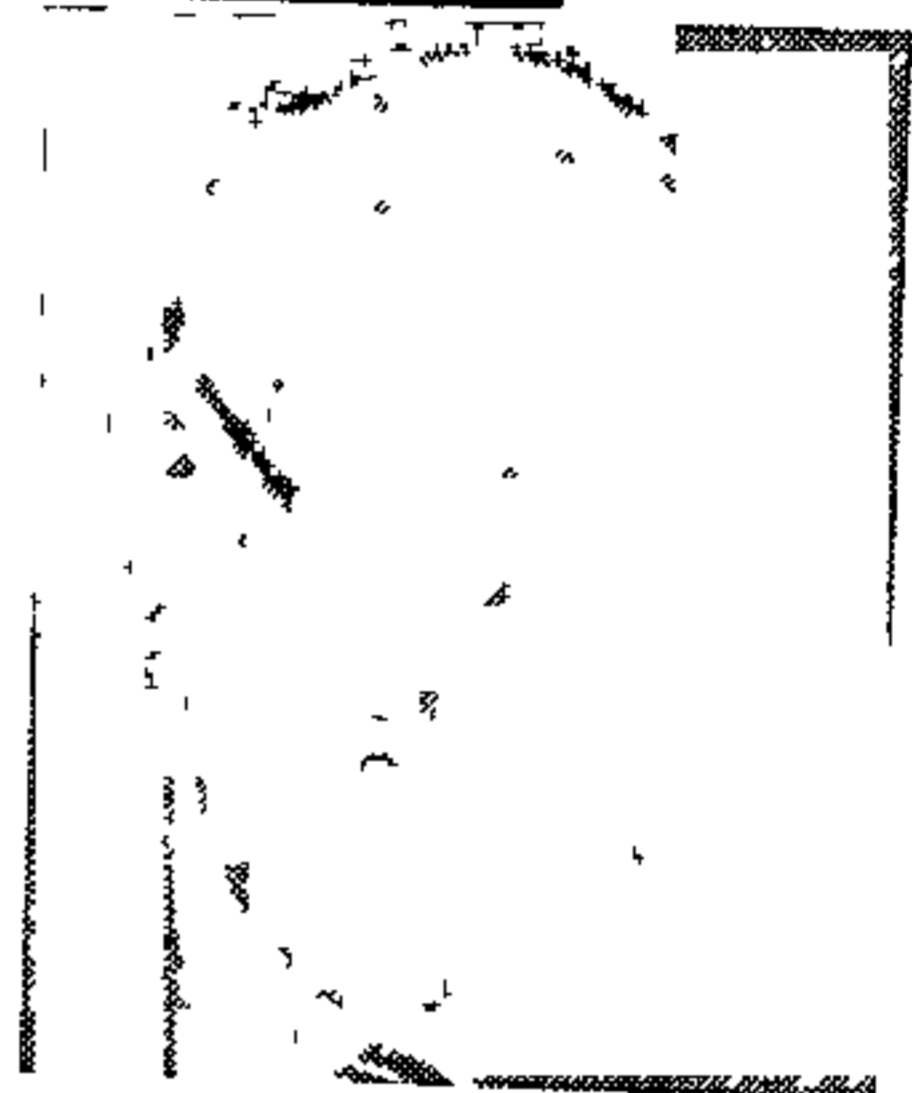


workers. The continued support of the trade union movement in these endeavours is therefore vital, if our economic growth is to be maintained"

MR H. BYLAND, chairman of Anglo-Alpha Cement, in his annual report, dated September 14:

"It seems to me that there is a need for us to devote more time, thought, action and money to ensure that all our employees are developed to their full potential, work effectively and are adequately rewarded.

"At the lower end of the wage scale, higher wages will have to be paid and it is also quite clear that unless we can successfully train and give each individual the opportunity to



reach his maximum potential, we will be unable to afford these wages."

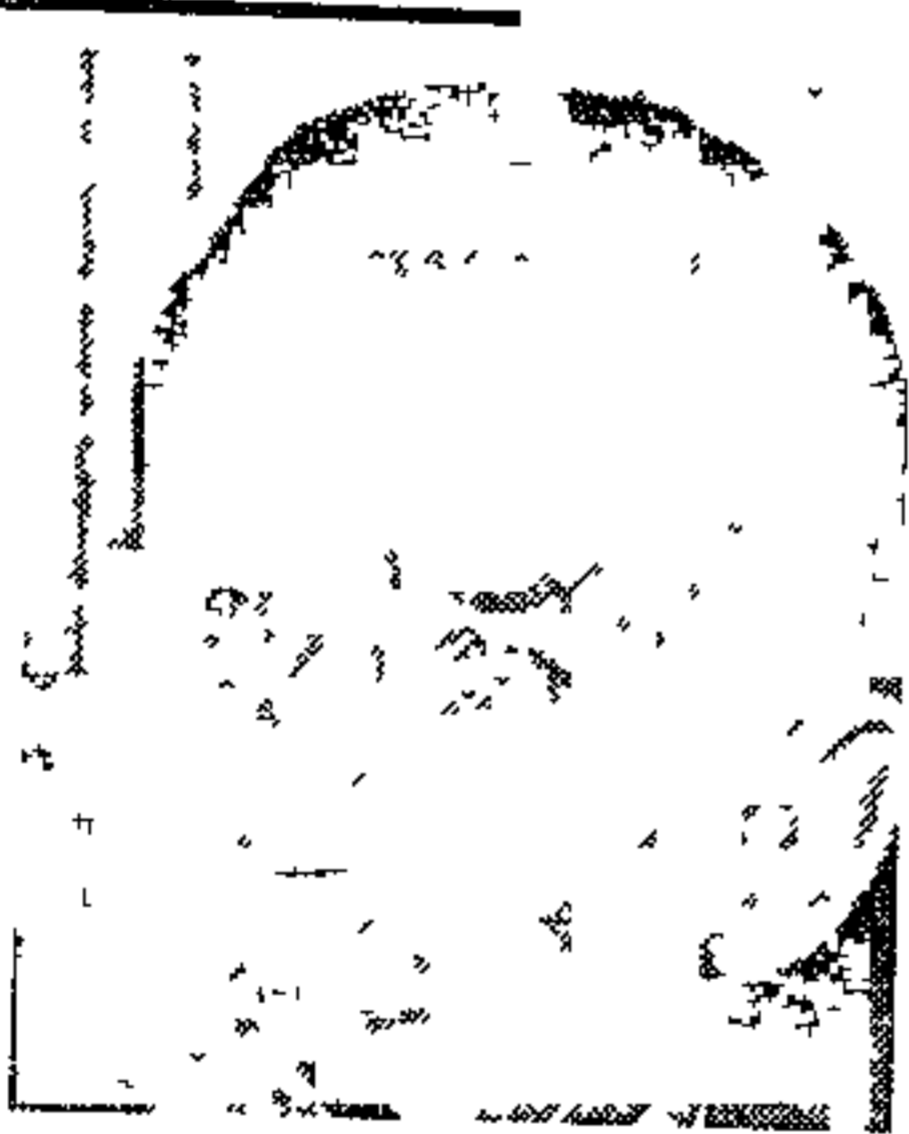
DR R. LOUW, chairman of Gold Fields of South Africa, in his annual report dated September 9

"It is not enough for equality of opportunity to be available in the homelands only. Political institutions must be developed to permit Asian, Coloured and Black-urban communities to play a full and responsible role in society.

"I therefore urge the immediate implementation of initiatives directed towards the early provision of equal opportunities in employment, training and education — in that order — for all the peoples of the Republic.

"At the same time, it is my conviction that the implementation of the populist cry for majority rule on a unitary basis, whether in Rhodesia, South West Africa or the Republic, is no more likely to benefit the majority than it has in any 'liberated' country, where racial, religious and colour differences are major divisive factors.

"I am encouraged by Government's determined pursuit of its policy of conciliation with our



neighbouring states, which has been exemplified by the rapid progress made towards the grant of independence to South West Africa.

"But I suspect that the rate of orderly change internally, is being retarded by unwarranted deference to the Rightwing views of a relatively small sector of the electorate. If this be the case, then the Government will find that compromises wrung from it under duress can lead only to escalating demands

"By contrast, concessions freely granted can still achieve a dominating alliance of moderation"

MR GERRY MULLER, managing director and chief executive of Nedbank, speaking to the Natal Regional Chambers of Commerce on August 17:

"I would like to appeal, without getting into true politics, that a more realistic approach by us all be given to our position in the world. We have many good friends overseas and really few enemies.

"Our friends are all very sympathetic, but whenever I travel they ask us to make it easier in our policies and actions for them to be our friends.

"The concessions required are not revolutionary, but mainly concern the dignity of man and nearly all relate to discrimination and not often to the concept of racial groups living within their own communities.



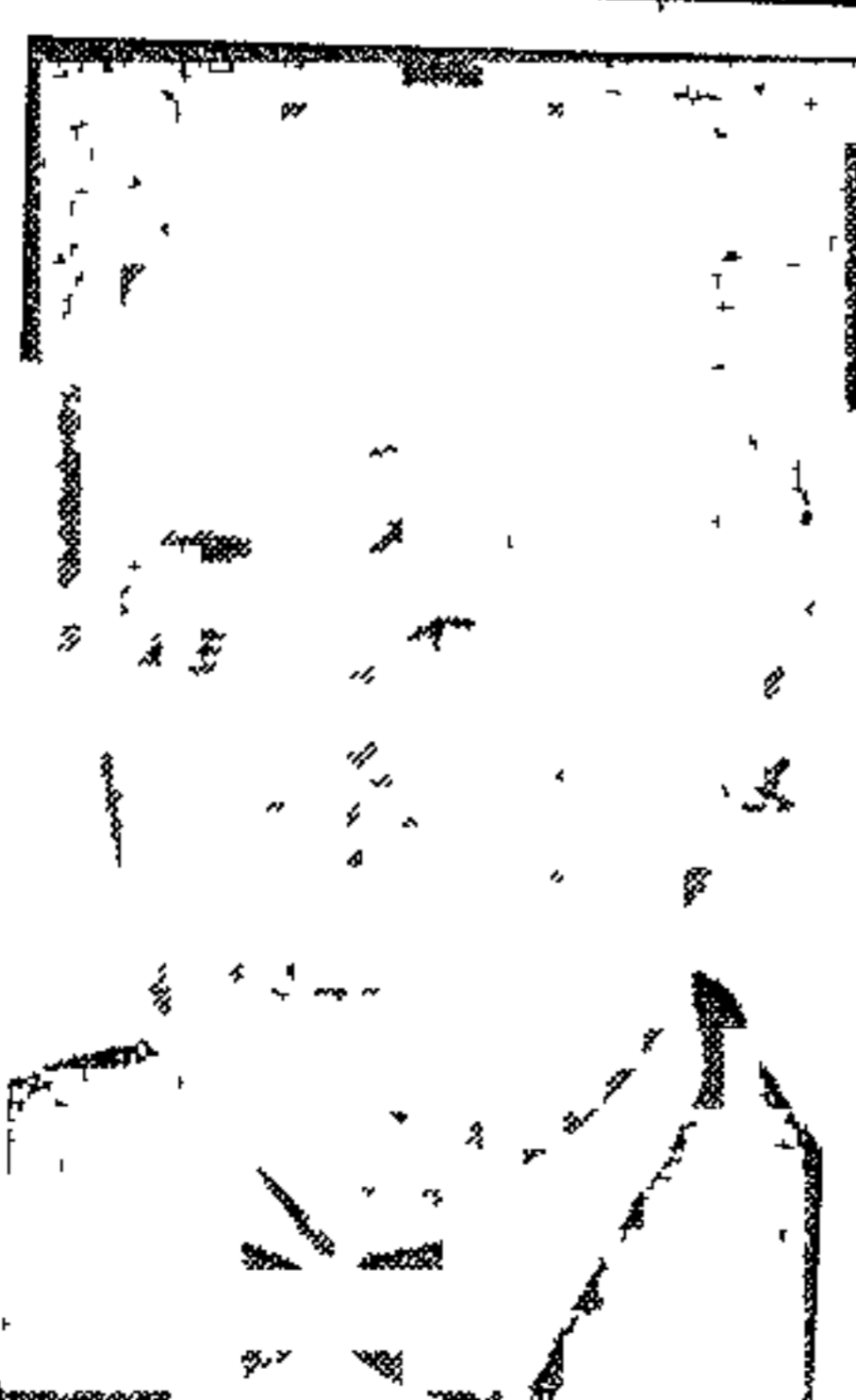
"It is so often rather petty actions we take in individual instances that embarrass our friends so much."

MR NORMAN HERBER, chairman and chief executive of Greatmans, in a memo to staff dated September:

"It is no consolation to those, like myself, who have for endless years been warning that South Africa was heading for major civil unrest, to be proved correct, nor is it a consolation to hear from Cabinet Ministers downward, that we must face up to change

"It is now apparently conventional wisdom, that Black South Africans are entitled to action, not theory; to justice, not the promise thereof; to solutions now, rather than grand designs tomorrow.

"The dramatic and sudden change of heart being exhibited is welcome. But



I greatly fear that the powers-that-be are thinking in terms of 'concessions' — and such a policy will prove as ill-fated as the one it supplants

"For the majority of Whites, this is our only home. This is recognised internationally, as well as by thinking Blacks. Equally, White South Africans must realise that this is true for the bulk of Black South Africans

"To tell a third-generation White citizen that he is a Hollander, Swede, Englishman . . . and should go home, would be as great an injustice as telling a third-generation Johannesburger that he must go to the Transkei or Kwa-Zulu

"The first policy manual issued by this company some 17 years ago dwelt on the rights of all people in the group to be

treated as 'proud human beings'. Had the government of that day taken the same stand, how different might things have been

"As it is, change must now come faster than was necessary. What could have been an orderly (and slow) programme must now take on the form of a crash programme"

And in the annual report dated September 30

"The country is at crisis point and the most charitable explanation of the denial thereof by Ministers of the Cabinet, is that they have a problem with semantics. One can but hope that the ostrich syndrome that has typified White thinking for so long is about to vanish and that realities will be faced."

Still 'Whites first' in jobs field

21/10/76

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PORT ELIZABETH — Businessmen were yesterday warned that they could not appoint non-Whites "willy-nilly" to any position they saw fit.

Mr. F. S. P. de Villiers, Deputy Secretary (Administration) for Labour, told the annual congress here of the Association of Chambers of Commerce that the Government had pledged itself to ensuring non-White workers did not advance at the expense of the White man.

While job reservation affected commerce only minimally, the principle still applied that the White worker should not be subservient to a non-White.

Mr. de Villiers was speaking towards the end of a day in which Assocom approved a wide range of resolutions calling for a new deal for non-White workers and their families.

Major changes

The congress unanimously approved motions urging encouragement of Coloured business development and seeking major changes in the migrant labour system.

It called for phasing out the one-year contract system and replacing it with an employment quota system; also for regular family visits to migrant workers and improved housing for them.

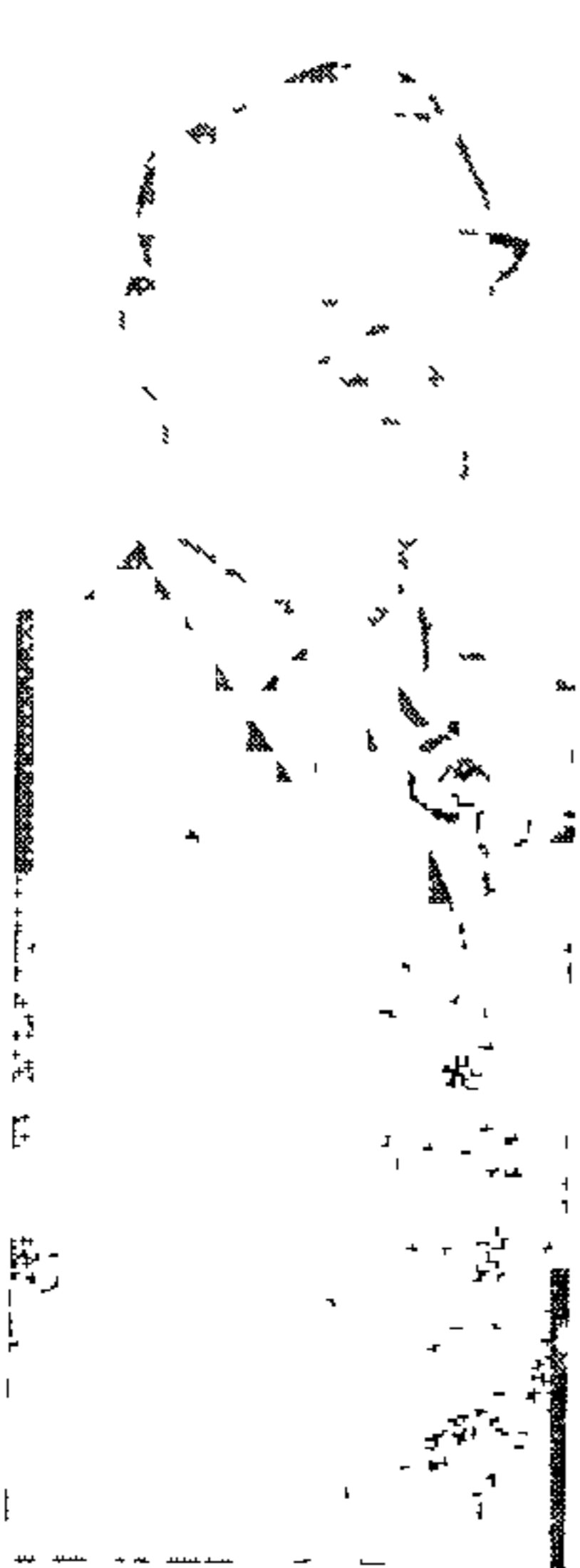
Mr. M. Gardner, of Springs, urged greater clarity on home ownership for non-Whites.

When he had tried to get more details on the position, he said, he had found himself "on the edge of Alice's wonderland."

Between Government statements and the general public there was "a vast bureaucratic sponge resistant to movement, with only a small dribble of the original intention getting through." — (Sapa.)

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Mr S P Botha

Botha asks motor union to consider training Blacks

JOHANNESBURG. — There were simply not enough Whites to continue doing all the work they had traditionally been doing and the question arose whether serious attention should not be given to the training of more Coloured people and Asians in the motor industry, the Minister of Labour, Mr S P Botha, said here last night.

Opening the annual congress of the Motor Industry Employees' Union Mr Botha added "In view of the serious manpower shortage which could come about in the motor industry I take the liberty tonight to ask you to have another look at the training of Coloured and Asian apprentices"

The Minister said statistics

showed that as soon as the motor industry began to recover it would experience a serious problem in respect of skilled labour

It was also a fact that Whites were not coming forward in sufficiently large numbers to enrol as apprentices in the motor industry

"Cannot continue"

"We live in a multinational country and if we keep in mind that mainly the Whites, who constitute less than one-fifth of the total population, have to provide basic needs for all the peoples of South Africa, it ought to be clear to everyone that the present position cannot continue indefinitely

"During the past four years about 240 Coloureds and Asiatics had been enlisted annually for apprenticeships in the motor industry compared to 1 875 Whites per annum Coloureds and Asians therefore represented about 11,4 percent of all apprentices entering the motor industry annually

Union reluctant

"I am told that the small percentage of Coloured and Asian apprentices who are trained in the various trades in the motor industry is to a large measure the result of reluctance of members of your union to train persons of these population groups

"It is by no means my intention to find fault with your union's standpoint in respect of this matter, or to criticize it I believe that your union has not been motivated lightly to take up this standpoint It is, after all, the task of the trade union to look after the interests of its members

"Think again"

"The question that arises in my mind, however, is whether it is not advisable, in view of the problems I have outlined, to think again about the question of training Coloured and Asian

apprentices

"I wish, however, to put it clearly to you that neither I nor my department want to prescribe to you what decision you should take in this regard and any concessions which should be made I can also give you the assurance that, however important the question of a manpower shortage may be, the Government will not exert coercion on trade unions to give up traditional work spheres to members of other races

Co-operation

"The Government believe that there cannot be industrial peace if the Whites' job opportunities were endangered and should that happen, good labour relations cannot continue For that reason it is often emphasized by the authorities that the employment of non-Whites in spheres of skilled labour has to take place only in co-operation with the White workers and their trade unions

"In view of the serious manpower shortage which could arise in the motor industry I take the liberty to ask you tonight to have another look at the training of Coloured and Asian apprentices You know your industry, you know to what extent the interests of your members have to be protected and to what extent the interests of South Africa are at stake

Grievances

"Taking into consideration the widespread unrest which occurred in our country recently it is the duty of every White to stand with our Prime Minister in keeping his promise to our non-Whites that their grievances will be investigated and for a long time one of the grievances of the Coloureds has been that not sufficient job opportunities in the higher job categories are available to them

"It is morally correct and for the sake of stability and peace essential that all race groups should be offered sufficient job opportunities"

R117m Project Brings South Koreans In Key Role

Chief Reporter

NINETY South Koreans, most of them highly-skilled artisans in the pipe crafts, are already playing a key role in the erection of a R117m extension that will double the size of the Caltex oil refinery in Milnerton

The Koreans, imported not only for their special skills but also for their extraordinary productivity and for the high standard of their work, have settled into the self-contained "Korean Village" built for them near the refinery site.

Mr H S Lee of Seoul, their spokesman, said yesterday: "We're loving it here. We've been all over the place — to the beaches, up the mountain — and we have met with great friendliness and helpfulness everywhere. After what we had heard about South Africa this has all come as a big surprise."

Mr Lee is managing director of the big Seoul engineering company, Daelim, which has been contracted — as it has been on similar projects elsewhere in the world — to do the piping part of the massive scheme now under way at Milnerton

He is the only member of the South Korean contingent living outside the special village. He and his family are staying in a rented house at Constantia.

All other members of the contingent, 75 of them artisans and the rest of them cooks, supervisors and administrative staff, have bachelor status while at the Cape and are being paid in accordance with South African wage scales.

They will be here till 1978 when the project is scheduled for completion, and will be joined by more artisans from South Korea as the work progresses. Eventually the village will house a total of 200 to 250.

I was one of a group of Cape Town newspapermen invited to tour the village yesterday and to sample a typical South Korean lunch, which included seaweed and oxtongue soup, bamboo shoots, fried cucumber and specially imported short-grained rice.

The Koreans are comfortably quartered in prefab bungalows, and they have their own swimming pool, cinema, soccer field, tennis courts, squash and volley-ball courts and a non-profit shop for essentials.

They keep supremely fit and some start the day with a karate session. There are several black belts among them. And they work a 10-hour day, which is what they are accustomed to.

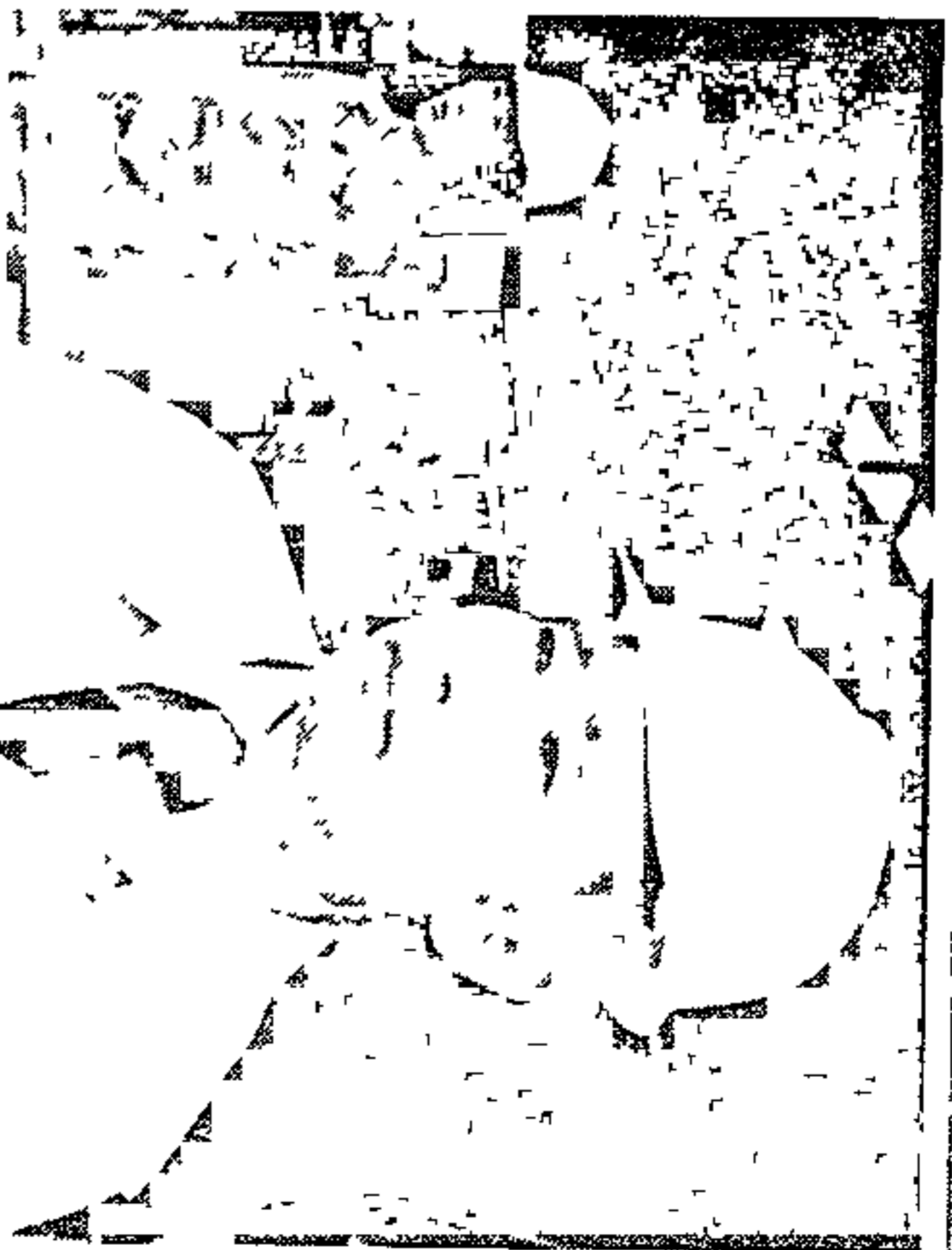
At Milnerton, these friendly South Koreans are showing what productivity is all about.



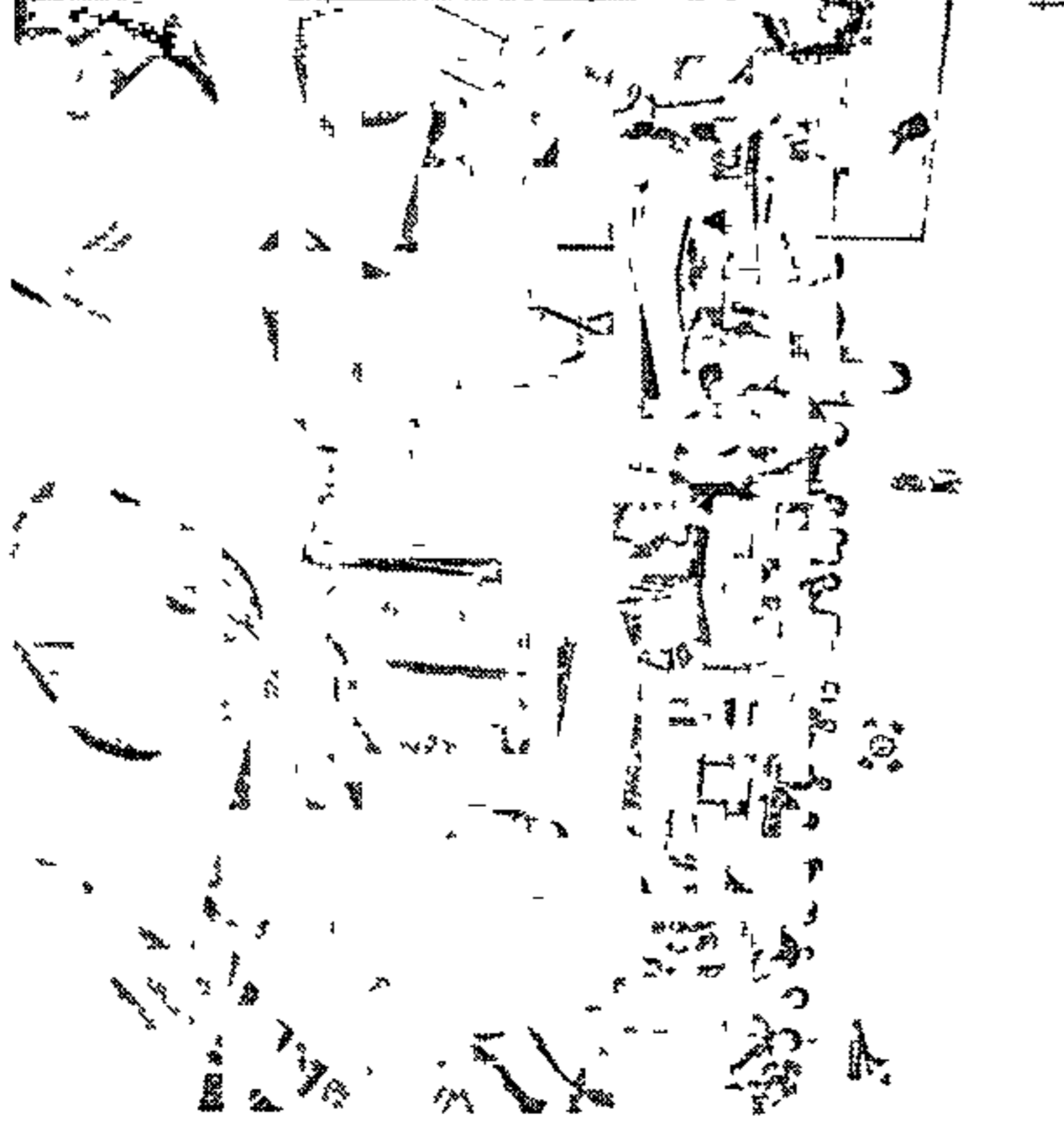
A South Korean artisan grinds a pipe-fitting into the required shape, in the pipe shop at Milnerton



Mr B K Kim, pipe superintendent, relaxes in one of the comfortably-furnished rooms in the Korean Village



Mr H S Lee of Seoul, manager of the South Korean contingent of artisans working on the Caltex refinery project.



They work a 10-hour day. Now it's time to relax — in the canteen at the Korean Village at Milnerton

184
177
132

Many clothing firms miss concession

9/11/76 STAR

Labour Reporter

Only 123 of the 362 Transvaal clothing manufacturers have applied to the Government for permission to retain their excess black staff under a concession granted until next June

Those who had failed to

apply would have to suffer the consequences, said Mr P J Prins, Deputy Secretary for Planning. The deadline for applications was October 31.

He admitted that the failure of a recent test case had led to the withdrawal of pending prosecutions against firms with black workers in excess of the quota permitted un-

der the Environment Planning Act

"But we shall see to it that an amendment to eliminate the loophole in the existing legislation is ready for Parliament early next year," Mr Prins said.

It has been estimated that the industry has exceeded its black labour quota by up to 6 000 workers because coloured workers left the industry. Enforcement of the Act would not only put excess blacks out of work but would also force many factories to shut down, it is claimed.

In response to appeals the Government asked firms to submit applications for temporary exemptions and assured small firms which could not be moved to decentralised areas economically that they would be treated more leniently.

Mr J H Thomas, secretary of the Industrial Council for the Transvaal Clothing Industry, presumed that those firms which did not submit applications were in compliance with the law. Asked whether some might have been reluctant to apply because this meant submitting incriminating evidence, Mr Thomas said "This is obviously a possibility"

Black unions will not be accepted

Argus 11/11/76

— MR FANIE BOTHA

The Argus Correspondent JOHANNESBURG — The Minister of Labour, Mr Fanie Botha, has rejected calls for the abolition of job reservation and the recognition of Black trade unions.

'Abolition of job reservation is an unacceptable labour policy, particularly for the Whites, and will lead to serious labour unrest,' he told trustees of the National Development and Management Foundation.

Mr Botha said there had recently been calls from several directions for the recognition of Black trade unions and the repeal of job reservation measures.

'The government has always had an open ear for constructive suggestions, but where there is

agitation for the recognition of Black trade unions, I wish to state categorically that the existing policy concerning the non-recognition of such trade unions will not be departed from.'

Mr Botha said he stood by the recent statement of the Prime Minister, Mr B. J. Vorster, that the government did not plan to alter its labour policy drastically or without due consideration.

CIRCUMSTANCES

'We must rather seek a satisfactory system for our own South African circumstances through which employer and employee can negotiate with understanding for each other's needs.'

He pointed out that statutory job reservation

affected only 2,3 percent of the economically active labour force.

'Statutory job reservation can therefore have no notable effect on the professional mobility of Black workers.'

'Where, however, work is reserved for Whites or non-Whites and those people are not available in sufficient numbers, exemption is readily given for the employment of Black workers.'

Mr Botha said, as far as traditional job reservation was concerned, over which his department had no control, assurances had repeatedly been given to Whites that they would not be expected to give up traditional work to those of other races if this would adversely affect their interests.

No change in job laws, says Labour Minister

JOHANNESBURG — The Minister of Labour, Mr Fanie Botha, yesterday rejected calls for the abolition of job reservation and the recognition of Black trade unions

“Abolition of job reservation is an unacceptable labour policy, particularly for the Whites, and will lead to serious labour unrest,” he told trustees of the National Development and Management Foundation

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“Open ear”

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the recognition of Black trade unions, I wish to state categorically that the existing policy concerning the non-recognition of such trade unions will not be departed from.”

Mr Botha said he stood by the recent statement of the Prime Minister, Mr Vorster, that the Government did not plan to alter its labour policy drastically or without due consideration

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He said that statutory job reservation affected only 2,3 percent of the economically active labour force

“Statutory job reservation can therefore have no notable effect on the professional mobility of Black workers”

“Where, however, work is

reserved for Whites or non-Whites and those people are not available in sufficient numbers, exemption is readily given for the employment of Black workers”

Mr Botha said it had been stated repeatedly that job reservation must not be unbending or lead to disruption but must be adaptable to circumstances

On the system of works and liaison committees, he said these had shown in practice that they could develop successfully but this did not mean the system was the final answer or could not be improved

Amendments to the 1953 Bantu Labour (settlement of disputes) Act were being considered, but no details could be divulged at this stage,” Mr Botha said — Sapa

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132 / 134 ...

Scrap job bar plea rejected

11/11/76 DP

JOHANNESBURG — The Minister of Labour, Mr Fanie Botha, yesterday rejected calls for the abolition of job reservation and the recognition of black trade unions

"Abolition of job reservation is an unacceptable labour policy, particularly for the whites, and will lead to serious labour unrest," he told trustees of the National Development and Management Foundation

"It would, in my opinion, be unwise to bring about head-over-heels an about-turn in the official labour policy or the

established labour pattern

"Such an action can only lead to large-scale labour unrest which is in the interests of nobody"

Mr Botha said there had recently been calls from several directions for the recognition of black trade unions and the repeal of job reservation measures

"The Government has always had an open ear for constructive suggestions, but where there is agitation for the recognition of black trade unions, I wish to state categorically that the existing policy

concerning the non-recognition of such trade unions will not be departed from"

Mr Botha said he stood by the recent statement of the Prime Minister, that the Government did not plan to alter its labour policy drastically or without due consideration

"We must rather seek a satisfactory system for our own South African circumstances through which employer and employee can negotiate with understanding for each other's needs"

He pointed out that statutory job reservation affected only 2,3 per cent. of the economically active labour force

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Mr Botha said that, as far as traditional job reservation was concerned, over which his department had no control, assurances had repeatedly been given to whites that they would not be expected to give up traditional work to those of other races if this would adversely affect their interests — SAPA

134
177

15/20/11/76
**White works at
Plain criticized
by UWC Prof**

By MARK AUGUST

PROFESSOR W H THOMAS director of the Institute for Social Development at the University of the Western Cape, said this week that it was highly irregular that Mitchell's Plan should be planned, constructed and administered by Whites only.

Professor Thomas told the City and Civil Service Club that Mitchell's Plan was probably the City Council's most unwelcome "offspring". "To date there is no formal representation by any of those people who can 'represent' the future residents. This dilemma relates to the abolition of the municipal franchise of Black people," he said.

A voice

The first completed segment of Mitchell's Plan already had an active ratepayers' association which functioned as a voice for the new residents, but such a group could not fill the role of "pokesman" for the new town of 200 000 inhabitants since their interests were largely limited to the more immediate residential environment.

The White local authority was responsible for the town. He in turn was responsible to White councillors who had no direct financial commitment to the area, he said.

Professor Thomas suggested the creation of a separate Development Corporation. The board could act as a sounding-board for the type of development desired by the people.

Nominees

He suggested that the board be composed of a nominee of the Cape Town City Council, a person representing the Planning Unit and the City Engineers, a nominee of the Divisional Council of the Cape, a nominee of the Athlone Management Committee, one of the CRC members representing Cape Town constituencies, a representative of the ratepayers' association, the Teachers' Association, Church organizations, welfare organizations, the University of the Western Cape, the Coloured Development Corporation, the Chamber of Commerce and the Cape Chamber of Industry with the Employers' Association.

The members of the committee could be appointed for a period of one year.

Stark contrast

Professor Thomas said developments at Mitchell's Plan seemed to be in stark contrast to those at Atlantis, the other "new town" for Coloured people being built 45 km north of Cape Town.

Whites only in skilled jobs is 'untenable'

A white monopoly of highly skilled and responsible posts in business, administration and academic life was untenable, Dr Erich Leistner, deputy director of the Africa Institute, said today.

Conference seeks solutions

The businessmen's conference on urban communities aims to find practical solutions for South Africa's problems and is not intended as a forum for political attacks on the Government

Opening the conference today, Mr D P de Villiers, chairman of Nasionale Pers, said the organisers had been concerned about the quality of life in urban communities — especially the black communities — for some time.

Even before the unrest and violence in the urban communities there had been concern.

"But that unrest, particularly against the background of mounting pressure from outside, has certainly underscored the urgency of the need for concerted action"

Mr de Villiers said the private sector was strongly aware of its responsibilities and it appreciated steps already taken by the Government and other authorities, including the recent provision of the home ownership scheme for blacks.

"We believe, however, that our responsibility extends much further, with the emphasis on the contribution we can and ought to make"

HOUSING

Mr David Dewar, a planning expert, told the conference that in the next 24 years, South Africa would have to provide more urban housing services than it had in the past 300 years, merely to maintain existing living standards.

Mr Dewar said that, effectively, this meant 11 cities the size of Cape Town or Durban would have to be built in that time.

Mr Dewar said that while it was probable that the decentralisation policies would slow down growth of cities in the long term, there was little doubt that in the short and medium term the major cities would continue to grow "extremely rapidly".

As there was no way Africans in the urban centres could be seen, as temporary it was necessary to improve their position.

DESIGN

Mr Hans Hallen, immediate past president of the Institute of South African Architects, said that more effort and skill was put into the making of an advertisement than into the design of some of the Durban townships.

Among the points Mr Hallen listed for consideration to improve life for the individual were

- The avoidance of too many large, monotonous and instant projects

- Help for many small and diverse experiments in housing methods, ownership and design

- Rather than build factory townships wages should cover housing and encourage a market for housing in the adjacent community

He told a businessmen's conference on the quality of life of urban communities in Johannesburg. "Members of other racial groups will have to move up into more skilled and responsible positions if economic growth rates are not to fall to ever-lower levels"

He said research had shown that within 15 years at least 500 000 white clerical jobs would be vacant unless other races were trained to fill work gaps vital for industrial expansion.

About 3,62-million skilled people would be needed in 1990. But there would be only about 2,26-million economically active whites that year and, of those, 1,5-million might be available for more highly skilled jobs.

Thus there would be a gap of at least 2,1-million posts to be filled by people of other race groups.

FOUR AREAS

Dr Leistner said that basically there were four areas in which businessmen could contribute to a prosperous and stable future.

- Paying high minimum wages to blacks and providing wage scales that acted as incentives to improve performance

- Providing better working conditions which could help show the black employee that he was regarded as a human being.

- Providing better living conditions for blacks.

- Improving relations with black business and the homelands on a partnership rather than a paternalistic basis.

CONSTRUCTIVE

Dr Leistner said the steps towards greater autonomy for black urban communities and government commitment to move away from discrimination indicated that the private business sector probably had more immediate opportunities than it realised to play a constructive role in shaping the future of the country.

However, he drew attention to the Prime Minister's warning that the political future of urban blacks must not be considered separately from the homelands and that the rights of whites come foremost in the white parts of South Africa.

Oppenheimer plea is slated

Mercury Correspondent 2/12/76 AM

PRETORIA—The Right-wing Confederation of Labour criticised mining magnate Mr. Harry Oppenheimer yesterday for suggesting that White trade unions were foolish to be worried about African job advancement.

Speaking at a meeting in Johannesburg this week, Mr. Oppenheimer had explained a conference decision to move away from job and wage discrimination and said there were complications with trade unions. He thought they were "foolish to be so worried."

The president of the Confederation, Mr. Attie Nieuwoudt, said yesterday that speaking for more than 200 000 White workers, the Confederation would never agree to a scrapping of job reservation.

"I think it was foolish of Mr. Oppenheimer to have suggested that we are unnecessarily concerned about job reservations and the protection of the White worker's security, as this is a primary function of the Confederation, and there is not the slightest possibility that we will ever relax this attitude."

He claimed that even Coloured and Asian workers were now asking for protection from a threatened intrusion of African workers into certain work areas.

He said he had spoken to Coloured labour leaders who intended asking the Government for protection from African workers

MANPOWER RESERVATION
OF
WORK
1977

FURNITURE

Fini Matic 14/1/77

Chipping away

Transvaal furniture manufacturers — feeling the bite of recession — are to press even harder for Black workers to be able to attain top positions in the industry

“While the Transvaal Furniture and Upholstery Manufacturers Association is satisfied with the progress made in opening job opportunities for Blacks, it will continue to ask for improvement in future agreements,” says TFUMA president “Tubby” Myers

A new agreement — due to run for 15 months from January 1 — has been signed with the Federation of Furniture and Allied Trade Unions. It allows for certain restrictions on Black job advancement to be lifted

Manufacturers had asked for *complete* removal of restrictions. But two unions,



African workers . . . light at the end of the tunnel?

the (White) National Association of Furniture and Allied Workers and the (Asian and Coloured) National Union of Furniture and Allied Workers were totally opposed to this, says Myers.

The two unions pointed out that, although six months ago there was an estimated shortage of 1000 skilled workers in the Transvaal furniture industry alone (it employs in the region of 10 000 workers), workless skilled Coloured artisans were now job hunting with little success

However, under the terms of the new agreement, Blacks can now be employed as seamsters and seamstresses in the upholstery and curtaining sections of the industry. The same applies to the bedding manufacturing sector, and there they will also be allowed to work as mattress makers' assistants

Says Myers “The positive effect of the new agreement is that workers of all races can now be employed in Grade III and Grade IV in the industry” But the top grades (I and II) are still restricted to Whites, Coloureds and Asians

Actual wage increases are

- Grade I — increased by R4,40 (a week) from R55 to R59,40 (8%),
- Grade II — increased by R4,56 from R50 to R54,56 (9.1%);
- Grade III — increased by R3,72 from R35 to R38,72 (10,6%), and
- Grade IV — increased by R2,58 from R22,50 to R25,08 (11,7%).

TFUMA has pledged to continue to chip away at the unions, aiming for a set of solid proposals by the end of next year

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'Let blacks train as mechanics'

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Pretoria Bureau

South Africa's hard-pressed white motor mechanics can only cope with half their work load — and yet blacks are still barred from the trade.

This is the conclusion drawn from a study done by a senior researcher in the University of South Africa's Institute of Labour Relations, Mr Willy Bendix

"The manpower shortage in the motor repair industry could ironically force employers to push for the establishment of a recognised black trade

4 terms out

The Star Bureau

LONDON — The Department of Education has turned down demands for a four-term school year.

union," said Mr Bendix. Should the white trade unions agree to this step, I am sure the Government would be only too pleased to see the impending crisis eliminated."

REPAIR

The report states that the roughly 5 000 motor and diesel repair shops in the country were set more than 105-million hours of work in 1975. They managed to complete only half the work. By 1980, states the report, there could be a staggering figure of 144-million hours of work to be done

"There could be an acute crisis in the industry unless the potentially huge black work force is unfrozen," said Mr Bendix.

Mr Bendix emphasised that his findings and statements were all based on economic principles and had nothing to do with politics.

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Tracking the strain on garages

Mercury Correspondent

JOHANNESBURG—The process of integrating non-White semi-skilled workers into the motor industry with the concurrence of the White trade unions was continuing, the director of the Motor Industries Federation, Mr. J. van Huysteen, said yesterday.

The dilution of White labour had helped the industry cope with an explosion of work during the past three or four years.

Mr. van Huysteen was commenting on a study of the Institute of Labour Relations of the University of South Africa which claimed that White motor mechanics could cope with only half their work load, and that non-Whites were still barred from the industry.

He said increasing numbers of semi-skilled African repair shop assistants were being trained at recently established in-service training centres.

The agreement between employers and the trade unions laid down a maximum of one repair assistant to two White skilled mechanics.

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WORK PERMITS WERE REFUSED

CAPE TOWN—A total of 3 068 foreigners were refused work permits in South Africa last year.

The number refused permits and the total of 10 261 foreigners who were granted work permits was revealed in the House of Assembly yesterday by the Minister of the Interior, Dr. C. P. Mulder in reply to a question tabled by Mr. David Dalling (PRP, Sandton).

To another question from Mr. Dalling, the Minister said 136 people had been refused passports last year and 21 people had had passports withdrawn.

Of the people refused passports, 57 were White, 10 Coloured, 41 Asian and 28 African. Twelve White people had

passports withdrawn, as did two Coloureds, two Asians and five Africans

Questioned by PRP leader Colin Egin, Minister of Information Dr. Connie Mulder refused to tell Parliament the names of countries he had visited as he did not consider this to be in the national interest.

In reply to a question from Mr. Rene de Villiers (PRP, Parktown) he said the department paid R107 371 to an American law firm last year for "professional services."

Dr. Mulder said the law firm was still being engaged by the department.

~~ALL-RACE~~ All-race plan for workers

177

Mercury Reporter
PIETERMARITZBURG.
THE CHAMBER of Industries is urging its members to offer positions, presently reserved for Whites, to employees of other race groups for the better utilisation of manpower and industrial peace.

In a recent newsletter, the chamber states that non-Whites should be allowed to advance on merit and fill positions previously not offered to them as long as this can be done within the law.

It is thought that many employers are uncertain about the legal position. Employers often believe the law to be more restrictive than it actually is, says the chamber director, Mr. W. A. Fuller.

The chamber intends circulating comprehensive information to members but in the meantime urges companies to ascertain the position as it affects themselves from their respective trade associations.

Last year the municipality appointed two non-White technical men on the White salary scale and later formed a committee to investigate the possibility of placing all municipal employees, regardless of colour, on the same salary rate.

Reading: To be issued and dated pp. 210-258. Printer: pp. 128-136, 104-112

Power and authority in the Middle Ages (b) Medieval Kingship in England and France - William I and Louis VI, Henry II and Philip II of France. Reading: pp. 152-164. Printer: pp. 152-164

Job reservation warning

Political Correspondent

THE ASSEMBLY — Opposition spokesmen hit out yesterday at what they saw as a Government threat to apply job reservation in the building industry.

They called instead on the Government to launch a housing drive to provide work and meet the crying shortage of accommodation.

Reacting to the official letter from the Department of Labour to the Industrial Council for the Building Industry in the Transvaal, reported in

The Star on Monday, the United Party's chief labour spokesman, Dr Gideon Jacobs MP, said no one wanted to see white workers unemployed, although many could move to other sectors of industry if there was no work for them in building.

"But the most sensitive area at present is unemployment of blacks, because they have nothing to fall back on. In the present situation the Government's warning to the building industry will only exacerbate conditions."

Dr Jacobs claimed the Government would do better to launch housing schemes which would enable black building operatives to continue moving forward in their careers while also providing openings for whites.

If necessary, the Government could consider the provision of low-cost finance to stimulate building and prevent unemployment.

Instead, the Government had resorted to negative methods of treating the symptoms instead of the disease.

Reading: To be issued and dated pp. 210-258. Printer: pp. 128-136, 104-112

177

SAVING JOBS FOR WHITES DANGEROUS'

18/11/47 Mercury Correspondent

PRETORIA—Warnings against the sacking of semi-skilled non-White building workers to make way for unemployed Whites were sounded yesterday by leading trade unionists.

It was announced this week that all permits allowing non-Whites to do semi-artisan work in the industry in the Transvaal were to be withdrawn because of growing unemployment among Whites.

The move, according to labour leaders yesterday, would create bitterness among non-White workers — something Whites could not afford in the current climate of discontent and simmering unrest in the townships.

The vice-president of the Trade Union Council of South Africa, Mr. Steve Scheepers, said White workers had been protected for too long.

Workers in all industries should be chosen on merit, and colour should play no part when employers had to make decisions about laying off staff.

"In my own union, the Leather Workers' Union, the best man gets the job, and we don't look at his colour."

Bitter

There was nothing more calculated to embitter non-White workers than to fire them and replace them with Whites.

"It's just about time this mollycoddling of Whites was ended," he said.

Senator Anna Scheepers, a United Party spokesman on labour, agreed with him that to favour one race at the expense of another could only deepen racial resentment.

Earlier this week the president of the Master Builders and Allied Trades Association, Mr. T. E. Pears, said unemployment in the building industry had reached alarming proportions.

He warned that the possibility of further unrest among lower-paid Black workers could not be ignored.

177,33

Building letter a 'warning'

Political Correspondent

CAPE TOWN — Government spokesmen have reacted with surprise to the outcry this week over fears that it is considering forcing black building operatives to make way for white building workers

Job reservation fears flared following a letter from the department of Labour to the Industrial Council for the Building Industry in the Transvaal a few days ago in which the department reminded the council that if blacks were employed as operatives (Grade 1) while white artisans were available for such positions, the Minister, Mr S P Botha, would have no choice but to reconsider the exemptions under which the blacks were employed

The council was asked to act with circumspection regarding these exemptions.

LITTLE DEMAND

A senior Government source said today there was no special significance to be attached to the letter. This was the department's normal advice given year after year to organisations operating under exemptions.

While admitting there was a degree of unemployment in the building industry at present, the source claimed the exemption for operatives (Grade 1) affected a relatively unskilled level of work where there was little demand for work among whites.

The Black women out-of-works

VICKI ROSENTHAL



SOCIETY talks straight when there's a job squeeze on — the old, the inexperienced, the dark-skinned and the women are the first to go, discarded with a shrug.

If you're Black you're on the bottom rung, but if you're Black and old, or Black and unskilled, or Black and female, you're a little lower.

Then you say with bitterness. I lost my job to a Coloured. Or They put a man in my place. Or I only had three years' experience. Or After 20 years madam got rid of me.

You wonder why, understanding little if anything, of inflation, recession, planning quotas or border industries.

You only know the rent's got to be paid and the children fed. That you can't give up.

kind of human existence are frightening.

The women I spoke to were without exception clean, well groomed and fluent in English. The majority are trained, with at least a couple of years' experience. It seems that school-leavers are just not bothering to look. Word has got round that there is no work.

It's a brave White madam who ventures down Polly Street these days. Merely because of the colour of her skin she is assumed to be a work-giver. So eyes devoured me. Eyes I couldn't meet. I kept saying "I'm sorry. I can't offer any work."

They'd drift back to the queue, to stand for their

brother or uncle who is lucky enough to have a job. The extended family still comes to the rescue.

Others are kept going by boyfriends. Black social workers admit that unemployment must pressure the penniless into commercial sex.

Because the work-seekers can't afford to eat properly they grow weaker and less able to trapeze after jobs. They spend what little money they do have unwisely — firstly by buying small quantities and secondly by buying foods which have little nutritional value.

A 6c candle, a 12c packet of salt, 5c of pepper, 3c of chilies, one bar of soap at 24c, a 38c tin of condensed milk and 34c of tea to last four people a week — this is what life comes down to.

White bread, dry porridge and chips are the staples. Cheap vegetables and protein-rich pulses are largely ignored. Those who

Doleful

Last week I asked the Black women work-seekers standing in doleful queues outside the West Rand Administration Board and slumped on benches at the National Union of Clothing Workers. What about your husband? Does he earn enough to keep the family going?

They'd drop their gaze, shuffle, stay silent.

I learnt to rephrase my question, to cast aside assumptions.

"Who lives in your house?" I'd ask.

Three, four, five children, a brother, a sister, a mother, a grandmother.

"And the father of your children?"

Gone. Deserted. Disappeared. Sucked into the vortex of Soweto.

Of 50 unemployed Black women I spoke to, only two were receiving regular financial help from their husbands.

The rest had given up, abdicated the responsibility which both their tribal roots and Western mores place upon them. Why?

I spoke to two Black social workers and to a union organiser to find out.

Mrs Ellen Kuzwayo, social worker for Voluntary Social Services in Black communities, Mr Harry Makubire, Director of Home and Family Life with the SA Council of Churches, and Miss Sarah Chitja, a branch secretary of the National Union of Clothing Workers — which has 15 000 African women members — took much the same line.

Self-respect

"Our men have been emasculated," they said. "Their decision-making powers have been removed, their self-respect stripped, their dignity destroyed."

"They are treated like children — and the result is they behave like children."

"The woman is subject to the same humiliations, but she can regain her self-respect in her traditional domain — the home."

"The Black man is a born loser. His wages are so low that often he just gives up. How can he value himself as a human being if he is so under-valued economically?"

"What little cash he does earn, he tends to squander. The beer halls are so strategically placed that he has to be really strong to resist them. At every station he's confronted with a beerhall. He's tired and dispirited when he gets home. So he drinks."

"His recreation facilities are so limited that if he wants to escape from his tiny, overcrowded house the obvious place to turn to is the beerhall. More wages disappear into the coffers of the Wrab."

"He cannot own land and, until recently, he could not own a house. He wants to show his standing in the community with something tangible, so he wastes his money on ridiculous luxuries like expensive shoes."

"One way in which he can prove his manhood is by making love and fathering children."

"Migrant labourers don't want the responsibility of a family in the townships. They usually have a wife and kids at home."

"And the young girls from the rural areas who come into town to work as domestics are suddenly removed from their parents' watchful eye without the maturity to cope with their new 'freedom'. They fall pregnant."

When they're earning, the women somehow manage to feed, clothe and school their children.

But now that the unemployment toll is rising daily, the odds against any



Patience at the grille

third, or 13th, or 30th day in the hot sun, snaking stoically towards a White man behind a grille who could give them the chance to once more make fine dresses for milady, twist wire into hangers or clear away somebody else's mess.

Factory hands are prepared to be cleaners, the skilled to descend to the unskilled, the sleep-out domestics to sleep in.

Pride goes by the board when the cries of your little ones scream in your ear and your stomach knots with hunger.

The out of work become increasingly trapped by their own condition. Many don't have the money to look for work. A rand for a weekly train ticket, 40c a day return taxi fare, bus fare to get to interviews in far-flung Johannesburg suburbs — these are princely sums.

Few have savings or other funds to fall back on. Most don't know about the Unemployment Insurance Fund and those who do may chase fruitlessly after their benefit for months.

The out of work survive on hand-outs from the odd

do splurge on a weekly meat meal go for the more expensive cuts instead of concentrating on quantity.

But existence becomes a difficult balancing act. Cheap meat takes more cooking. That means fuel. Twenty cents of paraffin must do instead of a R2 bag of coal. Boiling a pot of water becomes an act which must be weighed.

Only the essentials survive as the ruthlessness of poverty tears all apart. Furniture is re-possessed, months and months of payments down the drain.

Hard bought belongings, like beds, are flogged for a few rand and boarders taken into already overcrowded houses. Four people squeeze into one room, letting the other. Still the eviction noose draws tighter.

Even candles have become a luxury.

"I used to read at night," said one woman. "Now I am forced to go to bed early. I lie awake, worrying about my children. I wanted to educate them, to give them a chance of a better life. I no longer think much about schooling. I think about staying alive."

Jobs and Stock for Whites

Rm 177
17/2/71

By BOB HITCHCOCK
is no longer a protection for job-commerce and industry, top labour yesterday.

Rand Daily Mail, that unless White workers are successfully retrained, they would join the unemployed Blacks



general secretary of the 33 000-strong Amalgamated Engineering Union. "White workers must realise right now that a White skin is no longer a complete guarantee of employment

"Retraining programmes for White workers must cease to be just an idea. They must be put into action"

Mr Gert Beetge, general secretary of the 9 000-strong Blankebouwerkers Vakbond (White Building Workers' Union): "White workers must maintain their superiority on merit in competition with Blacks. "While I agree that Whites who are work-shy must perish, I still maintain that the deserving White worker of lower calibre must be protected

against being swamped by the Blacks"

Mr Ken du Preez, general secretary of the Engine Drivers, Firemen and Operators' Association: "The trend is that Whites leaving their jobs are not being replaced. The days of job-hopping for the White worker are over. It's unfortunate, but we are close to the stage where White semi-skilled workers of middle-age who are not suitable for retraining may find themselves on the street"

Mr Richard Beech, general secretary of the 14 000-strong Amalgamated Union of Building Trade Workers: "The pressure for the White worker is coming fast. The aim of the young White today must be to get the best possible education to off-set competition from the next guy, who might be Black"

Mr Arthur Grobbelaar, general secretary of multiracial Tuca (66 unions, 220 000 members). "A white skin doesn't offer the same protection in industry as it used to."

...they did the Rand Daily Mail, that unless White workers are successfully retrained, they would join the unemployed Blacks

...in lower grades, were rising for unemployed Blacks

...this admission by leading trade union leaders remarkable because until now they have preached job protection to their members for fear of backlash.

Even the most conservative labour leaders yesterday warned White workers they must improve themselves to hold their own in the future.

Mr Attie Niewoudt, president of the largest alignment of White trade unions - the South African Confederation of Labour (30 unions, 200 000 workers) - said: "Today the White worker must be good as well as White-skinned."

"I support job reservation and always will. We've got to look after our Whites and I believe the artisan will be predominantly White for a long time to come. But I do concede that the White man must realise that to keep on top he must continually improve himself."

Mr ... Nothing

Portugees gepraat het, Kaap toe gekom; dit sou volgens Hesseling 'n skielike kommunikasieprobleem veroorsaak het wat tot 'n vinnige verandering van Nederlands gelei het. Die resultaat was 'n sterk vereenvoudigde taal met 'n reduksie in sy grammatika. Wanneer 'n kultureel taal in 'n bepaalde kontaksituasie deur 'n botsing met 'n sosiaal laerstaande taal binne 'n kort tydperk 'n drastiese reduksie, struktuurverandering en vereenvoudiging ondergaan, praat 'n mens van kreolisering. Hesseling moet egter self erken dat die tipiese kenmerke van kreolisering in Afrikaans ontbreek, daarom kom hy tot die konklusie dat Afrikaans beskou moet word as Nederlands wat halfpad bly staan het om 'n Kreoolse taal te word.

...skakerings van 17de-eeuse Nederlands; soos uit die oorsig a meeste „kenmerke“ van Afrikaans voortsit van die or dialekvorm of tendensie in 'n dialek wat in Nederland self wangs-faktore teegewerk is of verdwyn het. Daarnaas het die in die tal'e vreemde dinge aan die Kaap 'n rol gespeel. Ook hier het by uitsondering een groep sprekers isoleer en vir die an 'n bepaalde taalvorm verantwoordelik hou. Ons kan bv. in in hoever die Franse of Duitse immigrante die Afrikaanse rek beïnvloed het nie, of in hoever hulle die vereenvoudiging instelstel veroorsaak het nie

...oor die ontstaan van Afrikaans daar wel aan die een of ander beslissende taalinvloed gedink die geval voordat 'n taamlik groot hoeveelheid direkte ge-

...die Argief in Kaapstad gevind is Kort let die belangstelling in die herkoms en geleerdes begin posvat en aanleiding geskiltende teorie oor die ontstaan van mots-teorie van 1882 was die eerste pos-karakter van Afrikaans Hoewel hy vas-illy teutonice" is, d w s sy Germanse lgens hom „psychologically an essential e vae stelling kan hy nie bewys nie Kort lelling van Nederlandse geleerdes soos wat die Frans-teorie voorstaan. Volgens r die invloed van die Franse Hugenote eling het die teorie in 1897 al weerle. In die beroemde Duitse geleerde en kenner langrike faktore wat by die wording van et, hy dink aan die een kant aan Duitse in- hy die eerste wat in 1891, op grond van an Malers-Portugees, op moontlike kreo- die aandag gevestig het. D C Hesseling 1899 verder gevoer, veral in sy beroemde 99) waarin hy sy Malers-Portugees-teorie ng met die vorige teoriee was Hesseling s'n nskaplik verantwoord was. Volgens Hesse- erste dertig jaar van die volksplanting 'n n die Kaap plaasgevind het, nl 'n botsing lands van die vryburgers, soldate en amp- Dosterse slawe wat Maleis en 'n vorm van het, of 'n vermenging van albei („Maleis- arna het 'n groot aantal slawe wat gebroke

...Ongeklug het Hesseling destyds nie oor die nodige direkte taal- gegewens beskik nie, hy kon sy teorie feitlik net op sosio-historiese gegewens baseer wat bowendien nie volledig en korrek was nie. Daar- om was ook sy teorie ontoereikend en eensydig; dit het 'n hipotese gebly wat hy nie kon bewys nie.

24/2/77

177

Work reservation determinations

21 Senator B R BAMFORD asked the Minister of Labour:

(a) How many work reservation determinations in terms of the Industrial Conciliation Act, 1956, are of effect at present and (b) what is the number of employees covered by each

The MINISTER OF LABOUR:

(a) 25. (b) The number of employees who are at present covered by each determination is unfortunately not available as the majority of the determinations were made years ago. However, the number of employees who were affected at the time of the Tribunal's investigation are reflected hereunder and these figures were extracted from the returns

submitted by the employers at that time

Determination number	Employees affected
2 Drivers of Motor Vehicles in the Cleansing Department of the Municipality of Durban	63
3 Iron, Steel, Engineering and Metallurgical Industries, Republic of South Africa.	not available
4 Traffic Police, Ambulance Services and Fire Brigade Departments in the Municipal undertaking of the City Council of Cape Town	401
5 Passenger Lift Attendants in the Municipal Areas of Bloemfontein, Johannesburg and Pretoria	338
7 Iron, Steel, Engineering and Metallurgical Industries, Republic of South Africa	1 262
8 Clothing Industry, Republic of South Africa	36 660
9 Motor Vehicle driving in the health department of the Municipal Undertaking of Springs.	11
10 Road Passenger Transport Industry in the Magisterial Districts of the Cape, Wynberg, Simonstown and Bellville	1 106
11 Motor Transport Driving in the Magisterial Districts of Odendaalsrus, Ventersburg, Virginia and Welkom	91
12 Work within abattoirs and in the wholesale meat trade, Witwatersrand and Pretoria.	1 208
14 Work of Barman in White Public Bars in the Liquor and Catering Trade, Durban and Pietermaritzburg	448
15 Motor Transport driving in the Magisterial District of Durban.	369
16 Motor Assembly Industry, Republic of South Africa.	7 338
17 Certain work in the Liquor and Catering Trade, Western Cape and Natal.	4 753

18	Footwear Industry, Republic of South Africa	14 353
19	Driving of motor vehicles, road construction machines and earthmoving machines in the Provinces of the Transvaal, Orange Free State and Natal	1 076
20	Furniture Industry, Republic of South Africa.	2 464
21	The work of motor vehicle driving in certain magisterial districts in the Transvaal and Orange Free State	1 712
22	The work of driving motor vehicles by persons in the employ of Union Liquid Air Company (Pty) Ltd, Transvaal and Orange Free State	26
23	Work of barman in White Public Bars in the Liquor and Catering Trade, Western Cape	981
24	Work of barman in White Public Bars in the Liquor and Catering Trade, East London.	68
25	The work of driving motor vehicles by persons in the employ of the Divisional Council of Port Elizabeth	17
26	Motor Assembly Industry, Magisterial District of Pretoria.	4 599
27	Work connected with sampling, surveying and ventilation on mines in the Republic of South Africa	8 252
28	Building Industry, Republic of South Africa	30 019

Determinations Nos 1—(Clothing Industry, Republic of South Africa), 6—(Building Industry in urban areas in the Provinces of the Transvaal and Orange Free State) and 13—(Building Industry, Cape Province and Natal) were cancelled and replaced by Determinations Nos. 8—(Clothing Industry, Republic of South Africa.) and 28—(Building Industry, Republic of South Africa.) Although figures are given above in respect of Determinations Nos. 2—(Drivers of Motor Vehicles in the Cleansing Department of the Municipality of Durban), 3—(Iron, Steel, Engineering and Metallurgical Industries, Republic of South Africa), 7—(Iron, Steel, Engineering and Metallurgical Industries, Republic of South Africa.) and 25—(The work of driving motor vehicles by persons in the employ of the Divisional Council of Port Elizabeth), no employees are at present affected thereby as complete exemption has been granted from the Determinations Determination No 10—(Road Passenger Transport Industry in the Magisterial Districts of the Cape, Wynberg, Simonstown and Bellville) is still in operation but no employees are at present affected thereby as the company to which the measure applied is no longer in existence

pality of Durban), 3—(Iron, Steel, Engineering and Metallurgical Industries, Republic of South Africa), 7—(Iron, Steel, Engineering and Metallurgical Industries, Republic of South Africa.) and 25—(The work of driving motor vehicles by persons in the employ of the Divisional Council of Port Elizabeth), no employees are at present affected thereby as complete exemption has been granted from the Determinations Determination No 10—(Road Passenger Transport Industry in the Magisterial Districts of the Cape, Wynberg, Simonstown and Bellville) is still in operation but no employees are at present affected thereby as the company to which the measure applied is no longer in existence

Senate Hansard 2 @ col 11-12

24/2/77

Work reservation determinations

19. Senator B. R. BAMFORD asked the Minister of Labour.

177

How many exemptions from work reservation determinations in terms of the Industrial Conciliation Act, 1956, were granted in 1974, 1975 and 1976, respectively

The MINISTER OF LABOUR

1974	628
1975	311
1976	340

PROFESSIONS

File here material on lawyers, clergy, architects, etc., and material on employment in the

PROFITS

Provident funds

Provincial Administrations

PUBLIC SECTOR - Government

PUBLIC SECTOR - Government

PUBLIC SECTOR - Government

PUBLIC SECTOR - Government

FIN MAIL 25/2/77
JOBS COLOUR BAR

who are out of work

Some unionists complain that unemployed members are being told by employers there is no obligation to employ them

Seifsa director Errol Drummond says that employers are happy to listen to the union's case but adds, however, that he is satisfied that the circular "has not



Seifsa's Drummond looking for a package deal?

imported artisans. This is partly due to the need to import certain skills — but even so, there simply aren't enough local artisans to go around

Both Poole and the SA Electric Workers' Association say they won't have enough men to go around and the SA Boilermakers' Society says it expects Sasol II to mop up existing unemployment in B, C & D — so employers can expect some tough bargaining when June 30 comes round

Edgy engineering unions

First it was building. Now some of the registered unions in engineering say they are unhappy at the pace of Black job advancement

The problem appears to have begun when the Steel and Engineering Industries Federation (Seifsa) sent out a circular interpreting last year's supplementary industrial council agreement, which provides that Africans can do certain "semi skilled" jobs previously barred to them — provided the unions agree to grant the necessary 'exemptions' from the industrial colour bar

The circular said African workers could be used without union agreement in newly created jobs. Unions claim this would violate the agreement which, they argue, calls for consultation in these cases as well

The issue will be clarified at a meeting on March 7. Unionists warn that if the matter is not resolved they will demand a reversion to the *status quo ante*

If this were to happen, unionists say Africans presently employed in the B, C & D "semi-skilled" categories could lose their jobs — at least until the dispute is resolved

The problem doesn't end there. The Amalgamated Engineering Union (AEU) argues that, because some of its members are out of work, the supplementary agreement no longer applies

The union points to a clause in the agreement which states that the African advancement provisions will not be in force during a recession. This means that Africans currently holding exempted jobs could be replaced by union members

abrogated either the terms or spirit of the agreement"

Other unionists are steamed up by what they see as employers' refusal to train and re-train Coloured union members for higher jobs. "We don't mind money being spent on African training — but nothing seems to be done for our members on the Reef," says Engineering Industrial Workers' Union general secretary Archie Poole. He says unions suspect that Seifsa prefers to train (cheaper) African workers in an attempt to supplant organised labour

Drummond replies that he is sympathetic to unions' fears about training of Coloureds and that Seifsa is doing precisely this

The supplementary agreement — and the main industrial agreement — expire on June 30. Unionists say Seifsa may want to renegotiate it in order to allow Africans into B, C & D at will. Others say unemployment will make this unlikely

Comments Drummond: "Any wage claims submitted when the agreement expires will no doubt be examined by us in the light of the current situation. But he adds that Seifsa 'will obviously be influenced by the possibility of a combined package deal

Also while there is unemployment among semi-skilled union members, there may well be a shortage of skilled (artisan) labour in the industry as a result of Sasol II

Sasol should start recruiting within the next month — and it will have to use

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LTH & DISEASE

CHERS

ING - Paper

177

177

Call to end job reservation

Argus 28/2/77

The Argus Correspondent
JOHANNESBURG. —

The general secretary of the White Building Workers' Union, Mr Gert Beetge, has challenged the Government to eliminate the last vestiges of job reservation.

'The rate for the job — equal pay for equal work — is now the only guarantee for the future job security of the White artisan,' Mr Beetge said.

He disclosed that he had called on the largest White labour organisation, the Confederation of Labour, to ask the Government to remove

job reservation from the Statute Book.

'I challenge the Government to put on paper what has become common practice. Job reservation has already ceased to exist anywhere but on the Statute Book,' Mr Beetge said.

Whites now had to look to the rate for the job as the key to their standard of living and job security.

'In recent years minimum rates of pay were fixed so low that they failed to represent White income levels,' he said.

'Now that there is unemployment, the majority of Whites may soon be receiving these minimum rates.'

'Therefore trade unions will have to negotiate sub-

stantial increases in these rates on the basis of equal pay for equal work to maintain their members' standard of living.'

Asked if the situation called for trade union rights to be given to Blacks, Mr Beetge said 'Certainly not.'

'The distribution of skills is still such that this would raise a serious clash of interests.'

'If Blacks, who are predominantly unskilled, have equal bargaining powers, they will clash with Whites who are predominantly skilled.'

'Every group will demand a greater share of the kitty for itself,' Mr Beetge said.

Standard 7 Q cols 600-601

9/3/77

177

Industrial Conciliation Act

602 Dr A L BORAINÉ asked the Minister of Labour

Whether any determinations under section 77 of the Industrial Conciliation Act were withdrawn during 1976, if so, (a) in respect of what industries and (b) what was the number of employees in each race group employed as a result of the withdrawal

The MINISTER OF LABOUR

No

Hansard 7 @ col 601 9/3/77

Industrial Conciliation Act

603) Dr A L BORAINÉ asked the Minister of Labour

- (1) In respect of what occupations were determinations under section 77 of the Industrial Conciliation Act in force at the end of 1976,
- (2) what was the estimated percentage of the total labour force potentially affected by these determinations

(m)

The MINISTER OF LABOUR

- (1) and (2) The position is still as set out in paragraphs (1) and (2) of the reply furnished to the hon member to question No 71 and as recorded in Hansard of 4 February 1976—col 75 to 77

Standard 2 col 601

9/3/77

Industrial Conciliation Act

604 Dr A L BORAINÉ asked the Minister of Labour

- (1) How many employers were prosecuted during 1976 for contraventions of determinations under section 77 of the Industrial Conciliation Act.
- (2) (a) in respect of what industries, trades or occupations or classes of work was each contravention committed and (b) how many employees in each category were affected

The MINISTER OF LABOUR

- (1) 18.
- (2) (a) Building Industry
(b) 26

177

RDM, Fri, March 18, 1977

Job reservation should stay, Cillie inquiry told

By MELANIE YAP

JOB reservation had been repeatedly called one of the cornerstones of industrial peace and should not be abolished, the Cillie Commission of Inquiry heard yesterday.

Giving evidence in Pretoria's Old Synagogue, Mr Johan Botha, assistant Secretary for Labour, said the abolition of job reservation was unacceptable to Whites and would lead to serious labour unrest.

The policy was not in flexible and the department watched the situation carefully. Where in sufficient people were available for work reserv-

ed for one race, the department did not hesitate to allow extensions or to investigate the matter through the Industrial Court, he said.

Only 2,3 per cent of the total labour force, 115 000 people, were potentially affected by job reservation. It could not be said that this had such a limiting effect on Africans that it was a contributory cause of the riots.

Mr Justice Cillie said job reservation had often been cited in evidence as a grievance, and although it was Government policy, that did not mean it could not be a valid contributory

cause of the unrest.

Mr Botha said it was his view that agitators and the creation of Black trade unions aimed at overthrowing the existing order.

Calls for the abolition of job reservation and the establishment of trade unions did not come so much from Blacks, but from agitators and overseas sources, he said.

No group of workers was barred from forming trade unions, but Africans had shown little interest.

There were only 27 Black trade unions, despite activities of certain non-Black organisations, and

only three of these were functioning satisfactorily, Mr Botha said.

Although recognition of Black trade unions had been given serious consideration, investigations had shown that they had not achieved a standard whereby they could use the self-governing machinery of the Industrial Conciliation Act.

The African trade union movement had been characterised by a fluctuating and unstable existence and had frequently been exploited by leaders for self gain, rather than the promotion of the interests of worker.

177

Job control 'vital' Cillie hears

(177)
18/3/77
N.M.

Mercury Correspondent

JOHANNESBURG — Job reservation has been repeatedly called one of the cornerstones of industrial peace and should not be abolished, the Cillie Commission of inquiry heard yesterday.

Giving evidence in Pretoria's Old Synagogue, Mr. John Botha, Assistant Secretary for Labour, said the abolition of job reservation was unacceptable to Whites and would lead to serious labour unrest.

The policy was not inflexible. Where insufficient people were available for work reserved for one race, the department did not hesitate to allow extensions or to investigate the matter.

Only 2,3 percent of the total labour force of 115 000 people were potentially affected by job reservation. It could not be said this had such a limiting effect on Africans that it was a contributory cause of the riots.

Mr. Botha said it was his view that agitators and the creation of African trade unions aimed at overthrowing the existing order.

Calls for the abolition of job reservation and the establishment of trade unions did not come so much from non-Whites as from agitators and overseas sources, he said.

No group of workers was barred from forming trade unions, but Africans had shown little interest.

Although recognition of non-White trade unions had been given serious consideration, investigations had shown they had not achieved the standard to use the self-governing machinery of the Industrial Conciliation Act, Mr. Botha said. The hearing continues.

FIN MAIL 25/3/77

JOB COLOUR BAR Building's blackout

Despite claims to the contrary, Africans in the building industry doing semi-skilled work previously barred to them are being replaced by whites and coloureds

Their fate will be decided on March 31 when all exemptions from a Department of Labour job reservation order forbidding Africans to do Grade 1 operative work will lapse. Employers can re-apply, however, and this has led some to argue that few jobs will actually be lost.

Nevertheless, it appears that some firms have already begun replacing African operatives with (white and coloured) trade union members. African unionists claim that some operatives have already been dismissed to make way for unemployed artisans.

Although some employers contend that this hasn't happened both the industrial council and the largest trade union say it has.

The problem started because of a long-standing agreement that union members should receive job preference in the event of unemployment.

"We conducted a survey which showed that only 50% of exemptions granted to employers were actually being used. As a result, all existing exemptions

respective Departments which administered on which these schools are situated. schools for 'coloured' children: the typically, the farmer builds the class lump-sum subsidy, probably inadequate, a maintenance (cleaning) allowance. can be an economic proposition with re the building. Nevertheless, the Depa such matters as the site and layout, k insurance, the minimum acceptable numk use to which the building is put. Al for departmental approval. This ensu The Minister of Coloured Affairs can a as a state school and transfer managen sation being paid to the landowner. single largest category.

State schools which constitute the sec white-owned farms are not encountered located in poorer areas. Here a farm

are being reviewed," says industrial council secretary Daan Ehlers. He confirms that many firms "have sorted out the artisan unemployment problem by replacing operatives with artisans."

Amalgamated Union of Building Trade Workers' general secretary Richard Beech adds that "some employers have returned exemption permits to the industrial council of their own accord, 1 051 permits were issued and only 561 are still being used." All of these will now be re-examined.

He adds that he doesn't believe this is simply because operatives have been laid off because of the recession in the



Up and down the jobs ladder

industry. Unemployment among our members has dropped from 108 to 70. Since no new jobs are being created, operatives are obviously being replaced."

Will all 561 exemptions whose renewal is now being requested be granted? Ehlers is sure that some will be. Employers are confident that all will be. "It's probable that no new exemptions will be granted but that all existing ones will be allowed to stand. We would oppose any move to do otherwise," say sources in the Master Builders' Association.

Beech, however, warns that this is not a foregone conclusion. "One party would be enough to block exemptions and there are four parties on the union side." The I.M. understands that at least one of the unions is opposed to renewing the exemp tions.

177 33



REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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[No. 5488

GOVERNMENT NOTICE

DEPARTMENT OF MINES

No R 513 1 April 1977

**AMENDMENT OF REGULATIONS
 MINES AND WORKS ACT, 1956 (ACT 27 OF 1956)**

The State President has, under section 12 of the Mines and Works Act, 1956 (Act 27 of 1956), made the following regulations:

The regulations published under Government Notice R 992 of 26 June 1970 are hereby amended—

1 by the insertion of the following definition between paragraphs (6) and (7) in Chapter I of the regulations:

“(6A) ‘emergency’ means an emergency which may endanger life or health (24A)”

2 by the substitution for regulation 2153 of the following regulation:

“2153 In no case shall a shift boss be placed in control of a section larger than he is able to control efficiently in accordance with the requirements of the regulations. The manager shall not impose such additional duties on a shift boss as will prevent him from carrying out his statutory duties efficiently”.

3 by the substitution for regulation 2155 of the following regulation:

“2155 Each shift boss shall inspect all workings in his section as frequently as he may deem necessary in the interest of safety and health. Provided that—

(a) he shall inspect at intervals not exceeding two working days all workings in which current blasting operations take place;

(b) he shall inspect all other workings at least once every week at intervals not exceeding 10 days; and

(c) he shall daily during his shift

(i) inspect at least one working of each ganger or miner under his charge who is directly concerned with current blasting operations, and

GOEWERMENSKENNISGEWING

DEPARTEMENT VAN MYNWESE

No R 513 1 April 1977

**WYSIGING VAN REGULASIES
 WET OP MYNE EN BEDRYWE, 1956
 (WET 27 VAN 1956)**

Die Staatspresident het kragtens artikel 12 van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), onderstaande regulasies gemaak:

Die regulasies afgekondig by Goewermentskennisgewing R 992 van 26 Junie 1970, word hierby gewysig—

1 deur die volgende paragraaf tussen paragrawe (24) en (25) in Hoofstuk I van die regulasies in te voeg:

“(24A) ‘noodtoestand’ n noodtoestand wat lewe of gesondheid in gevaar kan stel, (6A)”.

2 deur regulasie 2153 deur die volgende regulasie te vervang:

“2153 In geen geval mag ’n skofbaas in beheer geplaas word van ’n afdeling wat groter is as wat hy in ooreenstemming met die vereistes van die regulasies doeltreffend kan beheer nie. Die bestuurder mag nie ’n skofbaas met sodanige bykomende verpligtinge belas as wat hom sal verhinder om sy statutêre pligte doeltreffend uit te voer nie”.

3 deur regulasie 2155 deur die volgende regulasie te vervang:

“2155 Elke skofbaas moet alle delfplekke in sy afdeling so dikwels as wat hy dit nodig ag, inspekteer in belang van veiligheid en gesondheid. Met dien verstande dat—

(a) hy al die delfplekke waarin normaalweg skietwerkzaamhede plaasvind, binne ’n tydperk van twee werksdae inspekteer

(b) hy al die ander delfplekke minstens een keer per week met tussenpose van hoogstens 10 dae inspekteer en

(c) hy daaglik gedurende sy skof—

(i) minstens een delfplek van ’n spanbaas of myner onder sy beheer, wat normaalweg en regstreeks met skietwerkzaamhede gemoed is, inspekteer, en

(ii) satisfy himself by consultation with each such ganger or miner, or by personal inspection, that work is proceeding safely and in accordance with the regulations in every working of such ganger or miner. Each such consultation shall take place within the area for which the ganger or miner is responsible,

(iii) in every coal mine, unless exempted in writing by the Inspector of Mines with the approval of the Government Mining Engineer, carry out a test for inflammable gas similar to the test required in terms of regulation 899, of every part of every ganger's or miner's section in which workmen work or travel or may be required to work or travel during that shift. The shift boss shall record a report on each such test at the end of his shift in the logbook referred to in regulation 2156".

4 by the addition to regulation 2158 of the following words

"For the purposes of this regulation 'case of necessity' means a condition of circumstances of a temporary nature in the interest of safety",

5 by the substitution for regulation 881 of the following regulation

"881 except as is provided for in regulations 8831 and 8832, every shaft being sunk, development end, reclamation area and stope which has remained idle for more than six hours, or which has remained idle for such period less than six hours as the Inspector of Mines may direct, and every underground working place in which blasting has taken place, shall be examined and made safe by a ganger or miner who shall be the holder of a permanent blasting certificate, and work shall not be resumed in any part of such working place until such part has been so examined and made safe. Provided that this regulation shall not prohibit—

(a) the holder of a mining engineer's degree, a national diploma for technicians in mining, or other diploma recognised by the Government Mining Engineer,

(b) a student of the Government Miners' Training College, or

(c) a student attending a training course in mining approved by the Government Mining Engineer,

who does not hold a permanent blasting certificate but who has obtained a provisional blasting certificate in accordance with regulation 284071 or regulation 284081 read with regulations 28405 or 28406, from carrying out such examination and making safe

No person shall enter or remain or cause or permit any other person to enter or remain in any part of such working place until such part has been examined and made safe, except such persons as are necessary, to direct, carry out or assist in carrying out such examination and making safe".

6 by the substitution for regulation 8910 of the following regulation

"8910 unless exempted in writing by the Inspector of Mines with the approval of the Government Mining Engineer, where there is no shift boss a test for inflammable gas similar to the test required in terms of regulation 899 shall be made in the course of each shift by the manager or by a competent person other than the ganger or miner, appointed by the manager,

(ii) homself, deur middel van oorlegpleging met elke sodanige spanbaas of myner, of deur persoonlike inspeksie, daarvan oortuig dat die werk veilig en in ooreenstemming met die regulasies in elke delfplek van sodanige spanbaas of myner uitgevoer word. Die oorlegpleging moet plaasvind binne die gebied waarvoor sodanige spanbaas of myner beheer uitoefen,

(iii) in elke steenkoolmyn, indien nie skriftelik deur die Inspekteur van Myne met die goedkeuring van die Staatsmyningenieur vrygestel nie, n toets vir ontvlambare gas, soortgelyk aan die toets vereis kragtens regulasie 899, uitvoer van elke gedeelte van 'n spanbaas of myner se afdeling waarin daar persone werk of reis of waar daar van persone vereis word om daar te werk of te reis gedurende daardie skof. Die skofbaas moet aan die einde van sy skof 'n verslag oor elke sodanige toets skryf in die logboek in regulasie 2.15.6 bedoel".

4 deur die volgende woorde by regulasie 2158 te voeg

"'Noodsaaklike geval' beteken vir die doel van hierdie regulasie 'n sameloop van omstandighede van tydelike aard in belang van veiligheid",

5 deur regulasie 881 deur die volgende regulasie te vervang

"881 behalwe soos bepaal in regulasies 883.1 en 883.2, moet elke skag wat gesink word, ontsluiting, herwinningsgebied en afbouplek waar daar langer as ses uur nie gewerk is nie, of waar daar vir sodanige korter tydperk as ses uur as wat die Inspekteur van Myne gelas, nie gewerk is nie, en elke ondergrondse werkplek waar skietwerk plaasgevind het, ondersoek en veilig gemaak word deur 'n spanbaas of myner wat die houër is van 'n permanente skietsertifikaat, en mag werk in geen deel van sodanige werkplek hervat word nie voordat die plek ondersoek en veilig gemaak is. Met dien verstande dat hierdie regulasie nie verbied dat—

(a) die houër van 'n myningenieursgraad, 'n nasionale diploma vir tegnisi in mynbou, of 'n ander diploma wat deur die Staatsmyningenieur erken word,

(b) 'n student van die Staatsopleidingskollege vir Mynwerkers, of

(c) 'n student wat 'n opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is,

wat nie 'n permanente skietsertifikaat besit nie, maar wat 'n voorlopige skietsertifikaat verwerf het in ooreenstemming met regulasie 284071 of regulasie 284081 gelees met regulasie 28405 of 28406, sodanige werkplek ondersoek en dit veilig maak nie

Niemand mag enige deel van sodanige werkplek binnegaan of daarin bly nie of enige ander persoon dit laat binnegaan of daarin laat bly nie of hom toelaat om dit binne te gaan of daarin te bly nie voordat daardie deel ondersoek en veilig gemaak is, behalwe die persone wat nodig is om sodanige ondersoek te gelas, uit te voer of behulpsaam te wees om dit uit te voer en dit veilig te maak".

6 deur regulasie 8910 deur die volgende regulasie te vervang

"8910 indien nie skriftelik deur die Inspekteur van Myne met die goedkeuring van die Staatsmyningenieur vrygestel nie, moet daar, waar daar nie 'n skofbaas is nie, gedurende elke skof 'n toets vir ontvlambare gas, soortgelyk aan die toets soos vereis kragtens regulasie 899, uitgevoer word deur die bestuurder of deur 'n ander bevoegde persoon as die spanbaas of myner, wat deur die bestuurder aangestel word en wat die houër

11 by the substitution for regulation 28 13 of the following regulation

"28 13 A candidate may appeal against any decision of any examining authority to the Government Mining Engineer, who may refer the matter back to the commission for further report and the decision of the Government Mining Engineer shall be final. Each such appeal, which shall be in writing, shall be lodged within 31 days after the date of the examining authority's decision and each such appeal shall be accompanied by R5 in the case of a written examination and R3 in the case of an oral examination. Provided that in the event of the appeal being successful the fee shall be refunded."

12 by the substitution for regulation 28 20 1 of the following regulation

"28 20 1 The constitution of a Commission of Examiners for a mine surveyor's certificate of competency shall be as follows

A Deputy Government Mining Engineer, who shall be chairman, a Chief Government Mine Surveyor or a Government Mine Surveyor, and at least four certificated mine surveyors",

13 by the substitution for regulation 28 40 6 of the following regulation

"28 40 6 A student of the Government Miners' Training College or a student attending a training course in mining approved by the Government Mining Engineer, may be exempted from the age restriction of 20 years and from such part of the qualifying period of experience for a provisional or a permanent blasting certificate as the issuing authority may determine

Any other applicant for a provisional blasting certificate may be exempted from the age restriction of 20 years, provided that he has undergone training acceptable to the issuing authority",

14 by the substitution in regulation 28 40 7 for the words "Except as is provided for in regulation 28 40 8 1 and 28 40 8 2—" of the following words

"Except as is provided for in regulations 28 40 6, 28 40 8 1 and 28 40 8 2—",

15 by the substitution for paragraph (b) of regulation 28 40 7 1 of the following paragraph

"(b) subject to regulation 28 41 3 1, he has had at least the required number of shifts of experience, acceptable to the issuing authority, gained in the workings of a mine or in a works. Of this period at least 75 shifts shall have been spent at the working face on rock-breaking or winning minerals or work directly connected therewith, of which shifts, in the case of a mine, at least 25 shall have been in a mine of the class to which the certificate is appropriate,".

16 by the substitution for paragraph (b) of regulation 28 40 7 2 of the following paragraph

"(b) subject to regulation 28 41 3 2, he has had at least the required number of shifts of experience acceptable to the issuing authority, gained in the workings of a mine or in a works. Of this period at least 75 shifts shall have been spent at the working face on rock-breaking or winning minerals or work directly connected therewith, of which shifts, in the case of a mine, at least 25 shall have been in a mine of the class to which the certificate is appropriate,".

11 deur regulasie 28 13 deur die volgende regulasie te vervang

"28 13 'n Kandidaat kan by die Staatsmyningenieur appel aanteken teen enige beslissing van enige eksamenowerheid. Die Staatsmyningenieur kan die aangeleentheid weer na die eksamenowerheid vir verdere verslag terugverwys en die beslissing van die Staatsmyningenieur is finaal. Elke sodanige appel, wat op skrif moet wees, moet ingedien word binne 31 dae na die datum van die beslissing van die eksamenowerheid en elke sodanige appel moet vergesel gaan van R5 in die geval van 'n skriftelike eksamen en R3 in die geval van 'n mondelinge eksamen. Met dien verstande dat die geld terugbetaal moet word indien die appel suksesvol is."

12 deur regulasie 28 20 1 deur die volgende regulasie te vervang

"28 20 1 Die samestelling van 'n Eksamenkommissie vir 'n sertifikaat van bevoegdheid as mynopmeter is soos volg

'n Adjunk-staatsmyningenieur, die voorsitter, 'n Hoofstaatsmynopmeter of 'n Staatsmynopmeter, en minstens vier gediplomeerde mynopmeters",

13 deur regulasie 28 40 6 deur die volgende regulasie te vervang

"28 40 6 'n Student van die Staatsopleidingskollege vir Mynwerkers of 'n student wat 'n opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is, kan vrygestel word van die ouderdomsbepanking van 20 jaar en van sodanige gedeelte van die kwalifiserende tydperk van ondervinding vir 'n voorlopige of 'n permanente skietsertifikaat as wat die uitreikingsowerheid bepaal

Enige ander applikant vir 'n voorlopige skietsertifikaat kan vrygestel word van die ouderdomsbepanking van 20 jaar, mits hy opleiding ondergaan het wat vir die uitreikingsowerheid aanneemlik is."

14 deur in regulasie 28 40 7 die woorde "Behoudens regulasie 28 40 8 1 en 28 40 8 2—" deur die volgende woorde te vervang

"Behoudens regulasie 28 40 6, 28 40 8 1 en 28 40 8 2—",

15 deur paragraaf (b) van regulasie 28 40 7 1 deur die volgende paragraaf te vervang

"(b) behoudens regulasie 28 41 3 1 hy minstens die nodige getal skofte ondervinding, wat vir die uitreikingsowerheid aanneemlik is in die delfplekke van 'n myn of in 'n bedryf opgedoen het. Van hierdie tydperk moet minstens 75 skofte deurgebring wees by die werkfront in verband met rotsbreking of die winning van delfstowwe of werk wat regstreeks daarmee in verband staan, en van die getal skofte in die geval van 'n myn, moet minstens 25 skofte gewerk wees in 'n myn van die klas waarop die sertifikaat van toepassing is."

16 deur paragraaf (b) van regulasie 28 40 7 2 deur die volgende paragraaf te vervang

"(b) behoudens regulasie 28 41 3 2, hy minstens die nodige getal skofte ondervinding, wat vir die uitreikingsowerheid aanneemlik is in die delfplekke van 'n myn of in 'n bedryf opgedoen het. Van hierdie tydperk moet minstens 75 skofte gewerk wees by die werkfront in verband met rotsbreking of die winning van delfstowwe of werk wat regstreeks daarmee in verband staan, en van die getal skofte in die geval van 'n myn, moet minstens 25 skofte gewerk wees in 'n myn van die klas waarop die sertifikaat van toepassing is."

17 by the substitution for paragraph (b) of regulation 28 40 8 2 of the following paragraph

“(b) subject to regulation 28 41 3 2, he has had at least the required number of shifts of experience acceptable to the Inspector of Mines” and

18 by the insertion after regulation 28 41 2 of the following regulations

“28 41 3 The number of qualifying shifts for a provisional blasting certificate and a permanent blasting certificate shall be not less than indicated in regulations 28 41 3 1 and 28 41 3 2

28 41 3 1 *Provisional blasting certificate*

(a) University students in mining	110 shifts	Blasting certificate valid for the mine
(b) (i) Government Miners' Training College students (ii) Learner officials (iii) Learner miners attending a training course in mining approved by the Government Mining Engineer	110 shifts	Blasting certificate valid in training section only
(c) (i) Government Miners' Training College students (ii) Learner officials (iii) Learner miners attending a training course in mining approved by the Government Mining Engineer	154 shifts	Blasting certificate valid for the mine, but holder to be under the supervision of a certificated ganger or miner
(d) Other learners	200 shifts	Blasting certificate valid for the mine, but holder to be under the supervision of a certificated ganger or miner

28 41 3 2 *Permanent blasting certificate*

(a) University students in mining	200 shifts
(b) (i) Government Miners' Training College students (ii) Learner officials (iii) Learner miners attending a training course in mining approved by the Government Mining Engineer	312 shifts
(c) Other learners	400 shifts

17 deur paragraaf (b) van regulasie 28 40 8 2 deur die volgende paragraaf te vervang

“(b) behoudens regulasie 28 41 3 2, hy minstens die nodige getal skofte ondervinding opgedoen het wat vir die Inspekteur van Myne aanneemlik is”, en

18 deur die volgende regulasies na regulasie 28 41 2 in te voeg

“28 41 3 Die getal kwalifiserende skofte vir 'n voorlopige skietsertifikaat en 'n permanente skietsertifikaat moet minstens soveel wees soos in regulasies 28 41 3 1 en 28 41 3 2 aangedui

28 41 3 1 *Voorlopige skietsertifikaat*

(a) Universiteitstudente in mynbou	110 skofte	Skietsertifikaat geldig vir die myn
(b) (i) Studente van die Staats-opleidingskollege vir Mynwerkers (ii) Leerlingamptenare (iii) Leerlingmyners wat opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is	110 skofte	Skietsertifikaat net in die opleidingseksie geldig
(c) (i) Studente van die Staats-opleidingskollege vir Mynwerkers (ii) Leerlingamptenare (iii) Leerlingmyners wat n opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is	154 skofte	Skietsertifikaat geldig vir die myn, maar die houer moet onder toesig van 'n gediplomeerde spanbaas of myner werk
(d) Ander leerlinge	200 skofte	Skietsertifikaat geldig vir die myn, maar die houer moet onder toesig van n gediplomeerde spanbaas of myner werk

28 41 3 2 *Permanente skietsertifikaat*

(a) Universiteitstudente in mynbou	200 skofte
(b) (i) Studente van die Staats-opleidingskollege vir Mynwerkers (ii) Leerlingamptenare (iii) Leerlingmyners wat n opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is	312 skofte
(c) Ander leerlinge	400 skofte

AGROPLANTAE

This publication is a continuation of the South African Journal of Agricultural Science Vol 1 to 11 1958-1968 and deals with Agronomy Ecology, Agrostology, Genetics, Agricultural Botany, Landscape Management, Herbicides, Plant Physiology Plant Production and Technology Pomology, Horticulture Pasture Science and Viticulture Four parts of the journal are published annually

Contributions of scientific merit on agricultural research are invited for publication in this journal Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144 Pretoria, to whom all communications in connection with the journal should be addressed

The journal is obtainable from the above-mentioned address at 50 cents per copy or R2 per annum, post free (foreign 60 cents per copy or R2.40 per annum)

AGROPLANTAE

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Akkerbou, Fkologie, Graskunde, Genetika, Landbouplantkunde, Landskapbestuur, Onkruidmiddels, Plantfisiologie, Plantproduksie en -tegnologie, Pomologie, Tuinbou, Weiding en Wynbou Vier dele van die tydskrif word per jaar gepubliseer

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word

Die tydskrif is verkrygbaar van bogenoemde adres teen 50 sent per eksemplaar of R2 per jaar, posvry (buitelands 60 sent per eksemplaar of R2.40 per jaar)

WAGE DEMANDS ⁽¹⁷⁷⁾ Engineering's indaba

African jobs could be a key issue when employers and unions in the engineering industry sit down to discuss the industry's wage agreement, which expires in June

A war of words has been waging between the two sides for some days. But it's almost certain that some sort of compromise will be reached. The jobs colour bar will probably be a key issue in that compromise

Not that the wage issue isn't important. The unions are asking for 8% increase in the higher categories and 20% for the lower paid men. This, they say, will help close the wage gap

The unions say the higher grade



Engineering workers . A battle to stay in jobs?

increases barely keep up with inflation. "They're modest demands and we're sceptical about employer claims that they'll cost R250m," says Tom Neethling of the Amalgamated Engineering Union (AEU)

Retorts Seifsa director Errol Drummond: "It's hard to reconcile the unions' wage aspirations with their desire to keep members in work"

Seifsa is demanding that the existing agreement be extended until economic conditions change. Drummond points to unemployment rising sharply at present, particularly in Natal, he says — and says that Seifsa's priority is to keep men in

Although the farmer is u school, he may well receive farmers, workers on his this regard: Bantu Educ 'Plaasskool in die O.V.S. plaasskool word ingewy.'

14/ Some of these duties are probably assumed by the headmaster in the larger schools.

REQUIREMENTS

1976 is evidence of a new shift in official policy. The amounts now offered are likely to provide employers building schools, and, secondly, the discretion to a far greater extent when making

In order to qualify for the full subsidy in toto the minimum requirements of the standard classroom will have to measure at least 707cm, or, steel window frames, a verandah, guttering and another for girls for each classroom, etc. All those conditions will be granted less furthermore, the B.E.D. will refuse any subsidy if school building fails to meet certain absolute criteria. If it is to have a thatched roof or in the case of the danger of fire in the case of the latter.

work

One unionist at least feels sure the jobs colour bar will be a bargaining counter as has happened in the past few years — with union agreement to block movement up the jobs ladder being the price the employers exact in return for wage increases

Drummond recently said that Seifsa might consider wage hikes as part of a package deal, but says this is not on the cards now. "I wasn't referring to these negotiations and, at any rate, a lot of water has gone under the bridge since then. The jobless situation is deteriorating rapidly and we simply can't afford it."

The seriousness of the joblessness problem will be crucial. It will determine how eager employers will be for concessions and how willing the unions will be to discuss them. Both the AEU and the SA Bouldermakers' Society report that artisans are relatively unaffected by unemployment, the pinch being felt mainly in the semi-skilled categories

Some set their hopes on Sasol II to take up the slack. Drummond is not sure — but adds that "Sasol will require a specific type of skilled labour, and this is not where the unemployment problem is."

The Unions are a bit more hopeful, but concede that Sasol will draw labour from the artisan group, resulting in a slight artisan shortage: they blame employers for not training semi skilled union men for higher jobs.

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Leaders call for scrapping of job bars

Jan 5/5/77

Calls for the scrapping of job reservation were made by industrial leaders and a black trade unionist at the "Waste of Manpower" seminar, sponsored by the SA Union of Jewish Women in Johannesburg last night

Speakers agreed that black manpower was being wasted at great cost to South African productivity. They criticised the lack of schools offering blacks "a good basic education," the paucity of job

training centres, the migrant-labour system and Acts and labour agreements which put the fate of black workers into white hands.

"A racially stratified society, whatever you may think of it in other directions, is bound to be economically wasteful," said Dr Zac de Beer, executive director of the Anglo American Corporation

He cited the migrant-labour system, reinforced

by the pass laws, as a major area of waste

He said Industrial Council agreements entered into over the years between white unions and employer organisations "place a ceiling upon the promotability of black workers"

INTERFACE

Greatest inefficiencies occurred at this ceiling, generally called the black-white interface

Just below the ceiling, black men were not using their talents; and above the ceiling, there were whites "struggling with jobs that are too much for them"

Asked to name three moves that would relieve the problem, he recommended that employers remove the colour bar, determine salaries according to the value of the job, not the colour of the worker, and establish effective organs of employer-employee communication.

A black labour leader Mr Leonard Sikhakhane urged the removal of the Industrial Conciliation Act because, he said, it gave blacks no voice in their working destinies.

177

Tribunal reviewing jobs reserved for whites only

Sunday Tribune 17/4/77
By DICK USHER

SOME whites only jobs are being reviewed by the Government — and the Department of Labour is considering scrapping those that are virtually redundant.

Eleven determinations are being reviewed by a Department of Labour tribunal which sat in Durban this week and will visit other centres to hear evidence.

After hearing evidence on the determinations the tribunal will send its recommendations to the Minister of Labour who will decide whether or not to scrap them.

The review is part of an on-going process by which the Department of Labour will consider scrapping determinations which have become virtually redundant in terms of their stated purpose of safeguarding against racial

friction because there are few whites in the jobs.

In Durban this week, the tribunal, chaired by Dr F. J. Viljoen, heard evidence on three determinations covering public bars, the city cleansing department and heavy duty transport driving.

Employers, trade unionists and spokesmen for employers' associations gave evidence, mostly in favour of scrapping the determinations.

In respect of Determination No 2, which reserved sanitation truck driving in the city cleansing division for whites, the secretary of the Durban Municipal Transport Workers' Union, Mr G. K. Verdon, told the tribunal that only four whites were still employed and there was complete

harmony with the Indian and Coloured drivers.

"My suggestion was that this job should be opened to all races and not now make a determination in favour of Indians and Coloureds," said Mr Verdon later.

In 1971 the City Council was granted a general exemption to employ races other than whites in these jobs, provided no whites were retrenched.

At that time there were only 17 whites still employed as drivers and even though they were given senior status their numbers have continued to dwindle.

"The city employs Africans to drive buses so I can't see any reason why they shouldn't drive sanitation trucks as well," said Mr Verdon.

The chairman, Dr Viljoen, while stressing that the final decision rested with the Minister, said: "It appears that the determination has served its purpose and there is racial harmony with no possibility of a clash between the races."

On Determination No. 2 the tribunal was told that there are now 329 Indians employed as barmen as against 138 whites.

Of the Indians, 98 served in white public bars and 125 in service bars.

Employers and unionists gave evidence in favour of the scrapping of the determination.

"Everyone is in favour of complete withdrawal of job reservation and there is no necessity, in your opinion, why the determination should continue," said the chairman.

(1) 177
~~2 287~~

NATAL MERCURY 31/5/77

Colour ban on barmen goes

Political Reporter
JOB RESERVATION for barmen in White public bars in Durban and Pietermaritzburg has been scrapped.
Indian, Coloured and African barmen will now be allowed to serve Whites in White only public bars without special permission from the Minister of Labour.
Job reservation in two

other tiny fields — affecting only Durban — has also been scrapped.
The so-called Determination 2 under the "protection against racial competition" section of the Act has been withdrawn and so has Determination 15.
Determination 2 affects drivers of motor vehicles in the cleansing department of the

Durban Corporation.
Determination 15 affects motor transport driving in the magisterial district of Durban.
The three Determinations (2, 14 and 15) have been cancelled by the Minister of Labour, Mr. S. P. Botha, in terms of the Industrial Conciliation Act and came into effect on Friday, May 22.

The decision to scrap job reservation for barmen came after a tribunal had considered whether it was necessary.
A similar tribunal will sit in Durban on June 21 to decide whether job reservation is still considered necessary for waiters, waitresses, wine stewards and page boys.

FIN MAIL 3/6/77

JOB COLOUR BAR

Chipping away (17)

The Industrial Tribunal's review of statutory job reservation has begun in earnest.

Three determinations of varying importance have been scrapped. A fourth has been eased following agreement between unions and employers in the Free State building industry. Labour Minister Fanie Botha has exempted Bloemfontein builders from sections of the industry's determination. They can now employ Africans to do aspects of skilled work which they have been allowed to do in the Transvaal for some time. The exemption (in terms of which Africans can now do "artisan assistant Grade I and Grade II work") simply brings the formal job reservation provisions into line with an agreement reached at the industrial council recently. It will thus last until May 1980, when the agreement is due to expire.

Says Amalgamated Union of Building Trades Workers' general secretary Richard Beech: "We're allowing Africans to do certain aspects of the artisan's work. But we're doing it in a controlled way. Artisan assistants will have to be registered with the industrial council." He adds that the exemption was even agreed to by the ultra-conservative Blanke Bouwerkersvereniging.

Financial Mail June 3 1977

The three job reservation orders which the Tribunal has itself scrapped affect barmen in white bars the Durban motor transport industry, and drivers for Durban's municipal cleaning service

The scrapping of the determination for bars means that Indians are once again allowed to work as barmen in white bars without special permission (They were allowed to do so until 1963, when the determination came into force)

The move is not a major break through, however. A spokesman for the industrial council concerned tells the *FM* that a fair number of Indians are already working in white bars under exemption

The scrapping of the motor transport order is likely to have little practical effect. Says Jack Webster, executive director of the Professional Hauliers' Association: "There's been an almost total absence of white drivers for years now. Government is simply legalising a situation which already exists."

It's likely that similar orders for the heavy transport men in the Transvaal and Free State will also be scrapped soon. But here, too, employers have simply been ignoring them for some time

Note: + 1950 total includes approximately 15 000 to 17 000 domestic servants

Year	Total	Whites	Coloureds & Asians	Blacks	Tractors
1973	48 687	908	3 704	44 075	11 192
1965	61 971	1 209	4 564	56 198	9 834
1957	67 467	991	4 655	61 821	7 876
1950 +	77 547	1 042	76 505		4 122

Table: 2 Number of regular farm employees and tractors in the Eastern Cape, selected years 1950-1973.

The total number of regular farm employees in the Eastern Cape has decreased since the mid 1950's as shown in table 2 below:

Curbs on jobs are set to go

Star

20/6/77

(177)

Labour Reporter

The Government may be on the verge of scrapping the last remnants of statutory job reservation.

Details may be announced by the Prime Minister, Mr Vorster, when he addresses an unprecedented meeting of all registered trade unions in Pretoria on Wednesday night.

That is the belief of Mr Gert Beetge, general secretary of the white Building Workers' Union.

He disclosed that job reservation in the South African building industry is to be reviewed again by the Industrial Tribunal on instructions from the Minister of Labour.

It is the latest of about a dozen job reservation determinations — including those for large sectors such as the clothing industry and goods transport — put on review during the past year or two.

Three relatively unimportant determinations were scrapped recently.

What distinguishes the building industry from the rest is that whites in this industry have guarded their privileges jealously and that the tribunal amended that determination, as recently as mid-1975 to open the door to coloured artisans.

"This means that the new review heralds the end of job reservation everywhere," said Mr Beetge.

In spite of his challenge to the Government to show the courage of its convictions and scrap the remnants of job reservation, Mr Beetge remains a staunch supporter of job reservation.

According to recent estimates only about two percent of South Africa's labour force is affected by statutory job reservation.

Organised commerce and industry regard it as one of the major reasons for black discontent, and have called for its elimination.

RDM 22/6/77

Drop job bars, say clothing workers

By CLIVE EMDON

EMPLOYERS and trade unions representing all races in the Transvaal clothing industry have appealed to the Government's Industrial Tribunal to scrap job reservation in the industry.

Though job reservation has not been observed for years, there are still reservation clauses from the 1960 wage determination which legally still apply.

These lay down, for example, that all factories established after 1960 must ensure that a quarter of all jobs are reserved for Whites, 37 1/2% for coloureds and Asians, with the balance being allowed to go to blacks.

There has been a vast change in the industry's pattern over the past 20 years, with coloured and Asian labour taking over from whites, then Africans taking over 80% of jobs in the industry.

Mr Jimmy Thomas, secretary of the joint employer-union industrial council for the industry, said this week "I think the job reservation clauses will be done away with — it boils down to a formality now."

He said the Department of Labour had not enforced the job reservation provisions of the wage determination.

Mr Thomas gave examples of jobs which had changed hands. The 1960 determination specified that "marking in" and "chopping out" should be reserved for whites — but even then there were coloureds, Asians and blacks in the jobs.

Pattern graders and supervisors were also to be white. Here again, blacks have taken over the jobs.

In December 1954 there were 7 500 whites, 6 000 coloureds and Asians and 2 000 blacks employed in the Transvaal clothing industry. By December 1974 there were 734 whites, 4 000 to 4 500 coloureds and Asians and 23 000 Africans.

Editorial comment P 14

Editorial comment P 14

Company has already bought all the materials for the

of Type A at R1 per unit
of Type P at 50c each

be used for the Bellville job, but could be sold

Mr Jimmy Thomas, secretary of the joint employer-union industrial council for the industry, said this week "I think the job reservation clauses will be done away with — it boils down to a formality now."

Both jobs will take exactly one year.

The Managing Director asks you to consider which of the two alternatives is most profitable.

Draw up a table showing the opportunity costs involved in each.

What advice would you give?

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Tribunal reviews all job

24/6/77
Star
(177)

measures

Labour Reporter

The Department of Labour is to review all statutory job-reservation determinations.

Directions for the review of most determinations are before the Industrial Tribunal, the Deputy Secretary for Labour, Mr Johan Botha, confirmed today.

"The rest will follow as the tribunal progresses with its work," he said.

Three of the 28 determinations were scrapped by Government Gazette publication recently. They affected barmen in Durban and Maritzburg, motor transport drivers in the Durban magisterial district and drivers of the Durban municipal cleaning department.

Determinations under review include those for the clothing industry, the building industry, goods transport in the Transvaal and Free State and sampling, surveying and ventilation work in the mining industry.

Determinations were reviewed from time to time in the past, Mr Botha said. "But recently the department decided to review all determinations," he said.

Employers have called increasingly for the elimination of statutory job reservation.

Mr Botha said statutory job reservation potentially affected only 2,3 percent of the labour force — 117 000 workers, of whom about 32 000 were white and 85 000 coloured.

Only 17 000 whites were affected by job reservation against coloured people.

Mr Botha said:

Group 9: Kate Jowell

Group 9 also tried to grapple with the
us to identify - trying to spot the ga
one or two suggestions that we thought
tivity of Black workers in South Africa
laws, e.g. the application of laws rel
presumably meant to protect the under

that aim *FIN MAIL 8/7/77*
that we **JOBS COLOUR BAR** **177**
possible **Trouble at the mine?**

change, Another batch of "paper" job reservation
orders has fallen under the Industrial Tri-
bunal's axe. But it's about to face its first
real test when it tackles job reservation
relations on the mines.

and pres None of the latest batch of cancel-
lations has been opposed by registered
unions. Like the first group (*FM* June 3),
none is particularly significant. They
either affect only a handful of workers or
have been ignored for years — like many
other job reservation orders.

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Paulus stirring the pot

academi But the Tribunal has now announced a
probe into Determination 27, which
place covers mine ventilation officials,
samplers and surveyors.

Our thr The inquiry could be stormy. While
the jobs aren't part of the Mine Workers'
project Union constituency, mineworkers' chief

to a study of the future, and what

Arrie Paulus is taking a great deal of in-
terest in the issue.

65.

He has asked all men in the positions
under review to contact their union, the
Underground Officials Association, and
demand that it oppose cancelling the
determination. According to Paulus, the
determination came into being when the
Underground Officials agreed to a
Chamber of Mines' request that Africans
be allowed into these jobs. White workers
in the Evander area apparently objected,
but the Underground Officials refused to
break the agreement. The men then
approached the MWU, which stepped in
and secured the job reservation order.

Underground Officials secretary Doc
Coertze tells the *FM* his association
hasn't discussed the issue yet but has
asked the Tribunal why it has launched
the probe. He says the job reservation
order is still adhered to but "there are so
many exceptions and exemptions that it
doesn't seem to matter much".

Moreover adds Coertze, some of the
jobs are highly skilled and there are no
blacks available who could do them.
"We've no objection to black advance-
ment, as long as they're paid the same as
our men."

He concedes that he has received com-
plaints from some of his members in the
Western Transvaal, who claim "blacks
are infiltrating their jobs", but hasn't
investigated.

Even if the order does have only a
limited effect — as most statutory job
reservation orders do — Paulus seems
intent on making at least a symbolic issue
of it. Needless to say, the Chamber is
keen to see the determination go. So the
investigation could spark another war of
words in the mining industry.

• The latest orders to be scrapped are
those affecting Cape Peninsula bus
drivers, drivers at Union Liquid Air and
at the Springs Municipality. The last-
named was not opposed by the SA
Municipal Employees, a powerful Con-
federation of Labour union. Secretary
Jock Smit says it only affects about six
men.

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changes to the existing structure.

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research to the people who could learn

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The Natal Mercury

THURSDAY, July 14, 1977

TWO-EDGED DEVICE

177

THE British Foreign Secretary's reluctance to get his country involved in economic and trade sanctions against South Africa is perfectly understandable. Boycotts are two-edged weapons, and Dr. Owen is quite open about the fact that the large British investments in South Africa could not be liquidated without damage to both countries.

Nevertheless the Common Market foreign ministers, to whom Dr. Owen addressed his sentiments this week, still seem to be toying with the idea of sanctions in spite of having agreed to launch Dr. Owen's more constructive initiative for eroding apartheid. The Owen plan involves drawing up a code of conduct to regulate the activities of EEC firms operating in South Africa — primarily in matters such as wage levels and working conditions of Black workers, and the recognition of Black trade unions.

However, Dr. Owen has other reservations about sanctions. They would develop a siege mentality in South Africa, he said, that would be worse than the present situation. That is probably true, but in our opinion the most disastrous consequence of an effective economic boycott of this country would be the repercussions it would have for Black workers.

Any successful strike against the economy of this country, particularly during its present recession, would result almost certainly in tighter curbs on wage

bills and further retrenchments in staff. The already-burgeoning army of unemployed would gain new regiments and the climate for unrest would become that more amenable. And because workers are least able to flex their collective economic muscle when work opportunities diminish and jobs are scarce, the whole cause of Black trade unionism would be undermined.

That pre-supposes, of course, that sanctions could be made to work. The lesson of the past is that wherever there are boycotts and sanctions there are people and countries ready and willing to break them. There can be no more shining example of that phenomenon than Rhodesia, which with a far less sophisticated economy than that of South Africa has stood its ground for more than a decade.

If the Common Market countries want to use their economic strength to bring change in South Africa, then one can only hope that they will tackle their project in a constructive rather than a destructive spirit. Meaningful changes are far more likely to materialise in a climate of growth, where labour is in demand and in a strong position to bargain.

It was in that atmosphere that certain American firms took their initiative a few years ago with equal pay, better training of workers and shared amenities. That movement would still be snowballing had the current recession not worked to slow the pace.

21. Mercury 14/7/77
Optimism in U.S. over employment

FIRST REPORT-BACK FROM SM

RESEARCH

177

Group 1: Johann Maree

Dr. David Matravers from the working on Lourdes Farm, based on the limitations of materials at home before 1973 when people could not find some relationship between residence and the size of the case. A research project that is an examination of the public transport system in East London, Mdantsane being the study, although it sounds simple of the transport system, is an accurate estimate of the actual number of people employed in the area. Dr. Matravers is looking for perceived efficiency of the transport system. I am going from one point to another point, the person to get from home because of walking to the station.

Mr. Paul Andrews from the Urban Development Corporation is involved in upgrading housing in three areas that he has been working on. The first is the upgrading of a squatter settlement in the Copper Company and the third. He did not elaborate on much but the thing was getting the people to state exactly their housing problems around their needs. He finally start moving in and start talking and start as it were at once.

Mercury Correspondent
MILWAUKEE — U.S. employment will continue to increase in the next three months at the strongest pace in more than a year, according to the results of a national survey of 5 000 U.S. businessmen released by Manpower Inc.

According to Mr. Mitchell S. Fromstein, president of Manpower, Inc., "the survey results indicate that the spring turnaround in employer optimism will continue in the next quarter (July, August and September) with one-third of the U.S. employers surveyed planning new hiring.

"One of the strongest employment gains projected for the upcoming quarter is in the second largest sector of the U.S. work force, public administration, which accounts for 19 percent of the work force.

Durable goods
"Manufacturers of durable goods continue to show higher hiring expectations, 34 percent, than those of the entire all-industry sample.

"Other significant hiring increases, although seasonal in nature, include construction, education and mining," Mr. Fromstein said.

The employment outlook for the next three months parallels the very optimistic hiring predictions made in the last Manpower Inc. quarterly survey taken in March.

One-third (33 percent) of those surveyed for the past and current quarters project increased hiring and a majority of the employers surveyed, 58 and 57 percent respectively for the past and current quarters, project a continuation of current work force levels.

Mathematics has been people build given the research was done before using and they expected the existence of the. Presently this was not the involved in at present. Mdantsane and East side East London. This is at the efficiency: firstly, getting an estimate range out where and by are employed. Firms. Another aspect is the relation between the perceived actual efficiency. It takes minutes to run from time that it takes as long as four hours on.

Unit is basically in schemes. He mentions first is the upgrading other was for the O'Okiep upgrading schemes in Umtata. In Okiep the basic and articulating what using could be designed in Umtata they can immediately state what their needs are something.

Business must save SA from suicide

IF every clause in the Group Areas Act were implemented, life in South Africa would grind slowly to a halt. The black ladies behind shop counters and the supermarket tills would be swept away. Dark-skinned telephonists and typists and goodness knows how many thousand clerks working side by side with their white colleagues would vanish, leaving a void which even in these depressed times would be impossible to fill.

These people are there by exemption, or because employers or officials or both turn a blind eye. And it is a good thing they are there. They are the new contact point, a valuable and visible symbol that South Africa is drifting towards normality; that blacks are beginning to share with whites and browns the benefits of our capitalist system.

All this makes the rumpus over black managers utterly inexplicable and unacceptable. A large chain of clothing stores applies for the tax benefits available to firms training black skilled staff. The company stresses that it wants to train blacks as managers in shops where the custom is almost exclusively black.

The answer comes back: No. No black may be a manager in a white area. Significantly, the applicant is told this is a ministerial decision.

There are three obvious inferences:

1 The State, while paying

lip service to the need for upgraded black skills and equal job opportunities, remains opposed to real equality of opportunity.

2 The ingrained racialism which gave birth to the Group Areas Act, closing avenues of employment to black South Africans on grounds of race, and race alone, remains a cornerstone of State policy.

3 Even private enterprise will be obstructed if it tries to take its own initiative.

This is not some subtle nuance of the separate development policy. It is the ugly face of real apartheid, and it is deplorable.

Moreover, it will grievously harm South Africa in the future. A Government which steadfastly excludes most of the community from benefits of the private enterprise system must not be surprised if those who are excluded finally reject the system itself.

The private sector should not be discouraged by this bureaucratic racism. There are, as The Star has reported, many blacks in management posts today, to the great credit of all concerned. Private enterprise must continue to use its ingenuity to train blacks and whites alike in management skills, confident that time and the tide of events is with them, and not with a timorous Cabinet frightened to face the fact that a black man can manage a clothing shop in a city as well as in the bush.

STAR 21/7/77

Blacks to discuss ban with Botha

Black businessmen are expected to make a stand against the ban on black managers in businesses in white areas when they meet the Minister of Bantu Administration, Mr M C Botha, next month.

Mr Simon Kutumela, a leading member of the National African Federated Chamber of Commerce (Nafco), said today he expected the issue to be raised when his organisation met Mr Botha.

He deplored the announcement this week that the ban on black managers in white areas would remain "if just does not make sense," he said. "It is a

retrogressive step. What is said by our Minister of Foreign Affairs overseas seems to differ from what is said here by the Minister of Bantu Administration."

Blacks were being prevented from fully taking part in the economy in white areas, yet white businessmen could take advantage of markets in border industries, he said.

A labour leader today called for Group Areas Act rulings against black managers and executives to be included in the terms of reference of the commission of inquiry appointed to review "all labour legislation".

Mr Ronnie Webb, secretary of the Motor Industry Combined Workers' Union, and senior vice-president of Tuccsa, said it was imperative that all legislation with a bearing on employment should be investigated by the commission.

He described the Group Areas Act ruling against black managers and executives in white areas as a "review of policy towards urban blacks."

Botha black ban angers trade and industry. — Page 21.

The Star may be heading for one of its most serious controversies involving a pressure group bent on changing an important aspect of Government policy. The issue at stake is the rights of blacks employed in businesses in white areas. The pressure group involved is commerce and industry.

Businessmen have voiced concern over the announcement this week by the Minister of Bantu Administration, Mr M C Botha, that a ban will remain on black managers working in white areas.

There are powerful opposing forces at work on the one hand there is the long-stated Government attitude of limiting opportunities to blacks in white areas, insisting that only in homeland areas can they have unlimited opportunities. Coupled with this the impression is that the National Party does not want to be seen making changes — especially those which may seem fundamental to its followers. And after all allowing black executives to have jurisdiction over white workers is an explosive issue.

PHILOSOPHY

On the other hand there is a philosophy which has been gaining support in commerce and industry, especially since

Botha black ban angers trade and industry

STAR 21/7/77

Government to change the law (the Group Areas Act) which prohibits blacks from becoming managers in white areas," says a lawyer who has made a study of this legislation.

He points out that all the Government had to do was to grant permits to employers, allowing them to appoint blacks as executives. Changes could then have been ushered in quietly, with a minimum of fuss.

But, he says, very seldom has the Government issued such permits. Only when it is absolutely impossible to find a white person for a particular post will the authorities allow the appointment of a black. As a result the few permits which have been granted have been for jobs in rural areas where

whites are reluctant to work. Commenting on Mr Botha's reiteration of the ban, he says, "This seems to pour cold water on hopes that the Government is moving away from discrimination. It also makes nonsense of the hopes behind the Urban Foundation."

Commerce and industry is saying the same kind of thing, but in much less forceful terms. Plans are being made to make representations to the Government.

This is an astute and tried with anomalies some experts say that although it is not possible to appoint a black as a shop manager, it is theoretically possible to appoint a black as a regional manager, providing certain conditions are met. They say

It is also possible to get around the law by appointing a black a manager, but calling him an assistant manager. The greatest irony is that there are many blacks who already hold management positions illegally — hundreds in the Johannesburg area alone, according to one estimate. Their employers have simply not applied for permits, knowing that their applications will be refused.

EXPLOSIVE

Employers need these black executives. A spokesman for a company which was recently refused permission to have black managers in its 80 black-customer stores said: "It is critical to our business that we have black managers."

The stage is now set for some interesting negotiations between the Government and commerce and industry.

The issue is potentially explosive but so far businessmen seem to be choosing their words carefully to avoid an open clash. What could complicate the issue, however, could be stepped-up enforcement of the Group Areas Act by Government inspectors.



Unions agree to blacks being trained

Labour Staff

WHITE artisan unions have agreed to several thousand blacks and coloureds being trained for semi-skilled jobs at Sasol 2 after hearing rumours that the US contractors for the project proposed bringing in 3 000 to 4 000 South Koreans

Fluor, the US managing contractors of the project, at Secunda in the Eastern Transvaal yesterday confirmed that the white unions blocked them from bringing in up to 2 000 "white Americans"

Enthusiasm for the training of blacks and coloureds developed when the representatives of the 10 building and engineering unions concerned heard rumours in late March of the possible introduction of South Korean labour.

A training agreement was negotiated between the construction employers association and the unions and was signed early this month.

Yesterday Sasol confirmed that at peak employment in 1978-79 there will be 14 000 or more workers involved in building the R3 000-million coal gasification plant which will produce up to 40% of South Africa's fuel requirements. An estimated 8 000 people will be employed when the plant opens in 1981

Mr A J van der Watt, an official of the 16 000 member Boilermakers, Iron and Steel, Shipbuilders' and Welders' Society, first realised that it was Fluor's intention to use foreign labour when he was inquiring in January about their labour requirements

"It became apparent that it would be impossible for South Africans to provide the necessary labour, unless there was some kind of training programme Fluor had done nothing about planning, such a programme."

Sun. Times 7/8/77 (177)

Hired!

Fired!

**DANNY WAS JUST
THE MAN NEEDED
FOR THE JOB**

**BUT THEN THEY
FOUND I WASN'T
WHITE, HE SAYS**

A MAN recommended for a job by an industrial psychologist worked in it for only eight hours on Monday — and was then fired because he is coloured.

By NORMAN WEST

with a Cape Town engineering firm until it closed in April.

He was offered R500 for the "inconvenience" he had been caused and was asked to keep quiet about the whole thing to protect the company's image

Mr Danny de la Cruz, 38, married with six children, was a buyer and stores controller for six years

Last month Mr De la Cruz saw an advertisement by Wm Spilhaus of Parow for an experienced buyer for its agricultural engineering division. He immediately phoned and spoke to the spares manager, Mr H G Wurr, who asked him to attend for an interview.

Mr De la Cruz went for the interview but received a letter saying he had not got the job. Later, however, Mr Wurr phoned and asked if he was still interested

"I went back the following day Mr Wurr examined my knowledge of the position very thoroughly and gave me a written test. Afterwards we went through the answers and he said I seemed to have the right background for the job, though I must first be examined by an industrial psychologist

"I saw him at his consulting rooms in Cape Town. He gave me mental and written tests and questioned me in detail about my career. He analysed the results and later told me he not only found me suitable for the job but recommended me for it.

"When I arrived at work on Monday, Mr Wurr personally welcomed me and introduced me to

the black and white staff. He told me I would get my formal letter of appointment within a couple of days.

"I was given an office with a white colleague. We got on fine. However, just before closing time, Mr Wurr asked to have a word with me.

"We went to his office, when he asked a question that stunned me — what population group I belonged to.

"I never expected it because I had believed all along they knew I was not white. Colour had never been mentioned.

"When I said I was a coloured, Mr Wurr replied 'That's the problem I can't have you because the job is for a European. I have been asked to tell you not to come back tomorrow'."

Mr De la Cruz said he was then handed R25 for his day's troubles. "I was numbed with shock and disappointment. Mr Wurr looked sore about the whole thing and said he was sorry, he was not a South African and was not used to that kind of thing."

Mr Wurr later admitted to me that he had hired Mr De la Cruz and asked him to leave the same day. "It is a domestic matter and I fail to see what it has to do with the Sunday Times," he said.

Later the manager of the company's agricultural engineering department, Mr F De Barros, phoned Mr De la Cruz

Mr De la Cruz said: "He told me I had been employed by mistake — it had nothing to do with colour — and offered me R500 to compensate me for my inconvenience

"I felt I was entitled to a month's pay, so I accepted it

"Later he asked me to use my influence and assure the Sunday Times that we had come to an agreement. He said the company could not afford bad publicity"

Hired!

DANNY WAS JUST THE MAN NEEDED FOR THE JOB

A MAN recommended for a job by an industrial psychologist worked in it for only eight hours on Monday — and was then fired because he is coloured.

He was offered R500 for the "inconvenience" he had been caused and was asked to keep quiet about the whole thing to protect the company's image.

Mr Danny de la Cruz, 38, married with six children, was a buyer and stores controller for six years

with a Cape Town engineering firm until it closed in April

Last month Mr De la Cruz saw an advertisement by Wm Spilhaus of Parow for an experienced buyer for its agricultural engineering division. He immediately phoned and spoke to the spares manager, Mr H G Wurr, who asked him to attend for an interview.

Mr De la Cruz went for the interview but received a letter saying he had not got the job. Later, however, Mr Wurr phoned and asked if he was still interested

"I went back the following day. Mr Wurr examined my knowledge of the position very thoroughly and gave me a written test. Afterwards we went through the answers and he said I seemed to have the right background for the job, though I must first be examined by an industrial psychologist.

"I saw him at his consulting rooms in Cape Town. He gave me mental and written tests and questioned me in detail about my career. He analysed the results and later told me he not only found me suitable for the job but recommended me for it.

"When I arrived at work on Monday, Mr Wurr personally welcomed me and introduced me to

the black and white staff. He told me I would get my formal letter of appointment within a couple of days.

"I was given an office with a white colleague. We got on fine. "However, just before closing time, Mr Wurr asked to have a word with me.

"We went to his office, when he asked a question that stunned me — what population group I belonged to.

"I never expected it because I had believed all along they knew I was not white. Colour had never been mentioned.

"When I said I was a coloured, Mr Wurr replied "That's the problem I can't have you because the job is for a European. I have been asked to tell you not to come back tomorrow."

Mr De la Cruz said he was then handed R25 for his day's troubles. "I was numbed with shock and disappointment. Mr Wurr looked sore about the whole thing and said he was sorry, he was not a South African and was not used to that kind of thing."

Mr Wurr later admitted to me that he had hired Mr De la Cruz and asked him to leave the same day. "It is a domestic matter and I fail to see what it has to do with the Sunday Times," he said.

Later the manager of the company's agricultural engineering department, Mr F De Barros, phoned Mr De la Cruz.

Mr De la Cruz said "He told me I had been employed by mistake — it had nothing to do with colour — and offered me R500 to compensate me for my inconvenience.

"I felt I was entitled to a month's pay, so I accepted it.

"Later he asked me to use my influence and assure the Sunday Times that we had come to an agreement. He said the company could not afford bad publicity."

One-day nightmare for executive

177

AN ENGINEERING equipment buyer, Mr Danny Delacruz, claims he worked in a new job for only eight hours before being fired because he is coloured.

Mr Delacruz, 38, who is married with six children, says he formerly worked for an engineering firm as a buyer and stores controller until the firm closed down at the end of April.

By NORMAN WEST

When he saw an advertisement in a paper for "a procurement (buying) officer with extensive buying experience required by the agricultural engineering division of Wm Spilhaus, Parow," he phoned the man in charge of that section in the firm, a Mr H G Wurr.

Mr Delacruz said he went for an interview, but later received a letter that his application was not successful.

Job-hunting

However, last Wednesday, Mr Wurr phoned him at home and asked if he was still interested in the job.

"I was still job hunting and was delighted to hear they were prepared to reconsider my application.

"Mr Wurr re-interviewed me, examined my knowledge of the position very thoroughly and gave me a written test.

"He said it was a senior and responsible position and asked if I would agree to an examination by an industrial psychologist at the expense of the company.

"The psychologist analysed the results of the tests and later said he was pleased to tell me that Mr Wurr would like me to start on Monday morning, August 1.

"When I arrived there, Mr Wurr personally welcomed me and introduced me to the black and white staff as the new member of the buying team.

"However, about a quarter of an hour before closing time, Mr Wurr came to the office where I was working and asked if he could have a word with me.

Race group

"He asked which population group I belonged to — a question I never anticipated as I had all along believed that they knew I was not White, but colour had never been mentioned in the whole period of negotiations.

"When I said I was coloured, Mr Wurr replied. "That's just the problem I can't have you in this job because the job is for a European. I have been asked to tell you that you should not come back tomorrow," Mr Delacruz said.

He says he was then handed R25 for his day's troubles and asked to sign a receipt for it.

Mr H G Wurr, spares manager of Wm Spilhaus's agricultural engineering department, said he had hired Mr Delacruz and, later the same day, asked him to leave.

wanted to speak to him and she promised Mr de Barros would phone back.

Instead, Mr de Barros phoned Mr Delacruz and invited him to discuss the matter.

Mr Delacruz said Mr de Barros had denied his services had been terminated because he was coloured.

"Mr de Barros told me I had been employed by mistake and he was sorry Mr Wurr had fired me in the way he did. He then offered me an extra R500 which, he said, was "to compensate" for my inconvenience.

Mr de Barros said he had no comment to make, except to say that "the matter between Mr Delacruz and my company has been resolved".

"It is a personal and domestic matter and I fail to see what it has to do with the Sunday Times," Mr Wurr said.

The Sunday Times tried several times to contact the manager of the agricultural engineering department of Wm Spilhaus and Co, Mr T de Barros, for comment.

His secretary was told why the Sunday Times

JOBS COLOUR BAR

Going brick by brick

Statutory job reservation in the building industry is likely to go soon — but that doesn't mean that the racial allocation of jobs in the industry will change drama-

FM 12/8/77 (177) 583

4.
African practices of Soviet Family Policy in Am. Solidarity in the Urban Family in Am. Attitudes in a Totalitarian Society in

tically as a result

The Industrial Tribunal begins meetings this week aimed at probing determination 28 under Section 77 of the Industrial Conciliation Act, which provides for job reservation in building. Employer sources tell the FM the determination's main effect is to bar coloured people and Indians from supervisory jobs. This means that relatively few jobs are

affected in the industry

Master Builders' Association director Basic Pretorius adds that, while the determination does formally bar a wide range of jobs for Africans, scrapping it won't make all that much practical difference

"We still have the Bantu Building Workers' Act to contend with. This bars a wide range of jobs at the moment, and scrapping determination 28 will mainly

benefit coloured and Indian work. Pretorius adds that builders in the Transvaal won't benefit very much because they employ relatively few coloured Indian workers

Nevertheless, the Master Builders are appealing to the Tribunal to scrap determination 28 and they are following up with evidence to the Wiehahn Commission which will be looking at the Bantu Building Workers' Act (which bars Africans from building trades in 'white' areas except for the townships

The largest trade union in the industry, the Amalgamated Union of Building Trades Workers, does not intend to appeal for the retention of the determination. "We believe we are protected as long as employers pay the rate for the job," says a spokesman

And even arch-conservative C. Beetz's Blanke Bouwerkers Vakbond resigned to seeing the determination go

"We believe strongly in job reservation, but the way it's being applied is a political fraud. There's hardly any job reservation left in the industry. Determination 28 itself has been watered down by exemptions that hardly matters any more," says Beetz

He plans to tell the members of the tribunal that if they want to apply job reservation properly, the determination should stay. But since they obviously don't, job reservation might as well stand that white workers know where to stand

Meanwhile, it appears that, if the tribunal does decide to scrap determination 27, which enforces reservation in certain jobs on the mines (FM last week), it will do so in the face of opposition from some of the unions which gave evidence to the Commission

Underground Officials Association secretary Doc Coertze tells the FM he opposed scrapping the determination at the Tribunal's meeting earlier this week. His members are prepared "to do controlled job changes with emphasis but we want the determination to remain in protection until then". Not surprisingly, Arne Paulus's Mine Workers' Union opposed repealing the determination

Read, M. in the photo of the adjacent photo. Also relevant ethnography from the first series of options

transferred of the photographs. Also relevant ethnography from the first series of options

Essays

For those presenting in the essays, due date 11/10

not be limited to these, however, and are welcome to

height, date of photography and if possible, a short, in-coming's growth and

declined rapidly after the war (South African Bureau of Statistics)

the demand created by World War II (de Klerk, 1947); but the

in some other parts of South Africa, that time

although buildings are not

use of the extensive lands available no conservation was practised

[29]

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Employers confident

'whites only'

W/E ARGUS (Bus. Argus)
13/8/77

jobs are on the way out

EMPLOYERS in many industries expect the Government to announce the removal of the 'whites only' label from a large number of jobs in the Western Cape and the rest of the country.

For the past two months and industrial tribunal appointed by the Department of Labour has been investigating the application of job reservation in several sectors of the economy

This meant discussions with industrial councils and taking evidence from employers and employees on whether certain categories of jobs should still be reserved for whites.

Although the tribunal has not yet finished its

... many posts taken over by blacks now

By

**Derek Tommey,
Financial Editor**

investigations, employers are confident its findings will lead to a large number of occupations being officially opened to

black and coloured workers

Dr F J Viljoen, chairman of the industrial tribunal, said he had held investigations into job reservation in the Western Cape in the clothing, footwear, catering, transport and tobacco manufacturing industries.

He was also investigating job reservation in the ambulance, traffic control

and fire brigade departments of the Cape Town municipality

Other industries being investigated were building, engineering and motor assembly.

He had to recommend whether job reservation in these industries should be suspended, withdrawn or amended.

He had already submitted some recommendations to the Minister of Labour who was considering them.

Spend money

Employers point out that many of the posts being investigated are already held by blacks. So many of the tribunal's expected decisions will only be making official a situation which has prevailed for some time.

However, even this is to be welcomed they say, as it would give the worker much greater job security and also encourage employers to spend money on properly training these people.

Africano
anco

Blacks in

STAR 19/8/77

charge of whites 'illegal'

~~scribble~~
~~scribble~~
(3) 127

It was possible there were hundreds of blacks in the Johannesburg area holding management posts illegally, a senior black executive said today

A controversy surrounds a Government ruling which prevents black

(NIGERIA) (NIGERIA)

managers in shops in white areas

Commenting on this today, Mr Baldwin Mudau, director of Adsearch, a division of the McCann-Erickson advertising group, said it was possible that the number of blacks employed illegally as managers could run into hundreds

"There are many of them — and they are needed by their companies," he said

In a recent survey, The World newspaper named Mr Mudau as one of several senior executives who were being employed illegally

Mr Mudau said the advertising industry and several other industries could not do without black executives

He said his company had not had any approaches from the Government about his position

"I am curious about what they (the Government) would do," he said.

A Department of Bantu Administration spokesman today denied a report at the weekend that a special circular had been sent to shopowners warning them that they could not employ black managers in white areas

However, the spokesman

did confirm that there was such a ruling. It was in terms of Proclamation No R1260 which appeared in Government Gazette No 2767 on August 7 1970

Asked who enforced this proclamation, the spokesman replied: "That's a good question."

He then added that his department would probably take action if a violation was reported to it. To his knowledge there had not yet been any such action taken.

The Truworths group has been prevented by the Government from training black managers for its stores in white areas

Top Centre, a wholly owned subsidiary of Truworths, has developed a sophisticated retail training scheme, covering both white and black employees.

To obtain certain concessions, training schemes must be registered with the Department of Bantu Education and the company, therefore got in touch with the department

"We have now received a letter which refuses such permission," a spokesman said.

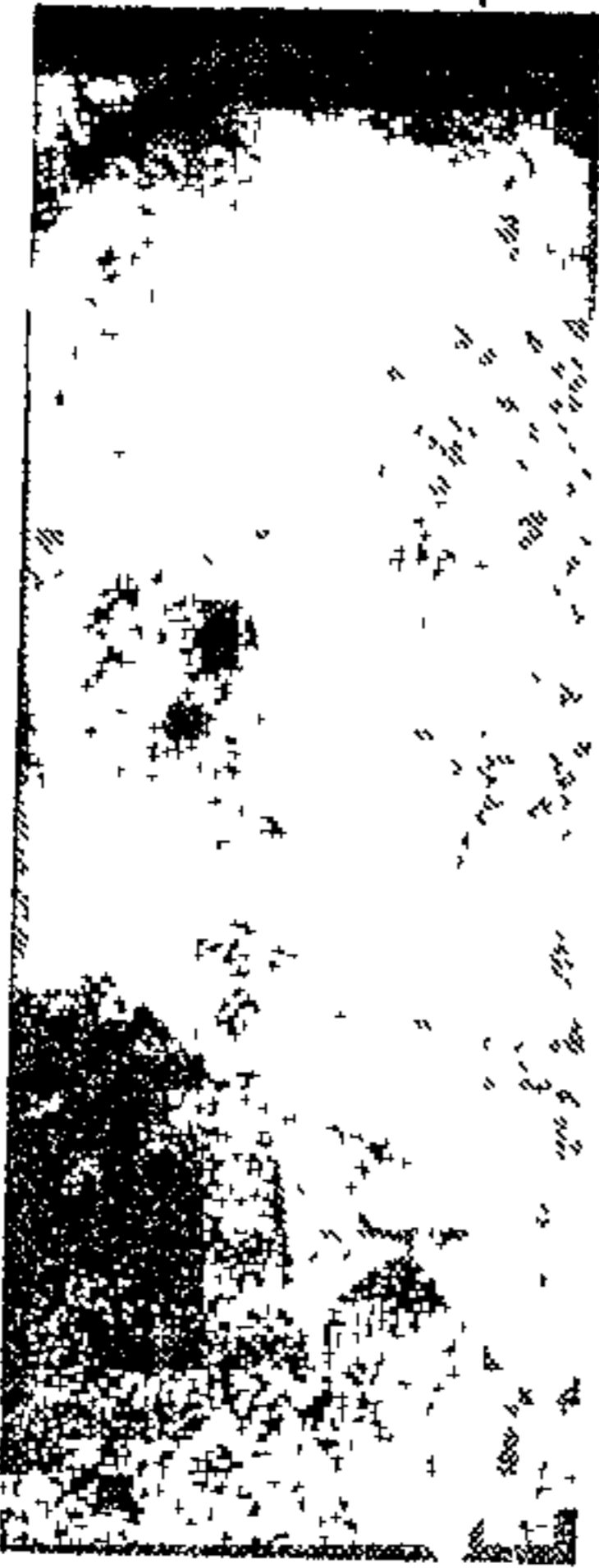
"This can, of course, only lead to a negotiation for any effort to develop the skills of the

Enough, gentlemen
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strength to act Now we
The gentlemen you spic
We shall be a how to
We are daring, the re
We shall dissect you
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Of racial bread
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LIGHT
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Cigarette-holder
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Pressurized good
Silence. Silence
'I hate a wasted
But self-confess
Off premises No
Indifferent The
The price seemed reasonable, location
Telephone Conversation

'DON'T KNOW WHAT THAT IS', 'Like brunette',
ISN'T IT?' 'Not altogether.
uttered, but madam, you should see
'aina of my hand, soles of my feet
oude. Friction, caused -
- by sitting down, has turned
black - One moment madam! - scensing
ig on the thunderclap
'Madam, I pleaded, 'wouldn't you

3. Racial Prejudice



Mr M C BOTHA

Veto on black managers to stay

STAR 20/8/77

~~3177~~
~~3177~~
3 177

Political Correspondent
John Patten,

The Minister of Bantu Administration, Mr M C Botha appears to be standing firm against the rising tide of indignation over his ban on black

managers working in white areas.

He is quoted in the National Party mouth-piece Die Transvaler today as saying he stands by his attitude that black shop managers will not be permitted in white group areas

Mr Botha has not been available for further comment today

He had not personally been responsible for refusing special permission to the Top Centre shopping chain to employ black managers in their black-custom stores, Mr Botha said, but added his attitude was old and traditional policy.

He denied he had given any indication that the possible training of black managers in white areas would be allowed in future for later appointment of managers in the homelands.

Mr Botha's comments came in the wake of shocked surprise in business and strong political criticism from Opposition spokesmen who have

To Page 3, Col 3

Builders tell Botha: scrap job reservation

B RDM 27/8/77

177

23

Own Correspondent

DURBAN — The Durban Master Builders and Allied Trades Association has called on the Minister of Labour to scrap work reservation in the building industry.

The association said in a hard-hitting memorandum which has been sent to the industrial tribunal that it will be injurious to the State, the building industry and the public if work reservation continues.

The memorandum, which has been drawn up by the association's director, Mr Pieter Rautenbach, states that work reservation is having a petrifying effect on industrial development.

Mr Rautenbach urges the industrial tribunal to recommend to the Minister of Labour that work reservation determination No 28 be cancelled in its entirety.

Mr Rautenbach said this week that the memorandum had been drawn up to show that current safeguards against inter-racial competition between whites, coloureds and Indians working in Durban, Pinetown and Inanda were no longer desirable and necessary.

Giving statistics of the racial composition of the occupations reserved for whites under the Act in the building industry for these areas the report states that the number of

whites in reserved occupations now accounted for only 29% of the total work force compared with 40% some years ago.

In his report Mr Rautenbach said "This deplorable situation cannot be ascribed to the present economic situation but rather to a lack of interest on the part of whites".

He believes that work reservation had served its purpose as a measure of protection against sudden disruption in the traditional labour pattern.

Another aspect highlighted in the memorandum is the result of a survey undertaken by the Association into racial friction in the building industry.

The report quotes employers as saying no racial friction was experienced where whites worked under the supervision of coloured and Indians.

From an extensive survey conducted by the association in which 74 members participated, the question was posed whether members had experienced the situation where a white craftsman and/or a white apprentice had ever taken serious exception to working under coloured or Indian general foremen.

The report quotes only one instance where a white apprentice objected to working under the supervision of another race group.

iting themselves at the Associations' 'odesia'. In addition, the W.N.L.A. ir Limited (originally entered into on in 1943), whereby W.N.L.A. would rkers recruited for the mines but undisturbed. 12/ This agreement ie A.N.L.L. folded up and ceased

between the two bureaux worked er wages stipulated on the latter's innant of the distribution of labour government limitations on permissible R.N.L.S.C. to secure a growing was periodically re-negotiated imilar pattern of W.N.L.A. superi- . recruitees from this country being the N.R.C. operated for the Chamber

eration in 1953, whereby Nyasaland power of Southern Rhodesian employers, aland foreign contract labour market. place most of its reliance on the . did build up annual recruitment as reached in 1956 with a total

recruitment of 16 234 workers. AFTER 1958, with the onset of economic recession in the Federation, the growth of a substantial labour surplus in Southern Rhodesia and the adoption of a new foreign labour policy by the Southern Rhodesian government, the R.N.L.S.C. contract system faced steadily increasing supply constraints. Its annual throughput began systematically to be run down. This occurred as W.N.L.A. hegemony in Nyasaland became more easily asserted and as farm wages fell seriously in real terms in Rhodesia after 1963. By 1960 the Chamber of Mines (S.A.) had recruited 83 000 'Tropicals' (20,9 per cent of all their African mine-workers in South Africa). By 1973, as may be seen in the table below, the figure for Malawian workers alone had reached 106 638 or 27,7 per cent of the total complement.

/Table 1

The odd black out...

177

Eddie Samuels . . . no resentment.

By NIC VAN OUDTSHOORN

THE staff at Port Elizabeth's municipal housing department would do anything for their boss — although they are white and he is black.

The department, considered among the most modern and dynamic in the country, was the first to appoint a coloured to an executive position when Mr Eddie Samuels, 36, became Assistant Director in 1973.

Today Mr Samuels, is one of South Africa's most highly paid coloured municipal officials. He not only has a white staff working under him, but he also helps organise municipal housing for whites.

"I don't think racial considerations have ever affected me in my present job," he told me this week

"The whites on my staff have never shown any resentment, nor have the many white housing applicants I deal with every day.

"Although I always try to avoid making it sound as if I am giving orders and rather try to put them in the form of requests, I have never had any problems with whites on the council staff, nor with any other whites I deal with all the time

"I am simply trying to do my job to the best of my ability and I think people accept me as such and do not think of me as black"

Mr Samuels's main task is the mass resettlement and allocation of houses to slum dwellers.

"I have never found it necessary to move in bulldozers as was done recently in Cape Town," he said

"We approach the people

Coloured Eddie is in charge of whites

affected as people and try to show them that we are only interested in helping them to better themselves"

One of the department's major breakthroughs has been a "house-training" scheme at the new Chatty coloured township in Port Elizabeth.

At Chatty, slum dwellers and squatters are taught to use lavatories, bathrooms and other appliances of a modern house before being left to settle in their new council houses.

The whole community helps to teach the newcomers how to live as their neighbours, which serves both to help the former slum dwellers adjust, and to bring them into the community

Long way

Mr Samuels recently returned from a three-month study tour of housing in Britain, sponsored by the British Council

"We still have a long way to go in South Africa, especially as regards black housing

"But white and coloured municipal housing is on the same level and I predict that eventually the two groups will blend

"I am not an alarmist or a politician, but time is running out. Unless changes are made soon in all earnestness, South Africa is going to have severe problems of communication with the coloured community, which will end in a vicious backlash."

**No work
CAPE TIMES 10/9/77
for miners**

177

view Staff Reporter
mech ABOUT half of the coloured
in (miners retrenched by the
of a O'okiep Copper Company
cert two months ago are still
to t unemployed
"sup The general manager of the
mine company, Mr T P Philip,
(out yesterday emphasized in an
full interview from Nababeep that
the figure was only an
estimate because records were
not kept on former employees
(b) ! O'okiep retrenched 193
white miners and 376
coloureds because of a
prolonged slump in world
copper prices.

Mr Philip said he knew of
only one white miner who had
failed to find alternative
employment
Just The action committee
expla formed to find jobs for the
so in retrenched workers was now
and A largely inactive, but a charity
sub-committee was still
providing assistance to
families in need.

rise market economy was a self-regulating
omy did not behave in the manner described
ment with relatively stable prices is more
, and that this was largely the failure of
ic decisions (especially S and I decisions)
important idea to grasp is that far from
emand", aggregate demand (spending) deter-
and hence employment. The national income
s an equilibrium position that fell short of

NATIONAL INCOME

the tools of Demand and Supply were used to
ces and outputs towards an equilibrium level,
me or employment theory) aggregate demand (AD)
are used to explain the determination of equilibrium
level. That in the former both forces equally important in
macro, AD is seen as the crucial determining factor to which AS adjusts.

Note the meaning of "equilibrium".

Note that a theory which explains how the national income changes also ex-
plains how output and employment changes.

AS schedule is a set of production intentions of business responding to
shifts in AD.

Assume that businessmen are motivated by profit and have a constant inventory
AS represents the total value of current output in economy. It shows the
various possible levels of total real output, (Note that changes in real
output are directly but not proportionately related to changes in employment),
which the business sector might produce. They are willing to offer each of the
alternative levels of output on the expectation that they receive an identical
amount of receipts (or income) from its sale. i.e. They will produce, say, R500
output, thereby incurring R500 costs (wages, profits, etc.) if this output
can be sold for R500. Therefore the AS curve must be a 45° line. Each point
on AS schedule indicates (on vertical axis) the amount that business must
receive back as total spending (revenue) in order to be induced or motivated
to produce the corresponding level of GNP (or horizontal). Therefore we must
get a series of points equidistant from the 2 axes (show the absurdity of AS
curve which is not 45°). Note each point on AS curve is therefore a possible
equilibrium position of the national income.

Remember that AS curve becomes completely inelastic at Full Employment.

Aggregate Demand (AD) made up Consumption, Investment, Government Expenditure

End to job reservation?

ARGUS 13/9/77

177

most likely to be
percent of the

The Argus Political Staff

JOB reservation is to be phased out by the Government, according to a report in the Nationalist Press today.

TABLE 6.

FOREI

Quoting unnamed trade union sources, the report says revoking of job reservation is to take place with the full cooperation of white unions and with protection of the interests of minorities in the labour field.

YEAR	Foreign			All Workers		
	Male	Female	Total	Male	Female	Total
1972	203 658	18 130	221 788	696 663	105 177	801 840
1973	201 987	18 461	220 448	733 497	119 487	852 984
1974	199 333	18 418	217 752	766 055	123 373	889 428
1975	195 725	18 296	214 021	861 482	127 158	928 640

This will apparently not happen all at once, but an important official announcement about this is expected soon, says the report, which emanated from Pretoria.

The initiative for the move is reported to have come from the Minister of Labour, Mr S P. Botha, who had instructed the industrial court of inquiry to investigate job reservation.

Spokesmen for labour organisations are quoted as saying that during the inquiry there was no opposition to the scrapping of job reservation at places where the inquiry had been completed.

Phasing out

It is expected that job reservation would be phased out gradually. The Wiehahn Commission into labour matters is also likely to investigate the matter.

The step is regarded as necessary to improve race relations as well as South Africa's image in the outside world where job reservation is sharply criticised.

South Africa has been under constant attack from international labour organisations on this point.

The Industrial Court is believed to have completed its investigation and is said to have found little resistance to the scrapping of job reservation.

No comment

Mr Botha declined to comment today on speculation that the Government is to abolish job reservation, reports The Argus Political Correspondent.

In an interview at the National Party Congress in Pretoria, Mr Botha said he could only refer back to an announcement he made during the last session of Parliament.

He announced then that he had instructed the industrial court to investigate whether it was necessary to retain job reservation determinations, and had asked that it report back to him.

Mr Botha declined to indicate how far this investigation has progressed or when an announcement could be expected.

TABLE 7.

FOREIGN AFRICAN WORKERS
1956-7

Year	Number
1956	309 775
1961	278 373
1969	229 154
1972	221 788
1975	214 021

Source: Rhodesia, Final Report on the September 1961 Census C.S.O., Salisbury; Rhodesia, 1969 Census of Employment C.S.O., Salisbury, (mimeo); C.S.O., African Employees By Country of Origin, DL/Salisbury, (mimeo)

As an

Job reservation to end—in time

CAPE TIMES 14/9/77

177

By GORDON KLING
Industrial Reporter

REPRESENTATIVES of organized labour and industry yesterday agreed with Afrikaans press reports that the government intended to phase out job reservation in South Africa, but were sceptical about an early end to the policy.

Sources close to the Minister of Labour, Mr S P Botha, yesterday said an announcement on the issue could be expected before the end of the year. However, it would probably take one or two years before the policy was abolished. The minister declined to comment.

Trade union leaders differed in their views as to the timing of an end to the work bar. A senior official of the Trade Union Council of South Africa (Tucsa) said the policy had originated gradually and there would be repercussions if it were removed quickly. Considerable care had to be taken to protect minorities, but the scrapping of the policy would be welcomed.

The general secretary of the National Union of Distributive Workers, Mr J R Altman, said he believed job reservation could not be phased out fast enough.

"We feel it is degrading, unnecessary, and largely ineffective. Where it has been applied there have been so many applications for exemption that it is virtually a dead letter," he said.

The president of the SA Confederation of Labour, Mr Attie Nieuwoudt, wanted the minister "to clear the air" before commenting.

A spokesman for the Federated Chamber of Industries (FCI) welcomed a move away from job reservation and stated that the FCI had been calling for this for some time. However, he doubted that there would be an early end to the policy. He said the chamber had yet to submit all its documentation to the industrial inquiry and the Wiehahn Labour Commission appointed to make recommendations on the issue.

The closing date for representations to the commission is October 15.

'Work apartheid' applies to very few employees

Industrial Reporter

STATUTORY work apartheid, which has seriously impaired South Africa's image, applies to only two of every 100 jobs. And in practice only about one percent of jobs are racially reserved, because of numerous exemptions granted by the government.

Till recently there were 28 job reservation determinations in terms of the Industrial Conciliation Act, but the Minister of Labour, Mr S P Botha, has removed four of these in the past few months.

Although in recent years the government has been lenient concerning the regulations, the system provides ample grounds for criticism from even those who are well disposed towards the Republic.

For example, employment barriers applying to the building industry have prevented blacks from

- Applying the final coats of paint to walls,
- Wall-papering, paper-hanging and signwriting,
- Laying face bricks (the laying of bricks that are to be plastered is allowed).



Mr S P Botha

machines, except under supervision.

The job of lift attendant is reserved for whites in certain industries in various centres, and the garment industry in the Transvaal has been struggling to operate with a labour force comprising no more than 37,5 percent blacks.

Many exemptions have been granted, however, and the industry is about 80 percent black. In 1975 the government granted 628 exemptions which released 4 828 blacks, coloured people and Asians from job reservation.

YEAR	
1972	203
1973	201
1974	199
1975	195

TABLE

Source: Rhodesia, Final Report on the September 1961 Census of Employees, C.S.O., Salisbury; Rhodesia, 1969 Census of Employees, C.S.O., Salisbury, (mimeo); C.S.O., African Employees By Country of Origin, DL/978/15, Salisbury, (mimeo)

As an

Cont.

- Final plastering (rough-plastering is allowed);
- Carrying out the final fittings of fixtures;
- Fixing timber together (timber may be fixed to a template under the supervision of a white person);
- Welding or brazing except under supervision, and
- Operating woodworking

In May last year at a meeting of the executive council of the Federated Chambers of Industries in the City, Mr Botha told delegates that job reservation would remain but would not be extended. Yesterday there was no comment from the minister concerning Afrikaans press reports that the policy would be scrapped.

Trade union sources suggested that a closed meeting of organized labour in Johannesburg last week could have prompted early indications of changes to the Industrial Conciliation Act, which embodies job reservation.

The meeting, attended by Tucsas, the Confederation of Labour and black unions, was called to present a united front on labour representations to the Wiehahn commission

FIN. MAIL 30/9/77

177

JOB COLOUR BAR

Changing the formula

Statutory job reservation will probably receive a facelift in the near future. But it is unlikely that the move will significantly benefit African workers

The Industrial Tribunal has completed its probe into existing job reservation determinations under Section 77 of the Industrial Conciliation Act, and its reports on most of them are now with Minister of Labour Fanie Botha. It's almost certain that all but two of the determinations will be scrapped

The Wiehahn Commission is also reviewing job reservation as a priority, and the FM understands that legislation will follow when the new Parliament meets next year.

Secretary for Labour Jaap Cilliers is unwilling to comment on rumours of job colour bar changes, and Minister Botha was unavailable for comment when approached by the FM this week. However, one source close to government thinking says that an official announcement on job reservation is being delayed only because of the pending general election.

It's still not clear precisely what changes are being mooted. But the FM understands that some highly-placed Department of Labour men would like to throw the job reservation ball back into individual industries' courts.

They argue that it would be preferable to leave it up to registered unions and employers to decide what measure of protection white workers should get, rather than to enforce job bars by government decree.

Any changes likely to be made, however, will probably benefit coloured and Indian workers far more than Africans. Job reservation determinations affect relatively few African workers. The major bar to their upward mobility arises from various other laws (like the Bantu Building Workers' Act) and practices (like closed-shop industrial agreements).

As far as the Tribunal's probe is concerned, the key issue remains whether Determination 27, which protects white surveyors, samplers and ventilation officials on the mines, will go

Registered union men who favour job reservation are confident it will stay. They say they have an assurance from the Minister that no determination will be scrapped in toto unless the relevant unions agree. Cilliers will not comment on these claims, however.

Determination 27 has been opposed by both the Underground Officials' Association and the Mine Workers' Union, and if such an assurance has indeed been given, government would be committed to its retention — at least in part.

The other determination which may

create problems for the Tribunal is of relatively minor importance it affects traffic officers and ambulance attendants in Cape Town. This apparently has some influential supporters, and may stay as a result

NOT all the gold
e silt of tree-lined Tagus
pay, reaked by insomnia, seeing
ds all charge at your approach and
ient prizes, unwillingly restored
that race which goes down so well
but remains my special pet aversion
I cannot, citizens, stomach
Yet what fraction of these sweepings
Greece? For years now Syrian
sewerage into our native Tiber
its flutes, its outlandish harps
strings, its native tambourines,
g out round the race-course
go
piece in one of those saucy toques
ould see how his homespun rustics
ir dinner-pumps the jedonna
to mention hair piece, rieuse
ing round their ergo lanterns (that's
' necks. Here's or from Sicyon,
, too from Aegean islands -
- too more from aria,
t for the City unclassical districts
t ... will le long plan
u C. ck la coquette, a gift
p ... une arabesque
f ... es. War de candélabre
e ... be? He has le monstre articulable
m - schoolmaster, moogerman,
ur, diviner, tight-rope-walker,
s versatile hungry Greakling
him to ... he's a flammion.
le plafond décoré
in the v. y heartle cheminée sculptée
ase near the purple, when some
oise, Blois, Chambord, Chenonceaux, Azay-le-Rideau
with the figs and damsons
est de Fontainebleau; l'escalier du Louvre, le palais
leries (who drew my first breath
and was nourished on Sabine olives! -
pretty pass. What's more, their talent
hed. They praise the conversation
ds; the ugly style gothique
ted weeping finds himself compared
a giant ant's aloft
poussées localisées (par des nervures)
ey go into ecstasies
murs soutenus par des arcs-boutants
I voice that sounds like a hen
contrôleurs enclinés
er. We can make the same complaint
vous par panneaux dépendants
arcs en ogive
On the stage they remain supreme
han m. ron or slaverie appropriée aux besoins
it uehätseturnax
une rosace
éléments orientaux en la bally: no bulge dans le cou à la légèreté
hint of the Great Diva

6,18
6,18
6,18

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22

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35

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20,23

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6,14

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18

60

38,46

6

52,53

WHITE MINERS ¹⁷⁷
FM 7/10/77
Colour-bar dispute

Yet another labour dispute has been declared in the mining industry. For once, however, it seems that it will be settled without the help of a conciliation board.

The dispute was declared by the Mine Workers' Union (MWU) after negotiations for a new wage agreement with the American-owned O'Okiep copper company broke down.

The MWU's chief complaint is that O'Okiep was attempting to substitute coloured for white workers at a time when white workers are desperate for jobs because of recent lay-offs at the mine.

According to the union, O'Okiep demanded this concession in exchange for agreeing to the same wage rise (R25 per man) which mines affiliated to the Chamber of Mines granted earlier this year. While O'Okiep is an associate member of the Chamber, it is not covered by MWU-Chamber agreements.

O'Okiep's general manager, Peter Philip, replies that the company's request was misunderstood. "We weren't asking to move coloureds into white jobs permanently. We are linking up to Escom power soon, which will mean that our own power stations will close down soon. We only wanted to use coloureds there until they do close down."

He adds that "this is the only sensible thing to do because whites are obviously not keen to work when they know they will be laid off soon". This won't be a problem for coloured workers because

they can be placed elsewhere once the stations close, he claims.

According to Philip, MWU general secretary Arrie Paulus refused to discuss this issue at the last meeting between the two parties, arguing that it was "the thin end of the wedge" and that it would give management an opportunity to replace whites on a larger scale.

Paulus tells the *FM* that the company initially asked for permission to replace coloured workers in all areas of its operation, but subsequently backed down: "They told us it would cost them R30 000 to bring 20 whites to the mine and that this was too costly. It's only now that they are saying that they only want to use coloureds in the power plant."

It seems, however, that the dispute will now be settled. Says Philip: "We have explained the situation to the union and I think they now see that we aren't trying to phase their members out permanently."

Paulus agrees that a settlement is likely next week, when he is due to meet O'Okiep management.

Argus 20/10/77

177

- Big business push likely on colour bar

The Argus Correspondent

JOHANNESBURG. — The business world was urged yesterday to press the Cabinet to follow a sweeping master plan laying down a precise timetable for hauling down the colour bar.

The proposal was put forward by the Johannesburg Chamber of Commerce at the 1977 Assocom national congress here and looks virtually certain to gain strong support from the 250 business leaders in session to fix future policy.

The socio-economic package would set down specific targets on when and how to end discrimination in all spheres from jobs to home ownership in a step by step programme spread over five years.

Mr. Raymond Parsons, executive director of Assocom, has already advocated such a package — intended to clear the fog of vague political assurances and carry promises into action.

A formal motion from the Johannesburg Chamber now seeks to propel the idea into policy, in turn to be taken up at Cabinet level.

A preamble records approval of recent Government commitments to do away with discrimination but drives home sharp disappointment at the lack of visible progress.

NEW RULES

It goes on to call on Assocom to launch consultations embracing both the public and private sectors and all race groups to hammer out a five year socio-economic plan with a full set of specific objectives for the burial of the colour bar.

Vigorous pressure is likely to be applied on the

Government to spell out a set of acceptable new rules for black land and home ownership as an early target in the list of priorities.

The Johannesburg Chamber concedes that encouraging moves have been started by the Government, such as the appointment of the Wiehahn and Riekert commissions of inquiry.

However, its motion argued that there is still apprehension among local businessmen and overseas investors about the course of the country's future.

It sees the root of the problem in the obscurity of Government statements.

Scrap racial bars say businessmen

177

By the Business Editor

EAST LONDON — South African business wishes to see an early end to racial discrimination and said so in no uncertain terms at the final session of the 75th Assocom annual congress here yesterday.

Moving a rather lengthy motion which, in the main, told the Government to hasten the change to which it had already committed itself (a letter to this effect from the Prime Minister, dated 4 April,

addressed to the president of Assocom, was quoted during the debate and referred to in the motion), Mr H C Dalingall (Johannesburg) said although some moves in the right direction had been made, "there have also been one or two retrogressive steps."

The motion also called for a five or ten year socio-economic plan incorporating specific objectives or targets, with dates, called for the creation of a

stable black middle class, for an acceptable form of title for prospective black home owners, and the implementation of a revised educational programme in consultation with the blacks.

Mr Ballingall said the black unemployment situation had become alarming, and nothing had been done to relieve it.

"We have not been able to find jobs for existing workers, let alone for the new workers who present themselves each year. And this is one of the reasons we hear the free enterprise system is unacceptable to blacks — because it is the white man's magic, and does not work anyway.

He listed five items he felt needed early attention. They were:

1 urgent attention to be taken towards the amelioration of the unemployment situation,

2 that constructive means be employed to improve and increase black education

3 early action on the security of land tenure in black townships to help form a black middle class

4 the elimination of barriers to enable the full use of business resources,

5 the adoption of a five or ten year socio-economic programme, with dates for changes clearly specified.

Price control is under fire

EAST LONDON — Assocom declared itself unanimously opposed to price control when the subject was discussed at its annual congress despite the Price Controller, Mr G J Steyn, defending it as being essential to the well-being of the country.

The motion, condemning price control as distorting the economy, being an unnecessary expense, inhibiting competition and acting as a deterrent to new investment, led to disclosures from delegates on how price control had acted in a reverse role to that for which it was intended.

Mr P D Wood, of Johannesburg, spoke of the inflationary effect of price control in the construction and civil engineering industries.

He said reports of the

Bureau of Economic Research at Stellenbosch indicated plant, labour and building materials costs to be about 12 per cent higher than last year.

But the index covering actual building costs showed an increase of only five per cent.

The reason was published indices of materials' prices were calculated from list prices, the building cost index was calculated from prices actually paid after discount.

Some suppliers are offering discounts up to 40 per cent on the list price — which was the controlled price.

Claims for inflated costs for building and civil engineering work under the contract price adjustment formula were thus being exaggerated, by about seven per cent.

Decentralisation no

EAST LONDON — The three East London delegates, Messrs T S

Peters, A E Johnston and J Snell, were the only delegates to vote against the motion when the congress declared

strongly opposed to the present decentralisation policy.

Because of the shortage of time, the East London delegation was refused permission to speak on the issue.

Mr D. Mackintosh (Springs) complained of the failure of businessmen in Springs to obtain further industrial land for expansion purposes.

the beasts
ruiloeng
ho rua,
halisi e
(digo)
75, litse-
soasoang
kong

Stammering—Stem

Stammering, *ady*, e kokotetsang
Stammerer, *n*, lehoela, letsefola
Stamp, *v*, to strike with the foot,
ho qutsa, to impress with a mark,
ho tusa, tsoaea, to crush, ho tula;
n, a signet, tiso, letsoao, a postal
stamp, setempe
Stand, *v*, to be erect, ho ema, to
halt, ho lula to endure, ho ti-
setsa, mamella, to remain, ho
hlola, to stand up, ho ema, raoha,
to stand by, ho emela, loanela,
to stand fast, ho se lika-like, ho
stand one's ground ho se

128

tona ea borena, kapa toloko ea
eona
Station, *n*, a place, ngalo, bolulo;
a rank, seemo, tulo, a railway
station, moo koloi ea mollo e
emusing ho nka baeti; *v*, ho bea.
Stationery, *n*, lbuka, lipampiri le
ntho tsa ho ngola tse reksaang.
Statistics, *n*, pokello ea litaba, kapa
ea lipalo tsa batho, etc
Statue, *n*, setsoantso se entsoeng
ka lejoe kapa ka tsepe
Stature, *n*, boemo, bolelele
Statute, *n*, molao

129

Step, *v*, to make one pace, ho hata,
to walk, ho tsamaea; *n*, a forward
movement, ho hata, ho tsamaea;
the space passed over, mohato;
a foot mark, bohato, a manner of
walking, motsamao, a noise when
walking, hqi, one rise of a stair or
ladder, mothati, sehlolelo; to
step aside, ho emela kathoko; to
step into, ho kena (thing) kapa

Stem—Stocks

Stifle, *v*, ho khama, feneha, tuma,
hablamela, pupetsa, bipetsa
Stigma, *n*, letsoao la molato
Stigmatiser, *v*, ho tsoaea ka tsoao
nyeliso
Stile, *n*, mehaloana ea ho hloella
lerako
Still, *v*, to calm, ho lhuutsa, fô-
kosa, *adv*, e lhuitseng, emeng,
adv, after that, leha ho le joalo,
to this time, le joale, continually,
ka mehla
Still-born, *ady*, (ngoana) ea tsoa-
loang a se a shoelle
Stillness, *n*, khutso
Stimulant, *ady*, e susumetsang
Stimulate, *v*, e susumetsang
fatang
Stimulaton, *n*, tšusumetso
Sting, *n*, of an insect, tšenene, any-
thing that gives acute pain, ntho
efe le efe e utloasang bohloko ha-
hlo (leha e le ntho kapa taba)
v, ho hlaba, ho utloisa bohloko
Stinginess, *n*, bokhōnatha
Stingy, *ady*, e lekhōnatha, e tuma-
nang
Stink, *v*, monko o mobe, *v*, ho
nka hampe
Stint, *v*, to limit, ho bea moat

Cont.

There had been much talk of the urgent need for import replacements. The future of South Africa was far too important to be left in the hands of so-called planners who had never been inside a factory, he said.

The Deputy-Secretary for Industries, Mr A. J. Myburgh, said nothing could be done until the Government had received and considered the recommendations of the Riekert Commission.

DEPARTMENT OF COMMUNITY
DEVELOPMENT

177

No 2118 21 October 1977
PREVENTION OF ILLEGAL SQUATTING ACT, 1951
IMPLEMENTATION OF THE PROVISIONS OF
SECTION 30 IN AREAS OF THE JURISDICTION OF
BETHAL AND LEANDRA

Under the powers vested in me by section 30 (1) of the
Prevention of Illegal Squatting Act, 1951 (Act 57 of 1951),
I, Stephanus Jacobus Marais Steyn, Minister of Community

DEPARTEMENT VAN GEMEENSKAPSBOU

No 2118 21 Oktober 1977
WET OP DIE VOORKOMING VAN ONREGMATIG
PLAKKERS, 1951
TOEPASSING VAN DIE BEPALINGS VAN ARTIKE
30 IN DIE REGSGBIED VAN BETHAL EN
LEANDRA

Terwylens die bevoegdheid my verleen by artikel 30 (1)
van die Wet op die Voorkoming van Onreghmatige Pla
kers, 1951 (Wet 57 van 1951), verklaar ek, Stephan

STAATSKOFRANT, 21 OKTOBER 1977

No 5778 9

Development, hereby declare that any person who intends
engaging the services of a person of the Coloured Group
as defined in section 12 of the Group Areas Act, 1966
(Act 36 of 1966), in Bethal and Leandra, so that such
person will be brought into the area of jurisdiction of
the local authority concerned, shall first obtain a certifi-
cate in which it is stated that proper housing is available
for such person, whether within the area of jurisdiction
of that local authority or within the area of jurisdiction
of another local authority or will be provided by the
employer concerned

S J M STEYN, Minister of Community Development

Jacobus Marais Steyn, Minister van Gemeenskapsbou,
hierby dat enigiemand wat in Bethal en Leandra 'n
persoon van die Gekleurde groep soos omskryf in artikel
12 van die Wet op Groepsgebiede, 1966 (Wet 36 van 1966),
in diens wil neem, wat sal meebring dat sodanige persoon
binne die regsgebied van die betrokke plaaslike owerheid
gebring word vooraf 'n sertifikaat van daardie plaaslike
owerheid moet verkry waarin verklaar word dat behoor-
like huisvesting vir sodanige persoon beskikbaar is, hetsy
in daardie plaaslike bestuur se regsgebied of in die regs-
gebied van 'n ander plaaslike bestuur of deur die
betrokke werkgewer verskaf sal word

S J M STEYN, Minister van Gemeenskapsbou.

GOVERNMENT NOTICES

177

DEPARTMENT OF BANTU ADMINISTRATION AND DEVELOPMENT

No 2133 21 October 1977
EMPLOYMENT OF BANTU IN CERTAIN CLASSES OF WORK—WITHDRAWAL OF GOVERNMENT NOTICES R 531 DATED 3 APRIL 1970 AND R 1260 DATED 7 AUGUST 1970

I Willem Adriaan Cruywagen, Deputy Minister of Bantu Affairs, acting on behalf of the Minister of Bantu Administration and Development, under and by virtue

GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN BANTOE-ADMINISTRASIE EN -ONTWIKKELING

No 2133 21 October 1977
INDIENSNEMING VAN BANTOES IN SKEERE SOORTE WERK—INTREKING VAN GOEWERMENTSKENNISGEWINGS R 531 VAN 3 APRIL 1970 EN R 1260 VAN 7 AUGUSTUS 1970

Ek, Willem Adriaan Cruywagen, Adjunk-minister van Bantoesake, handelende namens die Minister van Bantoe-administrasie en -ontwikkeling, kragtens die bevoegdheid

STAATSKOERANT, 21 OKTOBER 1977

No 5778 5

of the powers vested in him by section 20A (3) of the Bantu Labour Act, 1964 (Act 67 of 1964), hereby withdraw Government Notices R 531, dated 3 April 1970 and R 1260 dated 7 August 1970

W. A. CRUYWAGEN, Deputy Minister of Bantu Affairs
(File A10/4/1/7/H20)

hom verleen by artikel 20A (3) van die Wet op Bantoe-arbeid, 1964 (Wet 67 van 1964), trek hierby Goewermentskennisgewings R 531 van 3 April 1970 en R. 1260 van 7 Augustus 1970 in

W. A. CRUYWAGEN, Adjunk-minister van Bantoesake.
(Lêer A10/4/1/7/H20)

618 800

NM 1/11/77

'PHASE-OUT' OF JOB LAW?

Mercury Correspondent

PRETORIA — The Minister of Labour, Mr. Fanie Botha, said in Johannesburg yesterday it was Government policy that discriminatory labour measures should be looked at closely with a view to eliminating them or phasing them out.

Opening the National Development and Management Foundation Conference on "the changing face of industrial Relations," Mr. Botha said the Government believed that minority groups' economic security should be acknowledged and protected.

Neither the Government nor he had prescribed to the commission investigating labour relations in South Africa what its findings should be. The commission had an "absolutely" free hand, he said.

It should be accepted that South Africa, in spite of the existence of a number of independent African States round it, and the independent homelands, would for decades remain the work place of the sub-continent.

FM 4/11/77

JOB COLOUR BAR (177)

New reservations for

The Industrial Tribunal is still wrest with job reservation on the mines. mining colour bar takes various forms, one of which is Determination 27, which reserves the jobs of mine samplers, s

Financial Mail November, 4, 1

----- Tel. No. : -----

----- Name : -----

Signed -----

veyors and ventilation officials for whites

It is this aspect which the Tribunal is reviewing, and by all accounts finding something of a headache. While it has already reported to Labour Minister Fanie Botha on most of its reviews of determinations in other industries, it has not yet done so on No 27. Unlike the others, which had in practice become dead letters anyway, No 27 is supported by the trade unions concerned, in particular Arrie Paulus's Mine Workers' Union.

Many top labour men would like to see No 27 go, but few are willing to repeal it in the face of strong union opposition.

Until recently, the attitude of the SA Confederation of Labour towards job reservation determinations was showing signs of softening. The FM understands that most unions within the Confederation would probably be prepared to see statutory job reservation go -- but only if it is replaced by some other measure protecting white jobs.



Nieuwoudt . . . which way will he jump?

Says one Confederation member "We realise job reservation in its present form is unacceptable to the outside world, so we would be prepared to see a 'window

opening' move which would scrap it. We feel, however, that it should be replaced with another way of protecting our members and, if this isn't done, that job reservation should stay."

Some sources fear that the Confederation's attitude to job reservation may have hardened again, however. They point to the appointment of Iron and Steel Workers' chief Wessel Bornman as secretary of the Confederation. Bornman has in the past been a staunch supporter of job reservation in its present form.

And Confederation president Attie Nieuwoudt's own union, the SA Municipal Employees' Association, is apparently upset by recent experiences with the Cape Town municipality, which, it fears, is phasing out whites and replacing them with coloured workers.

Despite this, however, some Confederation sources are confident that the Confederation will agree to a change in job reservation policy. This could pave the way for legislation during the next Parliamentary session.

To sell items in the Cape Times Under Twenty Rand column in order to raise funds to buy a portable television set, licence it and present it to an old home which already has a television set. The portable will be used as a floating trophy, on a monthly basis, for the best effort in handiwork. This work becomes the property of Jaycee Newlands and will be sold at the end of the year.

AIMS OF PROJECT:-

PLENTY UNDER 20 FOR THOSE OVER 70

WHITE MINERS ^{FIN MAIL}
7/11/77
Colour-bar dispute (177)

Yet another labour dispute has been declared in the mining industry. For once, however, it seems that it will be settled without the help of a conciliation board.

The dispute was declared by the Mine Workers' Union (MWU) after negotiations for a new wage agreement with the American-owned O'Okiep copper company broke down.

The MWU's chief complaint is that O'Okiep was attempting to substitute coloured for white workers at a time when white workers are desperate for jobs because of recent lay-offs at the mine.

According to the union, O'Okiep demanded this concession in exchange for agreeing to the same wage rise (R25 per man) which mines affiliated to the Chamber of Mines granted earlier this year. While O'Okiep is an associate member of the Chamber, it is not covered by MWU-Chamber agreements.

O'Okiep's general manager, Peter Philip, replies that the company's request was misunderstood. "We weren't asking to move coloureds into white jobs permanently. We are linking up to Escom power soon, which will mean that our own power stations will close down soon. We only wanted to use coloureds there until they do close down."

He adds that "this is the only sensible thing to do because whites are obviously not keen to work when they know they will be laid off soon". This won't be a problem for coloured workers because

they can be placed elsewhere once the stations close, he claims.

According to Philip, MWU general secretary Arrie Paulus refused to discuss this issue at the last meeting between the two parties, arguing that it was "the thin end of the wedge" and that it would give management an opportunity to replace whites on a larger scale.

Paulus tells the *FM* that the company initially asked for permission to replace coloured workers in all areas of its operation, but subsequently backed down. "They told us it would cost them R30 000 to bring 20 whites to the mine and that this was too costly. It's only now that they are saying that they only want to use coloureds in the power plant."

It seems, however, that the dispute will now be settled. Says Philip: "We have explained the situation to the union and I think they now see that we aren't trying to phase their members out permanently."

Paulus agrees that a settlement is likely next week, when he is due to meet O'Okiep management.

Dedication

FROM THE RECTOR

On the 3rd of July this Parish will celebrate 118 years of work and witness in this area. No doubt most of the older parishioners have seen many changes in their lifetime. We are well aware that at one time St. Mary's was the most prosperous Parish in the Diocese. But due to many changes through development and the Group Areas Act the life and work of the Parish has changed considerably over the years. It has been suggested by some that it is now a dying Parish but this I cannot agree with as I feel that there are still many dedicated people living within the Parish and

JOB COLOUR BAR (177)

Enter the pensioners

The O'Kiep copper company has settled its differences with the Mine Workers' Union (FM October 7) But coloured workers won't be allowed unlimited job opportunities in the firm's power plant. The dispute arose over pay for union members and the company's proposal that coloured men be allowed to perform the full range of jobs in the power plant, due to be taken over by Escom next year. Because of the plant's short life expectancy, white labour is hard to come by. An agreement has now been reached in terms of which the union will try to persuade white pensioners to take the jobs until the switchover. It will also try to recruit other temporary white staff. If these attempts don't bring in enough labour, coloured men will be allowed to work at the plant — but only as assistants to white union members. O'Kiep for its part agreed to give union men the R25 increase granted earlier this year to whites on mines which are members of the Chamber of Mines. Negotiations on a switchover to a full five-day week were delayed until next June

We are grateful to Father Tom Winter for being our guest preacher for our Festival this year and that all the faithful will associate themselves with the dedication of St. Mary's.

Bernard Hess

On Trinity Sunday the Rev. Bernard Hess, with three other Deacons, was ordained to the Priesthood at St. John's Church, Bellville, South by Bishop George Swartz. The Church was crowded for this wonderful and deeply moving service. Although many were unable to

INTENTIONS

for July 1977

Fri.	1st	Fr. W.A.D. Collins
Sat.	2nd	Past Rectors of St. Mary's
Sun.	3rd	Renewal of faith in the Parish
Mon.	4th	C.A.F.D.A.
Tue.	5th	S.H.A.W.C.O.
Wed.	6th	SHELTER
Thur.	7th	C.F.C.I.A.
Fri.	8th	City Council
Sat.	9th	Divisional council
Sun.	10th	All involved in the housing crisis
Mon.	11th	Migrants and their families
Tue.	12th	Families broken by poverty
Wed.	13th	Families broken by drink
Thur.	14th	Families broken by lust
Wed.	15th	Families broken by death
Thur.	16th	Families broken by race laws
Fri.	17th	All broken families
Sat.	18th	The Acker Family
Tue.	19th	The Nassen Family
Wed.	20th	The Markotter Family
Thur.	21st	The Martin Family
Fri.	22nd	The Hendricks Family
Sat.	23rd	The Sylvester Family
Sun.	24th	Thanksgiving for the Family
Mon.	25th	The Greyladies
Tue.	26th	Order of the Holy Paraclete
Wed.	27th	Community of the Resurrection
Thur.	28th	Cowley Fathers
Fri.	29th	The Schoenstadt Sisters
Sat.	30th	All testing their vocations
Sun.	31st	All religious communities

CANON BRUNSDEN

It was with great shock and sorrow that we read of the arrest of Canon Brunsdén in Herdelburg. Whatever the outcome of the case in which he is now involved, he will be remembered in the prayers of us all at this testing time.

Job curbs can go, say all unions

STAR 13/12/77

(2) 177

Sieg Hannig, Labour Reporter

The entire South African labour movement is prepared to scrap job reservation if similar protection can be provided through other means permitting black advancement.

This was disclosed today as the chairman of the Industrial Tribunal Dr F J Viljoen, confirmed that the tribunal has completed its review of all 28 statutory job reservation determinations.

Six of the determinations have been scrapped in recent months.

The last reviews, with recommendations from the tribunal, are to be put before the Minister of Labour "any day" now.

It will be up to the Minister, Mr S P Boiba, to decide whether or not South Africa is ready to scrap job reservation altogether.

STILL SUPPORTED

While various trade unions have asked the tribunal for the retention of job reservation in several industries, none seems to be opposed to its abolition if other protection can be provided for the workers concerned.

Mr Wessel Borman, secretary of the white Confederation of Labour, said the confederation still supported job reservation.

But, in reply to a question during oral evidence before the Wiehahn Commission recently, the confederation said it was prepared to see job reservation abolished if similar protection could be provided through other means.

"If something else can be put in its place, surely we are prepared to accept this," Mr Borman said.

Representatives of the rest of the Labour movement decided earlier to have job reservation scrapped if other protection could be provided for individual groups.

Mr P J 'Arie' Paulus, leader of the mine

'End job curbs'

~~Continued~~

Workers' Union who is regarded as the most conservative labour leader in the confederation, declined to comment on Mr Borman's disclosure.

He said he would speak after having had evidence to the Wiehahn Commission.

So far, there has been no public debate on a substitute for job reservation.

There are also plans to create new Westfale-style training centres, where white, Indian and coloured adults are to receive crash training to be operative as

At least one major employer is prepared to guarantee protected workers their jobs and rates of pay.

And experts have suggested the introduction of a 'seniority' system to curb job reservation.

Under such a system, the privileged group would receive priority treatment in cases of promotion and transfer, while he retained a preference to newcomers in the event of retirement.

STAR 15/12/77 (177)

Businessmen hope all job curbs will go

Sieg Hannig,
Labour Reporter

South African businessmen look forward to the final removal of job reservation after the news that only five of the 25 effective job reservation determinations remain in force.

"The total removal of statutory job reservation would have a substantial impact on our overseas image and internal industrial peace," said Mr C W H du Toit, chairman of the South African Employers' Consultative Committee on Labour Affairs (Saccola)

"It would seem there is little or no purpose in retaining the remaining determinations, considering the small percentage of workers affected by them" he said

The sentiments shown by the Minister of Labour, Mr S P Botha, by his withdrawal of 12 more determinations and the suspension of two others were the same as those expressed in the Urban Foundation's code of employment practice

This anti-discriminatory code had been supported by 90 percent of organised commerce and industry and welcomed by the Minister, Mr du Toit said

DAMAGE

The president of the multiracial Trade Union Council of South Africa, Mr Ronnie Webb, also believed job reservation should go

"This is a discriminatory measure which had no real effect on the industrial situation but did tremendous damage to South Africa's international image and, more important, to race relations at home," he said

But Mr Wessel Bornman, secretary of the white Confederation of Labour said "If there is only one job reservation determination that serves a purpose and is of some significance, it should remain"

Mr Bornman however, was "quite satisfied that the Minister is handling the situation in a suitable and considerate manner"

The Deputy Secretary for Labour, Mr Johan Botha, said earlier this year that statutory job reservation "potentially" affected only 2,3 percent of the labour force — 117 000 workers of whom about 32 000 were white and 85 000 coloured

Only 17 000 whites were affected by job reservations against coloured people

STAR 15/12/77

177

Botha doubts on job curbs

Pretoria Bureau

The Minister of Labour, Mr S P Botha, has questioned whether statutory job reservation is still the correct mechanism to protect minority groups

He was commenting on his scrapping of 12 statutory job reservation determinations and the suspension of another two

His announcement means that only five determinations — affecting mainly the building, mining and iron and steel industries — remain in force, and that less than one percent of the country's work force is now affected by job reservation

'URGENT'

The Minister said the Industrial Tribunal was "urgently" investigating these determinations to find out to what extent they were still necessary

But it has been disclosed that the investigations have been completed and the recommendations are to be placed before the Minister soon.

The 12 determinations now withdrawn — six others were withdrawn earlier this year — affect the passenger lift service industry, the clothing industry, motor transport, wholesale meat, liquor and refreshment, footwear and furniture industries

The two suspended determinations affect the iron, steel and engineering industries

As a result of the

considerable reduction of determinations, the question arises whether statutory job reservation is still the correct mechanism to protect minority groups," the Minister said

This was presently being investigated by the Wiehahn Commission of Inquiry into Labour Legis-

lation. The aim of the commission's recommendations would be to ensure "satisfaction and labour peace"

"In the search for a satisfactory dispensation it is my wish that especially organised labour (should) help to find the realistic solution"

Minister withdraws some job bars

DD. 15/12/77

177

PRETORIA — The Minister of Labour, Mr S. P. Botha, announced yesterday that 12 of the 25 existing job reservation determinations were being withdrawn immediately. A further six determinations had already been withdrawn.

The withdrawals affect passenger lift attendants, the clothing industry, motor vehicle driving, the wholesale meat trade, certain work in the liquor and catering trade, the shoe industry and the furniture industry.

The necessary notices containing full particulars would be published in the Government Gazette shortly.

Two further determinations affecting the iron and steel, engineering and metal industries were suspended on the recommendation of the industrial tribunal.

Mr Botha said it was his policy to consult the interested parties before taking action in labour matters and in this case he

personally, or through the industrial tribunal, had discussions with the trade unions directly concerned with each of the determinations. The result was that the trade unions concerned, with a few exceptions, agreed with him that the determinations should be withdrawn.

Only five work reservation determinations had not yet been finalised and were at present being investigated by the industrial tribunal with a view to determining whether they were still justified.

"As a result of the considerable decrease in the number of determinations the question arises whether statutory work reservation still is the right mechanism for the protection of minority groups.

"The commission of inquiry into labour legislation will give specific attention to this question and make recommendations with a view to ensuring satisfaction and

labour peace among all workers.

"In this search for a satisfactory dispensation it is my wish that organised labour in particular will help to find a realistic solution. I am thankful for the co-operation of the trade unions concerned which made this step possible," Mr Botha said.

— SAPA

Cape Times 15/12/71

177

Another 12 jobs unreserved

PRETORIA — The Minister of Labour, Mr S P Botha, announced here yesterday that 12 of the 25 existing work reservation determinations were being withdrawn immediately. A further six determinations had already been withdrawn.

The withdrawals affected the following trades. Passenger lift attendants, the clothing industry, motor vehicle driving, the wholesale meat trade, certain work in the liquor and catering trade, the shoe industry and the furniture industry.

The necessary notices containing full particulars would be published in the Government Gazette soon.

Two further determinations affecting the iron and steel, engineering and metal industries were suspended on the recommendation of the industrial tribunal.

Mr Botha said it was his policy to consult the interested parties before taking action and in this case discussions were had with the trade unions concerned with each of the determinations. The result was that the trade unions, with a few exceptions, agreed that the determinations should be withdrawn.

STAR, 16/12/77

Job bars scrapped: employers confused

Pretoria Bureau

The scrapping of all but five of the job reservation determinations seems to have created confusion in several of the affected industries.

Nobody seems to know quite what practical effect the scrapping of the legislation will have.

Hoteliers were yesterday speculating on whether the change would mean that they could now employ black barmen — something the industry has been pushing for some time.

One hotelier said many hotels were not satisfied with their white barmen. In many cases, there were black employees who could "step into those jobs tomorrow."

LIQUOR ACT

"So now there is no job reservation in our industry, it seems," said Mr Mike Pieterse, president of the Federated Hotel Associations of Southern Africa.

"But if I hire a black barman, then I am contravening another Act, the Liquor Act. We just don't know where we are and how these discrepancies will be ironed out."

The scrapping of the legislation still has to be gazetted before it becomes law and it is hoped that this will clear up some of the confusion.

Spokesmen for the passenger-lift industry were also unable to spell out precisely how the change would affect them.

Lifting of job curb is no enough say labour experts

DO: 16/12/77

177

JOHANNESBURG — Labour specialists yesterday welcomed the latest Government removals of statutory job reservation as a move away from discrimination, but said that informal closed shop job protection was still rife in industry.

They were reacting to the announcement this week by the Minister of Labour, Mr S. P. Botha, that 12 of the 25 existing job reservation determinations had been withdrawn.

Mr Ronald Webb, president of the Trade Union Council of South Africa, said the move was significant as far as it affected human relations in South Africa and the country's image abroad.

However, the withdrawals would not have a real impact on industry as the determinations represented less than an estimated two per cent of the country's economically active population and surreptitious forms of job reservation with far more effect on the utilisation of labour were still in force.

Tucsa has continued to oppose statutory job protection over the years because of its racial connotations. One can only

hope that the Government's move will prompt the voluntary abolition of non-statutory forms of protection," Mr Webb said.

Mr Dudley Horner, a research officer at the South African Labour and Development Research Unit at the University of Cape Town, said the move was psychologically welcome.

"It will be far more significant when black South Africans get equal educational and apprenticeship opportunities and informal restraints imposed by trade unions and closed shop industrial council agreements disappear."

"We won't see anything like that until the Wiehahn Commission into labour legislation has reported next year," Mr Horner said.

Prof Sheila van der Horst, former professor of economics at the University of Cape Town, welcomed the withdrawals, but said other legislation, such as the Group Areas Act, still allowed for indirect forms of job reservation.

In spite of the suspension of job reservation in the steel and engineering industries, the practical effect was still to exclude blacks who could only be employed with the consent of the industrial council, which included the white trade unions, she added.

Dr Henne Reynders, director of the Federated Chamber of Industries, said: "This is a step in the right direction, but the biggest step would be to repeal job reservation legislation entirely."

N M 16/02/77 (177)

Scornful view on job reservation

African Affairs Correspondent

JOB RESERVATION "had never amounted to much," said Mr. Ken Hobson, general manager of the Durban Chamber of Commerce, yesterday when commenting on the Government announcement that 12 more categories of job reservation had been scrapped.

The Minister of Labour, Mr. S. P. Botha, said earlier this week that the Industrial Tribunal was investigating the possibility of abolishing the last five categories.

Of the 25 categories of reservation eight had been already withdrawn, 12 would now go and five were under examination.

Mr. Hobson told the Mercury: "We welcome this, of course, but job reservation has always been largely cosmetic . . . and, I might add, counter-productive in

that once job reservation was applied to a trade Whites tended not to enter it.

"This resulted in many exemptions because of labour shortages."

Mr. Hobson said the announcement was no breakthrough, "though it might be an indication that the Government is slowly moving in the right direction."

The minister, Mr. Botha, made it clear, however, that job reservation was being scrapped only because it was "now doubtful that it was the proper mechanism for the protection of minority groups."

He said his Government had always tried to ensure there was no "unfair rivalry in the labour market."

Mr. John Pohl, deputy executive director of the Chamber of Industry,

described much of the labour legislation as being a "sword of Damocles" hanging over the heads of employers and inhibiting the development of Africans in the labour field.

He called on the Government to scrap the provisions of Section 20 A of the Bantu Labour Act, in terms of which the Minister of Bantu Administration had the power to prohibit Africans from entering certain jobs.

He emphasised that this was not what was commonly known as job reservation, which was part of another Act.

Comment

SUN. TRIB

18/12/77

Loosening job reservation

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JOB RESERVATION, already established practice by 1956, became widely entrenched in South African law that year when, as a "safeguard against any racial competition," legislation was passed empowering the Minister of Labour to direct the Industrial Tribunal to investigate "any undertakings, industry, trade or occupation or class of work and to make recommendations to him as to whether a colour bar should be applied and if so in what form."

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Last week, some 21 years later, the Government announced it was scrapping 12 categories of job reservation and that the Industrial Tribunal was investigating ending the remaining five.

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Discriminatory legislation in industry, introduced and entrenched by this selfsame Government, is now being scrutinised and the throttle of job reservation loosened.

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This we welcome, particularly if it gives a pointer to further relaxations to follow.

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But discrimination in industry is complex. One only has to look at the dilemma of hotel managers who, told that job reservation in the liquor and refreshment industry has now ended, find they still cannot appoint black barmen because of provisions within the Liquor Act. Looking beyond pure statutory legislation, there is a myriad lesser regulations and restrictions throughout industry, the mining sector and the public service which handicap democratic employment practices.

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Worse still is the discrimination which has no legal basis but is merely customary.

The Government must look to opening up opportunities for all in the field of apprenticeships. It must take action against stubborn white trade unions who refuse to give all races a fair deal and who use their bargaining power to keep black workers from doing jobs not covered by discriminatory legislation.

On this point the prominent industrialist Mr Charles Barlow, chairman of Barlow Rand, has called for the establishment of multiracial trade unions. Black liaison and works committees are valuable channels of communication, but inadequate negotiating instruments; black unions have no legal standing.

"We would therefore like to see negotiations at industry or national level between employers' organisations and multiracial unions rather than black unions, with complementary negotiations on domestic issues at plant level between managements and multiracial committees," he said.

This we think makes good sense and we hope his remarks are considered at the highest level.

But of course if the Government is really sincere in its efforts to eliminate discrimination in industry it has to go a lot further than this. It must look at discrimination right through the spectrum of the South African way of life.

How can there be no discrimination in industry when a large proportion of the labour force is restricted in movement?

How can there be no discrimination in industry when discrimination exists right from early school days? It is here, discriminatory education, where there is a vast differential in amounts spent and methods and skills used in teaching, that is the root of the trouble. This is really what the Government should be looking at if it is to solve the troubles in industry which lie ahead.

HAZARD

IT'S that time of the year again. Office parties. Bonus celebrations. One for the swing of the door — one for the road.

The road?

As we race into the season of goodwill, it is as well to remember that revelry and the road do not mix; to reflect on the fact that drinking and driving can lead to ruin and remorse, disaster and death.

So bear in mind: Drink and be wary — for tonight you may die.

Or be responsible for some-one else's death.

No R 2636

30 December 1977

INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 5 —PASSENGER LIFT ATTENDANTS IN THE MUNICIPAL AREAS OF BLOEMFONTEIN, JOHANNESBURG AND PRETORIA

I, Stephanus Petrus Botha Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956, cancel Determination 5, published under Government Notice 979 of 26 June 1959 and republished under Government Notice R 1870 of 6 December 1963, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2636

177

30 Desember 1977

WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 5 —BEDIENING VAN PASSASIERSHYERS IN DIE MUNISIPALE GEBIEDE VAN BLOEMI ONTEIN, JOHANNESBURG EN PRETORIA

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 5 gepubliseer by Goewermentskennisgewing 979 van 26 Junie 1959 en herpubliseer by Goewermentskennisgewing R 1870 van 6 Desember 1963, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2637 30 December 1977

INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 7—IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES, REPUBLIC OF SOUTH AFRICA

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956, suspend Determination 7, published under Government Notice 671 of 15 September 1961 and republished under Government Notice R 1872 of 6 December 1963, for an indefinite period with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2638 30 December 1977

INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 3—IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES, REPUBLIC OF SOUTH AFRICA

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956, suspend Determination 3, published under Government Notice 1066 of 25 July 1958 and republished under Government Notice R 1868 of 6 December 1963, for an indefinite period with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2639 30 December 1977

INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 24—WORK OF BARMAN IN WHITE PUBLIC BARS IN THE LIQUOR AND CATERING TRADE, EAST LONDON

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956 cancel Determination 24, published under Government Notice R 1780 of 4 October 1968, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2640 30 December 1977

INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 25—THE WORK OF DRIVING MOTOR VEHICLES BY PERSONS IN THE EMPLOY OF THE DIVISIONAL COUNCIL OF PORT ELIZABETH

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956 cancel Determination 25 published under Government Notice R 980 of 13 June 1969, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2641 30 December 1977

INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 21—THE WORK OF MOTOR VEHICLE DRIVING IN CERTAIN MAGISTERIAL DISTRICTS IN THE TRANSVAAL AND ORANGE FREE STATE

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956 cancel Determination 21, published under Government Notice R 145 of 2 February 1968, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2637 30 Desember 1977

WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 7—YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Ek, Stephanus Petrus Botha, Minister van Arbeid, skort hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 7, gepubliseer by Goewermentskennisgewing 671 van 15 September 1961 en herpubliseer by Goewermentskennisgewing R 1872 van 6 Desember 1963, op vir 'n onbepaalde tydperk vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2638 30 Desember 1977

WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 3—YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Ek, Stephanus Petrus Botha, Minister van Arbeid, skort hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 3, gepubliseer by Goewermentskennisgewing 1066 van 25 Julie 1958 en herpubliseer by Goewermentskennisgewing R 1868 van 6 Desember 1963, op vir 'n onbepaalde tydperk vanaf die datum van publikasie van hierdie kennisgewing.

S P BOTHA, Minister van Arbeid

No R 2639 30 Desember 1977

WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 24—WERK VAN KROEGMAN IN OPENBARE KROEG VIR BLANKES IN DIE DRANK- EN VERVRSINGSBEDRYF, OOS-LONDEN

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 24, gepubliseer by Goewermentskennisgewing R 1780 van 4 Oktober 1968, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R. 2640 30 Desember 1977

WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 25—DIE WERK OM MOTORVOERTUIG TE BESTUUR DEUR PERSONE IN DIENS VAN DIE AFDELINGSRAAD VAN PORT ELIZABETH

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, kragtens artikel 77 (9) van die Wet op Nywerheidsversoening 1956, Vasstelling 25, gepubliseer by Goewermentskennisgewing R 980 van 13 Junie 1969, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2641 30 Desember 1977

WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 21—DIE WERK OM 'N MOTORVOERTUIG TE BESTUUR IN SEKERF LANDDROSDISTRIKTE IN TRANSVAAL EN DIE ORANJE-VRYSTAAT

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, kragtens artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 21, gepubliseer by Goewermentskennisgewing R 145 van 2 Februarie 1968, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2642 30 December 1977
INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 23—WORK OF BARMAN IN WHITE PUBLIC BARS IN THE LIQUOR AND CATERING TRADE, WESTERN CAPE

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956, cancel Determination 23 published under Government Notice R 1086 of 21 June 1968, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2643 30 December 1977
INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 19 — DRIVING OF MOTOR VEHICLES ROAD CONSTRUCTION MACHINES AND EARTH-MOVING MACHINES IN THE PROVINCES OF THE TRANSVAAL, THE ORANGE FREE STATE AND NATAL

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956, cancel Determination 19 published under Government Notice R 1690 of 28 October 1966, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2644 30 December 1977
INDUSTRIAL CONCILIATION ACT 1956

DETERMINATION 20—FURNITURE INDUSTRY, REPUBLIC OF SOUTH AFRICA

I, Stephanus Petrus Botha, Minister of Labour, hereby in terms of section 77 (9) of the Industrial Conciliation Act 1956 cancel Determination 20 published under Government Notice R 1168 of 4 August 1967, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2645 30 December 1977
INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 18—FOOTWEAR INDUSTRY, REPUBLIC OF SOUTH AFRICA

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956 cancel Determination 18 published under Government Notice R 124 of 28 January 1966, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2646 30 December 1977
INDUSTRIAL CONCILIATION ACT 1956

DETERMINATION 17—CERTAIN WORK IN THE LIQUOR AND CATERING TRADE, WESTERN CAPE AND NATAL

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956, cancel Determination 17 published under Government Notice R 1458 of 24 September 1965, with effect from the date of publication of this notice

S P BOTHA, Minister of Labour

No R 2642 30 Desember 1977
WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 23—WERK VAN KROEGMAN IN BLANKE OPENBARE KROEE IN DIE DRANK- EN VERVERSINGSBEDRYF, WES-KAAPLAND

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 23, gepubliseer by Goewermentskennisgewing R1086 van 21 Junie 1968, in vanaf die datum van publikasie van hierdie kennisgewing.

S P BOTHA, Minister van Arbeid

No R. 2643 30 Desember 1977
WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 19—BESTUUR VAN MOTORVOERTUIG, PADAANLIGMASJIENE EN GRONDVERSKUIWINGSMASJINE IN DIE PROVINSIES TRANSVAAL, DIE ORANJE-VRYSTAAT EN NATAL

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, kragtens artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 19, gepubliseer by Goewermentskennisgewing R 1690 van 28 Oktober 1966, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2644 30 Desember 1977
WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 20—MEUBELNYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 20, gepubliseer by Goewermentskennisgewing R 1168 van 4 Augustus 1967, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2645 30 Desember 1977
WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 18—SKOFISELNYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening, 1956, Vasstelling 18, gepubliseer by Goewermentskennisgewing R 124 van 28 Januarie 1966, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2646 30 Desember 1977
WET OP NYWERHEIDSVERSOENING, 1956

VASSTELLING 17—SEKERE WERK IN DIE DRANK- EN VERVERSINGSBEDRYF, WES-KAAPLAND EN NATAL

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening 1956, Vasstelling 17, gepubliseer by Goewermentskennisgewing R 1458 van 24 September 1965, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2647 30 December 1977
INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 12—WORK WITHIN ABATTOIRS AND IN THE WHOLSALE MEAT TRADE, WITWATERSRAND AND PRETORIA

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act, 1956, cancel Determination 12 published under Government Notice R 1504 of 14 September 1962, with effect from the date of publication of this notice

S P BOTHA Minister of Labour

No R 2618 30 December 1977
INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 11—MOTOR TRANSPORT DRIVING IN THE MAGISTERIAL DISTRICTS OF ODENDAALSURUS VENTERSBURG VIRGINIA AND WELKOM

I, Stephanus Petrus Botha, Minister of Labour, hereby in terms of section 77 (9) of the Industrial Conciliation Act 1956 cancel Determination 11, published under Government Notice 371 of 9 March 1962 and republished under Government Notice R 1876 of 6 December 1963, with effect from the date of publication of this notice

S P BOTHA Minister of Labour

No R 2649 30 December 1977
INDUSTRIAL CONCILIATION ACT, 1956

DETERMINATION 8—CLOTHING INDUSTRY, REPUBLIC OF SOUTH AFRICA

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 77 (9) of the Industrial Conciliation Act 1956 cancel Determination 8, published under Government Notice 19 of 2 June 1961 and republished under Government Notice R 1873 of 6 December 1963, with effect from the date of publication of this notice

S P BOTHA Minister of Labour

No R 2650 30 December 1977
INDUSTRIAL CONCILIATION ACT, 1956

LIQUOR AND CATERING TRADE, CAPE—EXTENSION OF PERIOD OF OPERATION OF MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby in terms of section 48 (4) (a) (i) of the Industrial Conciliation Act 1956 extend the period fixed in Government Notice R 22 of 3 January 1975, R 574 of 2 April 1976 and R 803 of 13 May 1977, by a further period of six months ending 2 July 1978

S P BOTHA, Minister of Labour

No R 2664 30 December 1977
APPRENTICESHIP ACT, 1944

WITWATERSRAND HAIRDRESSING INDUSTRY APPRENTICESHIP COMMITTEE—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Stephanus Petrus Botha, Minister of Labour hereby declare in terms of section 16 of the above-mentioned Act that the provisions of Government Notice R 2212 of 28 October 1977 shall come into operation from the date of publication of this notice

S P BOTHA Minister of Labour

No R 2647 30 Desember 1977
WET OP NYWERHEIDSVERSOENING 1956

VASTSTELLING 12—WERK BINNE ABATTOIRS EN IN DIE GROOFHANDELFISBEDRYF, WITWATERSRAND EN PRETORIA

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening 1956 vasstelling 12 gepubliseer by Goewermentskennisgewing R 1504 van 14 September 1962, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R. 2648 30 Desember 1977
WET OP NYWERHEIDSVERSOENING, 1956

VASTSTELLING 11—MOTORVOERTUIGBESTUURWERK IN DIE LANDDROSDISTRIKTE ODENDAALSURUS VENTERSBURG, VIRGINIA EN WELKOM

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening 1956, Vasstelling 11 gepubliseer by Goewermentskennisgewing 371 van 9 Maart 1962 en herpubliseer by Goewermentskennisgewing R 1876 van 6 Desember 1963, in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2649 30 Desember 1977
WET OP NYWERHEIDSVERSOENING, 1956

VASTSTELLING 8—KLERASIENYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, ingevolge artikel 77 (9) van die Wet op Nywerheidsversoening, 1956 Vasstelling 8, gepubliseer by Goewermentskennisgewing 19 van 2 June 1961 en herpubliseer by Goewermentskennisgewing R 1873 van 6 Desember 1963 in vanaf die datum van publikasie van hierdie kennisgewing

S P BOTHA, Minister van Arbeid

No R 2650 30 Desember 1977
WET OP NYWERHEIDSVERSOENING 1956

DRANK- EN VERVERSINGSBEDRYF, KAAP—VERLENGING VAN GEELDIGHEIDSDUUR VAN HOOFDORINKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Nywerheidsversoening, 1956 die tydperk vasgestel in Goewermentskennisgewing R 22 van 3 Januarie 1975, R 574 van 2 April 1976 en R 803 van 13 Mei 1977, met 'n verdere tydperk van ses maande wat op 2 Julie 1978 eindig

S P BOTHA, Minister van Arbeid

No R 2664 30 Desember 1977
WET OP VAKLEERLINGE, 1944

VAKLEERLINGSKAPKOMITEE VIR DIE HAARKAPPERSBLADRYF WITWATERSRAND—WYSIGING VAN LEERVOORWAARDES

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 16 van bogenoemde Wet, dat die bepalinge van Goewermentskennisgewing R. 2212 van 28 Oktober 1977 vanaf die datum van publikasie van hierdie kennisgewing in werking tree

S P BOTHA, Minister van Arbeid

RESERVATION

OF

WORK

1978

Rand Mines (RM), part of the Barlows group, is one of the pioneers in the field of black advancement

The company's Equal Opportunity Development Project began in 1983

The project was based on economic sense — the need to maintain a flow of sufficient, competent, skilled and managerial staff to ensure future profitability

"The mining industry is one of the toughest in which to get such an equal opportunity programme going," says Mr Don King, the RM director in charge of human resources, a job which covers 98 000 employees.

"Remember, we are the only industry which still has statutory job reservation"

An integrated approach was adopted to overcome the major barriers standing in the way of black advancement. The programme consists of four main elements

● Selection
At first "over selection" occurred to ensure average or better performance from candidates moving into a somewhat hostile work environment where it was felt they needed to be protected from the unnecessary trauma of failure. It was vital that promotion be seen to be based on merit and competence

● Preliminary training or bridging education at the R8 million RM Training Centre south of Johannesburg

Training is designed to overcome socio-cultural and academic differences to prepare candidates to take full advantage of the opportunities within the company
Courses over a period of about 16 weeks include language fluency, communication skills, assertiveness and human relations skills, study skills and self-management

An interesting facet of this section of preparation is attendance at an "Outward Bound" leadership course in Lesotho for white and black employees from the same work environments to build a sense of camaraderie and interdependence

● Mentorship
This is applied to both white and black employees on a structured basis. Mentors, usually immediate supervisors or at one level above, regularly meet trainees to coach, counsel and assess progress. Each mine has a mentor coordinator and these meet at the Training Centre every quarter. Mentor training has also been introduced

Equal opportunity in an industry where job reservation still survives



Rand Mines MD Don King understanding the workings of international business culture is vital to success

Mentors are sometimes able to prevent problems such as white backlash and black victimisation from arising
"Mentors can open doors for the trainee and see that there is fairness in job training. It is very easy to see that the black apprentice

"It is very easy to see that the black apprentice sweeps the filings from the floor while the white apprentice does the filing"

sweeps the filings from the floor while the white apprentice does the filing," notes Mr Gordon Chilvers, chief training officer of the Equal Opportunity Programme

● Orientation seminars for white employees

These consist of a semi-structured programme to inform white employees on the mines about the process of change, to influence their attitudes to black advancement and allay fears about being replaced by blacks

The object of the seminars is to explain to white employees the economic necessity of black advancement and to shift the debate from the political to the economic arena

The entire project is not designed

Building for tomorrow

Local corporate giant Barlow Rand is setting out on the road to equal opportunity. Some of the group's 500 companies are ahead of others in this field. Rand Mines is acknowledged as one of the leaders. SHERYL RAINE reports in part 3 of this series

as a scouting exercise to find managers. Instead it is designed to provide comprehensive skills training which will allow individuals with ability to progress to the highest rank possible

The project is approached scientifically and there is empirical measurement of results

While it is still too early to cry success from the rooftops, there are encouraging signs the programme is working

There has been increased recruit

"We don't believe there is an ideal approach and we need to remain sensitive to change at all times"

ment of black people with potential for promotion. Improvements have been noted in language fluency and human relations skills. Mentors have helped ensure fairness in on the job training. There has been some change in white employee attitudes towards black advancement

In retrospect, Don King highlights some mistakes

"An early error was to assume that if we were going to get black people to achieve, they had to appreciate the 'white man's culture'. There was an implication that black culture was somehow inferior. We now believe that to succeed, black and white employees need to understand the workings of international business culture

"Another mistake we made was to allow some of our initial training courses to take place separated from the integrated facilities of the group training centre. At the Training Centre there is a multicultural environment in which trainees can grow all the time and experience the benefits of an integrated society

"We don't believe there is an ideal approach and we need to remain sensitive to change at all times"



Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1984

	Coal		Gold	
	Mine 1*	Mine 2	Mine 3*	Mine 4
Job Security	78	85	78	65
Economic Reality	82	93	83	75
Job Competence	87	92	84	74
Sample Size	31	25	37	7

* These mines served as controls in 1983

Source: Rand Mines

Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1983

	Open Cast Coal Mine		Deep Level Gold Mine	
	Control	Treatment	Control	Treatment
Job Security	66	77	53	60
Economic Reality	71	81	58	78
Job Competence	73	82	49	81
Sample Size	42	94	98	98

Source: Rand Mines

Survey gives findings on equal opportunities

The challenge of effective black advancement has been identified as a priority in terms of the growth and profitability of the Barlow Rand Group

A manpower steering committee was asked to investigate every aspect of black advancement and recommend guidelines for consideration by the group

An action unit carried out a survey of the black advancement scene in South Africa, involving a total of 43 companies in South Africa, Namibia and Zimbabwe

Significant findings included:

- Most companies did not have an explicit black advancement policy although the majority felt such a policy was necessary
- In only two companies did a clear statement of intent exist, but its communication was virtually non-existent
- Recruitment and selection of candidates were found to be a critical component of a black advancement strategy and one of the most poorly implemented components with "gut-feel" and subjective strategies playing a significant role
- Although all levels of people interviewed regarded bridging and preliminary training as vital, few companies had bridging programmes
- Preparation of the environment for black advancement was identified as another vital aspect but few companies had any formal environment preparation
- About 50 percent of all people interviewed said mentorship was critical to the success of black advancement strategies. However, virtually no mentor training was done
- Lack of candidate support systems was identified as a serious area of weakness
- Training and development were also identified as critical components and yet there was very little emphasis on the training of blacks at other than the skills level

Based on this research the unit listed critical success factors and defined successful programmes for black advancement. The information has been made available to all Barlow Rand companies

Cape Verde wilts as sanctions threaten

As Kenya denies any intention of cutting South African air ties unilaterally, eyes are again focused on tiny Cape Verde, which relies on South African Airways payment for landing rights to provide a massive proportion of its foreign income

says that the islands' GNP grew at 5.5 percent a year on average between 1973 and 1980, this was one of the highest rates in Africa. It has made good and honest use of the aid which Russia, Portugal, Cuba and the United States all chip in

"It's not going to go down a hole as it tends to in some other places," says a Western diplomat. The currency is a symbol of African privilege

The islanders have persuaded some donors to make long-term promises of both food and money. They have also won some general balance-of-payments support

Despite the aid, and a formal adherence to the Marxist principles of the late independence leader Amilcar Cabral, Cape Verde cannot afford to turn away South African Airways. Mr Aristides Pereira, Cape Verde's president, says he is in favour of economic sanctions on South Africa. "We are for solidarity, but not for suicidal solidarity"

By suspending air services between America and South Africa, the United States will have cut the islands' income by \$3.5 million (R7.3 million) this year. Since workers' remittances will also probably decline, and the Government's export promotion policies can have no sudden effect, the coming years will be tough

1477



STRIKING workers at Pioneer Ready Mixed Concrete chant outside the company's Johannesburg plant yesterday. Six Pioneer plants in the Transvaal have been hit by strikes, and workers are protesting — among other things — “unfair dismissals.”

Tembisa 5 burial today

THE funerals of five Tembisa unrest victims, which were to have been held on May 14, but were postponed, will be today at the Nepo Cinema in Tembisa, Cosatu's Tembisa branch said in a statement yesterday.

The service will start at 9.30 am and the procession will leave for the cemetery at midday.

The deceased are: Mr Vincent Xaba (22), Mphitizeli Mahlangu (14), Mr Samuel Ntantla (32), Mr Moses

Mafaisa (23) and Mr Mzwake Vikalazi (19)

The situation was still very tense in Tembisa, Cosatu said, and there was no option but to cancel the funeral two weeks ago, because it “could not afford to take the risk of burying at gunpoint.”

In the past, funerals had been held during the week, in accordance with a court order which said funerals of unrest victims may not be held on weekends or on pub-

lic holidays, but only during the week

“We appealed against this court order, but the Supreme Court dismissed our appeal with costs on Friday, May 23. We therefore have no alternative, but to hold the funeral today,” the statement said.

“We appeal to the SADF and police to keep away from the funerals, as their presence always ignites unrest and causes more deaths and injuries,” it said — Sapa

Sowetan 29/5/86

DD 15/5/86

~~177~~

~~177~~

177

EL workers strike after dismissal

Dispatch Reporter
EAST LONDON — Workers at East London's OK Bazaars Oxford Street branch staged a sit-in yesterday in protest against the dismissal of one of their co-workers

The company's industrial relations manager in Johannesburg, Mr Keith Hardshorn, said yesterday that about 50 employees had staged a sit-in

"This strike is illegal in terms of the Labour Relations Act and is

also in breach of the recognition agreement with the Commercial, Catering and Allied Workers' Union (Ccawusa)," Mr Hardshorn said

He said that the available appeal procedures had not been made use of in the case of the worker dismissed

"We are quite happy to hear this man's appeal. We advised the union of this on Tuesday and asked them to intervene as they understand the agreement," Mr

Hardshorn added

He said that workers were now demanding the unconditional reinstatement of the dismissed worker. Management had not agreed to this and would only consider reinstating the dismissed worker if he applied for an appeal which would then be heard before the relevant senior management, Mr Hardshorn explained

Yesterday morning, representatives of Ccawusa met with the strikers to discuss the issue

A member of Ccawusa and an employee of the company, Mr N A Seoke, said workers were protesting against the "unfair" dismissal of one of their shop stewards, Mr A Mondile, on Monday

"Management have given us no clear explanation as to why they dismissed him. They have said that he must now make an appeal before one of the senior management staff from Cape Town

"Until the management representative arrives here we will continue the sit-in," Mr Seoke said

Industrial Conciliation Act X

94 Dr A L BORAINÉ asked the Minister of Labour

Whether any determinations under section 77 of the Industrial Conciliation Act were (a) made or (b) withdrawn during 1977, if so, in respect of what industries

The MINISTER OF LABOUR

The details are as follows

- (a) No
- (b) Eighteen determinations were cancelled and two suspended for an indefinite period

177

RESERVATION OF WORK 1978

WASTON/VAISON NIE?

1. Ga-n u prohor on tary na die plaas te kom of nie?

an tsovelinge in korttydige werksaamhede

span of tete te verander?

Wat is al dit goeie daaron om met ander werkers saam te

ander g'ies?

Respekte u die probleme met ander werkers op die plaas of op

Wat doen u persoonlike om die probleme op te los?

Wraats van werkers (2)

X

Industrial Conciliation Act

177

96 Dr A L BORAINÉ asked the Minister of Labour

- (1) How many employers were prosecuted during 1977 for contraventions of determinations under section 77 of the Industrial Conciliation Act,
- (2) (a) in respect of what industries, trades or occupations or classes of work was each contravention committed and (b) how many employees in each category were affected

The MINISTER OF LABOUR

- (1) One
- (2) (a) Building Industry
(b) One

Moolla welcomes job moves

1977 16/2/77
DD

PRETORIA — The Government has removed 19 job reservation categories and is investigating another six, the Minister of Indian Affairs, Mr Marais Steyn, told a deputation from the Indian Council in Cape Town this week.

The chairman of the council, Dr A. M. Moolla, said yesterday he got the clear impression that job reservation would be totally scrapped within a relatively short period.

"We have been striving for this for the past ten years, and it looks now as if discrimination in the field of labour is on its way out."

With Dr Moolla at the discussions was the chairman of the council's executive, Mr J. N. Reddy.

The Minister also agreed to give immediate attention to the demand by Indian traders to be allowed to set up businesses in central business districts.

"Trading apartheid has been a major grievance for many years, and we feel now a measure of satisfaction that the

Government is making it possible for Indians and Coloureds to trade with all racial groups outside their group areas by the greater use of Section 19 of the Group Areas Act.

"The areas proclaimed under Section 19 in the central business districts of cities and towns will be open to whites, Indians and Coloureds, but unfortunately not for the black people, which restriction I hope will be removed soon," Dr Moolla said. He handed Mr Steyn a list of major grievances among Indians generally.

Dr Moolla said the Minister announced that a commission of inquiry had been appointed to investigate the need for more agricultural land and greater encouragement for Indian farmers.

On the housing issue, Dr Moolla said, R50 million has been allocated to be spent over the next three years, mainly in the Durban area — DDC

Whiter at the top

The view that more and more Africans are occupying skilled technical and managerial positions in SA is a myth. Indeed, the opposite is the case, according to figures in the Department of

Labour's recently-released biennial *Manpower Survey*

The survey, based on a sample of 60% of SA employees (excluding agriculture and domestic service) details SA's manpower complement as at April 1977. Compared with the department's last survey (as at April 1975), it shows a drop in the proportion of Africans in almost every class of skilled position.

In the administrative, executive and managerial class, African participation has dropped from 2,9% to 0,4%, while whites have risen from 94% to 97%. The share of coloured and Asian people has dropped marginally.

Among professionals, semi-professionals and technical staff, the African figure has dipped from 29% to 26% while that of whites has risen from 60% to 61%, with a rise in the coloured and Asian percentage taking up the slack.

The minuscule proportion of African artisans and apprentices (in the Bantustans mainly) has dropped from 2,5% to 2,1% and the percentage of African clerical workers from 13,4% to 13,2%.

Although a Labour Department spokesman says the figures are not strictly comparable because the latest survey excludes Transkei, for which no figures are available, the declining African trend is still there.

For example, if the Transkei figure for managers and executives had been excluded from the 1975 manpower survey, the African share of these jobs would be reduced from 2,9% to 2%. But this would still be five times larger than the latest figure (0,4%).

Economic recession

The 1977 survey clearly shows that, far from gaining in the race for higher-level jobs, Africans are losing out. And the higher the job the more they are losing out.

One reason may be the economic recession, of course. Africans and other blacks, as the latest occupants of these jobs, may be the first to be laid off. Another reason may be government's master plan to "whiten" SA's urban areas. As last year's Top Centre fiasco showed, black managers are not all that welcome in the common area.

Of course, the economy's reliance on Africans to do other sorts of work has not decreased. Transkei notwithstanding, the total African share of the jobs surveyed has risen from 56% to 57% since 1975.

SA's total work-force, excluding domestic servants and farm workers, is now 5,28m, compared to 4,91m two years ago. The number of artisans has dropped, however, from 263 000 to 260 000 — no doubt a legacy of the recession.

The survey offers some interesting insights into changes which have taken

place in some key trades. For example, despite the recession, the number of artisans in the electrical trades has risen sharply from about 20 000 to nearly 26 000. Their number has also risen slightly in the metal, motor and printing trades.

Predictably the drop in the number of artisans is largely accounted for by the slump in the construction industry. The number of building artisans dropped from 65 000 in 1975 to 56 000 last year — 13% in two years.

Of those who are left in the building industry, the proportion of whites has increased while that of coloured workers has declined. But this trend seems unlikely to last. The number of coloured apprentices has risen sharply — from 40% to 47% — while that of whites has dropped from 44% to 37%.

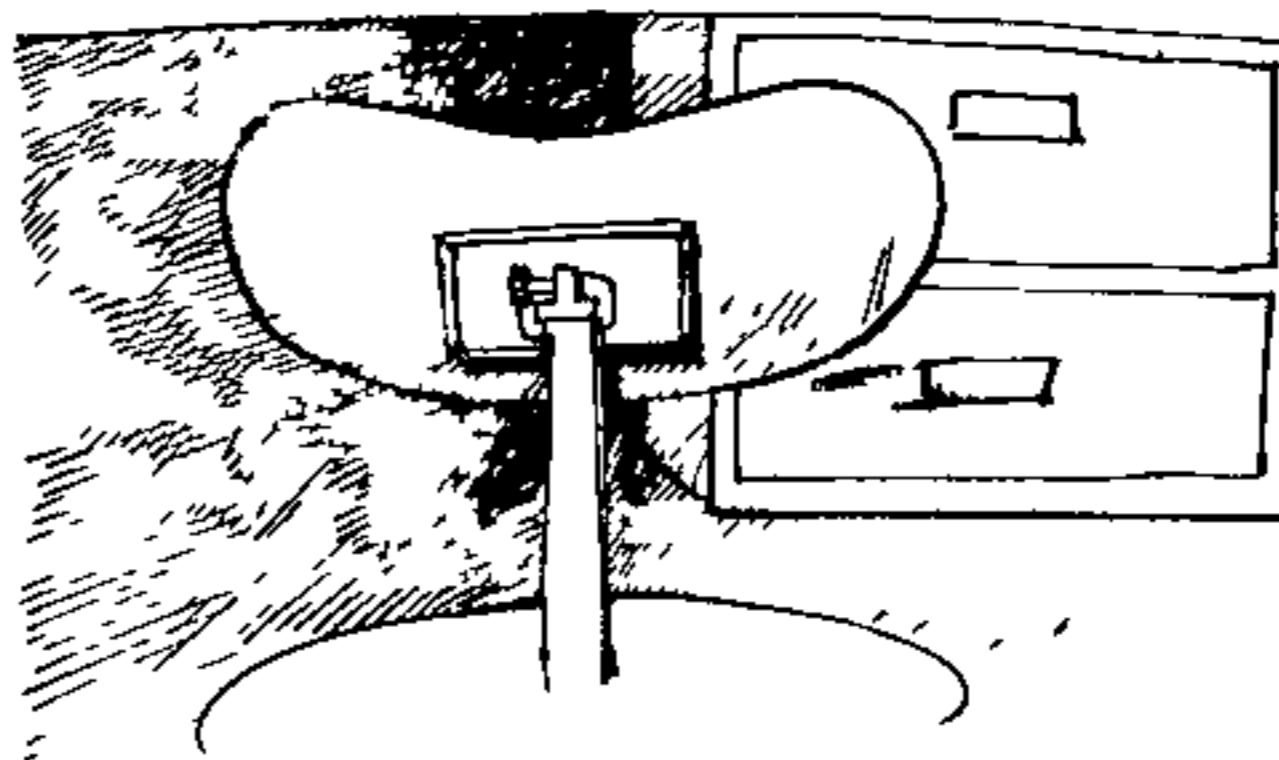
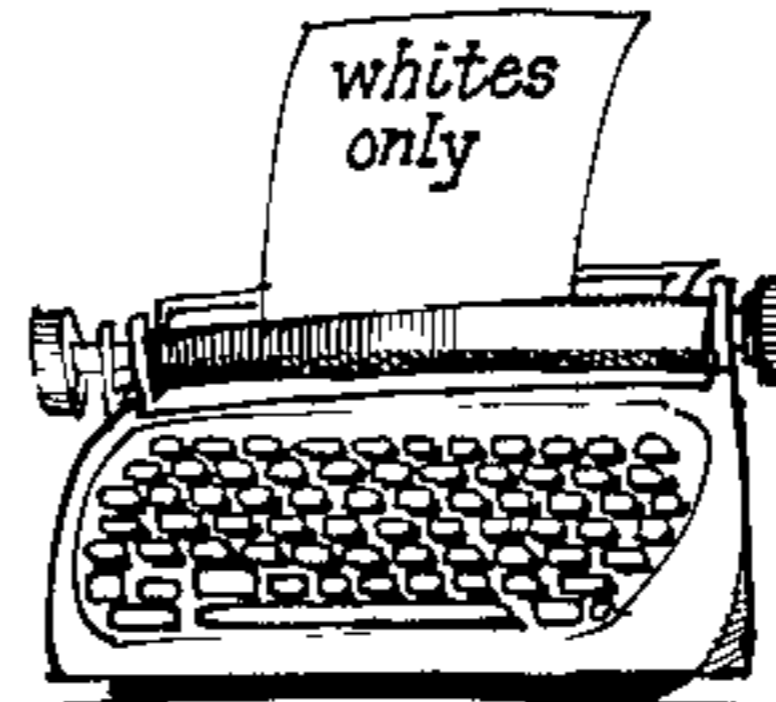
Besides building, the printing industry is the only one where the white share of artisan jobs has increased — from 76% to 82%.

In other industries, it has been coloured and Asian workers, rather than Africans, who have taken over the "white" jobs. The number of coloured and Asian apprentices is rising steadily in all industries.

So it seems as if the industrial colour bar is still very much with us — certainly as far as Africans are concerned.

JOB COLOUR BAR (177)
Only white is right

FM 24/2/77



"Whites only" tags might have disappeared from park benches in some places. But they remain familiar eyesores in employment columns — even those which advertise jobs that blacks are legally entitled to fill.

A typical example of job apartheid is the window of Job Centre, an employment agency in Johannesburg's Carlton Centre. Out of 16 office jobs advertised this week, 14 were specified as being for "Europeans." Asked why his clients excluded blacks from these jobs regardless of the absence of any formal colour bar, a Job Centre spokesman simply told the *FM* not to "worry" the agency.

In similar vein, the "business employment" column of a Johannesburg newspaper this week carried 17 whites-only advertisements for clerical and sales jobs. Again, there is no legal requirement that bars blacks from these jobs.

And even *Garment Worker*, the offi-

cial organ of the Garment Workers' Union (GWU) and the National Union of Clothing Workers (NUCW), unashamedly carried an advertisement for a "European foreman or forelady" in its

issue of February 17. This despite the fact that GWU frequently attacks racial discrimination. Even more surprising is the fact that the NUCW — a black union — is carrying a whites-only advertisement in its official organ.

Employers and personnel agencies rationalise their discrimination in various ways. Why does Reliable Employment Services advertise for whites only? "Isn't that my business?" barks a spokesman.

Claims Beckers Motor Spares, which is looking for a white storeman. "A non-European couldn't run the shop as a European could." And the reason why SA Timber wants a white rather than a black salesman is "It's in our offices! The others wouldn't work with them."

Maturity and social standing

Auto Radio is advertising for a white counter salesman. A spokesman said the firm wanted to fill the job urgently and that it was far easier to find a white with the necessary experience, education, mentality, maturity and social standing.

Personnel agencies claim to be carrying out their clients' specifications when they advertise for whites only. Says Southern Employment: "Unless we specify that the job is only for whites, we are inundated with replies from others. It saves trouble this way."

B&G Personnel Consultants suggests

that it's not worth their clients' while paying an agency's fees for blacks when they can "pick them up outside." And in any event, a spokesman says, it is illegal for agencies to place Africans in jobs. Chris Williams of Drake Personnel concedes that employers are often ignorant of the calibre of Indians and coloured people.

Alleged necessity for separate lavatory facilities is a frequent excuse. The Shops and Offices Act requires such separate facilities as are reasonable or necessary in the opinion of Department of Labour inspectors. Vivian Reynierse of the department's Johannesburg office says that until the Wiehahn Commission publishes its results, nothing is being enforced.

How did a whites-only advertisement creep into *Garment Worker*? Rose Smith, who runs the paper's advertising section, claims that there is no clause preventing such discrimination. And the NUCW's acting general-secretary, Sarah Chitja, insists that it is an oversight.

"We do not condone personal discrimination. The employers have a right to do what they like in their companies. It is our job to enlighten them against discrimination, but the process of education is slow."

Indeed it is painfully slow. A Department of Labour survey shows that while Africans constitute more than 57% of

SA's labour force (excluding farm workers and domestic servants), fewer than 1% of typists are Africans (*FM* last week).

Some agencies claim that inferior high-school education, lack of fluency in English, and inadequate training facilities make it difficult for blacks to be placed in office jobs. Counters Chitja: "There are so few prospects for qualified applicants that newcomers are discouraged from proving themselves."

NEWERA March 1978
JOB RESERVATIONS

CANCELLED (177)

The Minister of Labour has cancelled or suspended a further number of job reservation determinations after investigations by the Industrial Tribunal

The following job reservation determinations have been cancelled

Determination No 5—passenger lift attendants in the municipal areas of Bloemfontein, Johannesburg and Pretoria

Determination 24 - work of barmen in White public bars in the liquor and catering trade, East London

Determination 25 - the work of driving motor vehicles by persons in the employ of the Divisional Council of Port Elizabeth

Determination 21 - the work of motor vehicle driving in certain magisterial districts in the Transvaal and O.F.S.

Determination 23 - work of barmen in White public bars in the liquor and catering trade, Western Cape

Determination 19 - driving of motor vehicles road construction machines and earthmoving machines in the provinces of Transvaal, O.F.S. and Natal

Determination 20 - furniture industry, Republic of South Africa

Determination 18 - footwear industry, Republic of South Africa

Determination 17 - certain work in the liquor and catering trade, Western Cape and Natal

Determination 12 - work in abattoirs and in the wholesale meat trade Witwatersrand and Pretoria

Determination 11 - motor transport driving in the magisterial districts of Odendaalsrus and Ventersburg Virginia and Welkom

Determination 8 - clothing industry Republic of South Africa

The following job reservation determinations have been suspended for an indefinite period

Determination 7 - iron, steel, engineering and metallurgical industries Republic of South Africa

Determination 3 - iron, steel, engineering and metallurgical industries, Republic of South Africa

The only one of the above which affected the commercial distributive trade in any way was the reserving of the job of passenger lift attendants for White persons in the municipal area of Bloemfontein, Johannesburg and Pretoria

This Determination had been opposed by the NUDW when it was first introduced in 1959, and time has proved that it was an entirely unnecessary determination. At the sittings of the Industrial Tribunal last year representatives of the NUDW and NUCAW gave evidence in favour of the cancellation of this job reservation determination, and it is pleasing to note that the Industrial Tribunal recommended accordingly to the Minister of Labour, who has now cancelled it

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Star
13/12/78
①

Black cashiers replaced by whites

The Hyperama, Germiston, has replaced its black check-out operators with whites.

The managing director of the Hyperama, Mr Barrie Steyn, said today the move was due to "high labour turnover of check-out operators, which totals 217 percent per annum, and frequent absenteeism which has resulted in disruption of service to our customers."

He said 369 check-out operators had left the Hyperama since its opening in July 1976. The high turnover seemed to be due, he said, to the difficulty blacks experienced in getting to the Hyperama in public transport.

This resulted in "long delays for the black check-out operators and customer service is affected."

Mr Steyn added that he had "ensured that the black check-out operators have been placed in other jobs at the Hyperama at the same salary as they were earning as cashiers."

Mr Steyn said the white check-out operators would be paid higher salaries than the black operators were being paid.

About 50 blacks would be affected by the changeover.

Ten metal unions want big pay rises

Star 6/3/78
177

Sieg Hannig, Labour Reporter

The 10 trade unions in the metal industry have demanded increases of up to 42 percent in minimum rates of pay and up to 23,8 percent across the board.

And employers have countered with a call for the removal of job reservation "in its entirety"

It is the first time that employers in such an important industry have called outright for the scrapping of job reservation

HIGH STAKES

The stakes have never been higher in the history of pay negotiations on the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry

And the negotiations, starting in Johannesburg on Tuesday week, are bound to have repercussions on a wide front.

About 500 000 workers of all races are affected directly and thousands more indirectly because these negotiations traditionally set the trend for many other industries

Details of the bargaining positions were disclosed today by Dr Errol Drummond, director of the Steel and Engineering Industries Federation (Seisa)

The demands of the 10 trade unions, due to be discussed with employers at the industrial council on March 14, included increases ranging from 42 percent to 14,86 percent in the scheduled basic rates of pay, including 26,15 percent for artisans and 18,64 percent for labourers and across-the-board increases ranging from 25c an hour (11,47 percent) for artisans to 11c an hour (18,64 percent) for labourers, with a 23,81 percent rise for one of the intermediary grades.

RESERVATION

Seisa's counter-proposal on behalf of the employers leave no doubt that it means business when it accepted the Urban Foundation's anti-discriminatory code of employment practice late last year.

"We want to scrap job reservation in its entirety," said Dr Drummond

Transport snags hit cashiers

Star 7/3/78

177

Although the OK Hyperama at Germiston has replaced its black checkout operators with whites, other branches of the OK Bazaars group will continue to employ blacks as cashiers.

This was emphasised today by Mr C G Atkinson, joint managing director of the OK Bazaars

The change-over at the Hyperama was announced yesterday in a statement from Mr Bernie Steyn, managing director of the Hyperama. He said the change-over was due to high labour turnover of check-out operators and frequent absenteeism which disrupted service to customers.

He said the reason for the high turnover seemed to be the difficulty blacks experienced in getting to the Hyperama with public transport.

He said the black check-out operators had been placed in other jobs at the Hyperama at the same salary they were earning as cashiers

Mr Atkinson said today that the great majority of the OK Bazaars' cashiers were blacks. He said they had no intention of replacing blacks with whites at any of the group's other stores, including the Durban Hyperama

DEAD-END

DEGREE

177

Qualified — but no job for Black

By Moegsien Williams
A 24-YEAR-OLD Guguletu man, after a despairing four-month search, has found the Western Cape to be a dead-end area for blacks seeking employment — even if they have university degrees.

It is extremely difficult to find a job in the Peninsula at the moment, but for a black it is virtually impossible because Government legislation decrees that other races must be given preference in the area.

Mr Mandisi Ngqebo told this week of his fruitless search for work and the ridiculous offers of employment received after dozens of applications and interviews.

He obtained a B Admin degree at Fort Hare University last year and hopes to specialise in personnel management, but is now seriously considering taking up a job as an unskilled labourer, about the only category of employment freely open to blacks in the Western Cape.

DESPERATE

Mr Ngqebo is the eldest in a family of seven children, most of them still at school. His father works as a labourer at a knitting mill and his mother is a char...

'I'm now desperate for work as I have a study loan to repay soon and my family is finding it difficult to make ends meet in the present situation,' Mr Ngqebo said.

'I have written to almost every big firm in the Peninsula where they employ a large number of blacks.

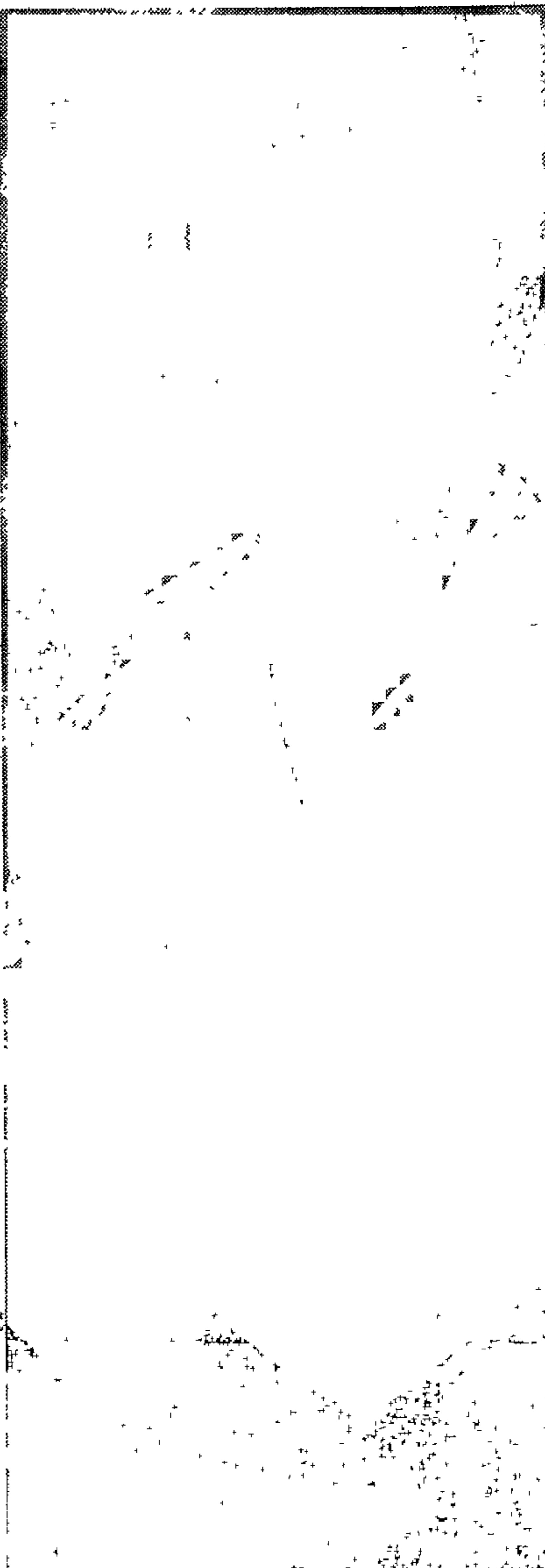
QUALIFIED

'I thought I would find a job easily as I'm possibly the only black in the Western Cape to be suitably qualified in this direction, and I speak Xhosa, Afrikaans and English fluently,' he said.

Mr Ngqebo said he was amazed by the 'blatant' racial discrimination practised by many of the big firms who 'proudly' displayed the 'no discrimination manifesto' of the Cape Chamber of Commerce in reception area of their offices.

Mr Brian McCleod, of the Cape Chamber of Commerce, said members of the chamber and signatories to the manifesto were moving away from discrimination but only as far as the Government would allow.

Members of the chamber can't be expected to break the law but we are



MR HANDISI NGQEBO, who obtained a B Admin degree at Fort Hart University, with the dozens of letters containing a single sentence — Sorry, no vacancies.

working to get these restrictions lifted.

'Only when they are lifted will firms have a greater freedom to employ whoever they wish,' he said.

Mr McCleod said he realised that it was extremely difficult to employ qualified and skilled blacks because Government policy forbids a black being placed in control of a white or a coloured.

Black cashiers upset over 'demotions'

*Smalay
Lyford
12/3/78 (177)*

Express Reporter

A FORMER Black school-teacher, one of 50 cashiers "demoted" to packaging at the Germiston OK Hyperama, said this week "What will my former pupils think? I am upset and feel my new job is degrading"

She is one of the cashiers replaced by Whites "because of the massive staff turnover and frequent absenteeism of Blacks" She is still being paid the same salary

A White cashier who last served as a cashier 10 years ago said "I am happy in my job I am prepared to do any job, even packing parcels, as long as I get my salary"

The replaced Black cashiers claim that 20 were sacked for alleged dishonesty.

Mr B Steyn, Hyperama managing director, said only 15 were sacked — and the reasons were confidential "We don't tell anyone why we sack employees. The reason remains confidential between the employer and the discharged employee"

"It is only the employee who can reveal why he was sacked, if he so wishes"

Mr Steyn said Blacks were mainly replaced because of high staff turnover



● Germiston Hyperama where White cashiers have taken over from Black.

and "frequent absenteeism" which resulted in disruption of services to customers

The cashiers, however, claim they were never absent or late for work They had organised their own transport

One former cashier, now a packer, said "I have a Matric certificate and have been relegated to packing What will my friends think?"

Added another "I am a

teacher What will my former pupils think when they see me packing parcels? They used to see me doing responsible work behind the till

"We are all disappointed and upset We regard the move as degrading"

Some said they had been cashiers for two years and that the management had never before complained about the way the tills were handled

Mr Steyn said he could see nothing degrading in a

teacher being a packer "It's an honest and responsible job"

He added that some of the former Black cashiers were now operating the cake counter Those who were not packers would be promoted as soon as vacancies occurred "The replacement is not demotion," he said "The packers earn the same salaries they earned as cashiers"

One of the three cashiers interviewed in Mr Steyn's office while he was present said she was a housewife and had last been a cashier 10 years ago She was employed by the store four weeks ago, underwent training, and was taken to a till

She said she was happy with the job "I am prepared to do any job as long as I get my salary I do not attach any status symbol to any job"

A third White cashier said "I do not care about the type of job I do I want more money"

Mr Steyn said the White cashiers were earning more than the Black cashiers because of Government regulations

Apartheid dies in Pretoria banks and offices

STAR

15/3/78

177

Own Correspondent

Apartheid has died a natural death in Pretoria's banks, building societies and post offices.

At least two banks and two building societies have black and white tellers or clerks working side by side, serving black and white customers:

One bank is the main Church Square branch of the Standard. Asked for a policy statement on the employment of black tellers, a Standard Bank spokesman said:

"We don't employ black tellers and we don't employ white tellers — we simply employ tellers. There is no discrimination whatsoever."

A spokesman said the Natal Building Society had been employing black tellers in their banking

halls for years. Many white customers had come to know the black tellers and in fact, preferred working through them

At Barclays Western Bank, black and white tellers are employed

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At Barclays Western Bank, black and white tellers are employed

How will you cope with this shortage?

If yes, why?

13. Do you foresee a shortage in future?

17. Is there currently a shortage of shears?

Why/why not?

16. Will you use the same team next year?

What is the value to you of these payments?

15. Do they get any other payments while on your farm? If yes, what?

We

Job plans for blacks on upswing

Argus 4/4/78

is anders vir

4 5 6

15. Aantal afhanke-
like woorde

- (a) Name (eerste naam
alleenlik)
 - (b) Verwantskap naam
 - (c) Ouderdom
 - (d) Geslag
 - (e) Woonplek
 - (f) Skooljare voltooi
 - (g) Nou op skool?
 - (h) Skool (naam, streek
distrik en afdeling
van plaas)
 - (i) Werk wat vir be-
groot word
gedoen word
gedoen word
verkerende)
 - (j) Jaarlikse inkomste
gewoon (dieselfde)
 - (k) Jaarlikse inkomste
konstant
- ander

The Argus Correspondent

JOHANNESBURG. — Plans to recruit black staff exceed plans to retrench — for the first time in 18 months — according to a pre-Budget survey, of more than 1 200 employers.

The upswing follows the trend set by white employment prospects in the previous quarter.

But it will have virtually no impact on the size and potentially dangerous nature of unemployment, says Manpower in its survey of employment prospects for the coming three months.

Mr Ralph Parrott, managing director of Manpower in South Africa, questions whether the Budget will create the employment boost that the Minister of Finance expects.

VAST POOL

Our concern is that, when there is any economic upturn, we will still have a vast pool of unemployed who are not trained to do the work that becomes available, Mr Parrott says.

He calls for a bold training exercise with Government and private sector support.

He interprets his latest survey as reflecting a 'wait and see' attitude.

About 10 percent of employers intended to increase black staff (11 percent white) and nine percent planned to decrease black staff (7,1 percent white).

No separate loo,



Cheryl Wareley ... a cold reception from the white staff members

SUN TIMES
19/3/78
177

SO Cheryl's sacked

By RAYMOND HILL

MRS Cheryl Wareley was dismissed from her job because there were no "separate facilities" for her where she worked. She is coloured

Trouble started for Mrs Wareley on the day she took up a job as a clerk in the firm's all-white filing department this month.

She had applied for a job elsewhere, but was recommended to Diesel Electric (Cape), where she was interviewed by the personnel manager, Mr R. Schwerdtfeger.

Four days later he telephoned her with the news that she had got the job.

Cold reception

Mrs Wareley, 22, of Buiten Street, Cape Town, told me that she had been unemployed for more than a year after leaving her previous job to give birth.

"When I started my new job I got a cold reception from the white staff," she said

At the end of the second day, Mr Schwerdtfeger told her she would have to leave because the white women in her department refused to work with her

Mr Schwerdtfeger paid her by cheque for the two days she worked there.

Mrs Wareley told me that she was upset to learn afterwards that some of the white women refused to use the

toilet after she had been in there

"I think it is disgraceful that a worker should be dismissed because of colour," she said

Mr Schwerdtfeger told me that Mrs Wareley was dismissed because there were no separate facilities for her at work.

ARGUS 10/4/78
177

City firm reinstates woman

more than here, about 4 hectares on
about 350 hectares altogether.

use soil which is unsuitable
fish-ponds on the beach. The
organic matter, the ponds get
to prevent leaking. But in any
right. If it's very sandy it's
can be good for fish farming.

DIESEL-ELECTRIC Cape
has decided to reinstate
a coloured employer,
Mrs Cheryl Wareley,
who was dismissed in a
row over separate toilet
facilities.

But coloured motor dealers
will meet soon to decide
whether to lift a boycott
against the firm.

This was said today by two
members of the dealers'
steering committee, Mr
Cassim Bayat and Mr
Hoosam Bux.

Mr K S Rolfes, managing
director of Diesel-Elec-
tric, said today that as
far as his firm was con-
cerned, the matter was
now closed.

A MEETING

Mr Bayat said a meeting
would be held with Mr
Rolfes this week.

After satisfying themselves
that everything was in
order, the steering com-
mittee would consult the
other dealers and decide
whether or not to re-
sume buying from the
firm.

Mr Rolfes said his firm
was the innocent victim
of a law which it did
not like.

He said the firm was
happy that the issue had
been amicably settled.
The dealers' spokesman,
Mr Eddie Johnson, had
indicated that they
would now resume buy-
ing from his firm.

Mr Rolfes said a separate
toilet would not be built
for Mrs Wareley.

A RESIGNATION

The resignation of a white
from the firm had
reduced the number of
workers to 15 which, in
terms of the law, meant
he did not need two
toilets.

When employees num-
bered more than 15 two
toilets were required.

"I'm not allocating the
toilet to her. The fact
is that now I'm within
the law," Mr Rolfes said.

carp, Tilapia, mullet, silver
and so increase production. In this case production has increased nearly
principle of polyculture. The idea is to utilise all the natural food
It seems to have a good effect on the carp. Here we are using the
Now there is another species, silver carp, which was imported from Israel.

Tshakolo project
In Israel the fish p
average. The projec

for other agricultur
advantage of a fish
more watertight. In
case after a year or
possible to make a c
If its partly clay,
I personally believe
Pond Construction -

EDA: But surely it
Yes, but not

EDA: Don't carp ma
Yes, they fee
make the water
is dirty.

EDA: But we still
muddy. But we still
800 - 1000 mg per l
bit higher. There's
with other places t
end of February to t
We start stocking th
Water conditions

The temperature here
unless we put in quit
Here it's too cold fo
carp, grass carp.

20%. In Israel, in o
and so increase production. In this case production has increased nearly
principle of polyculture. The idea is to utilise all the natural food
It seems to have a good effect on the carp. Here we are using the
Now there is another species, silver carp, which was imported from Israel.

● A threatened black boycott of a Cape Town electrical and motor parts firm, Diesel Electric, was followed by the reinstatement of a coloured employee, dismissed in a row over separate toilet facilities

● Two of the sponsors of the Saturday Night Fever disco-dance contest — CJC-Warner and Trutome (Pty) Ltd — withdrew following a threatened boycott of the film and record by black cinema houses, record bars and disc jockeys when it was found the contest was racially segregated

LOGICAL

The new black economic muscle is a logical result of the tremendous growth of black buying power in recent years.

This growth, has seen, for example, this Athlone business district reach a stage where it now is one of the busiest areas in the Peninsula

This new power, according to Mr. Shabier Seria, chairman of the Athlone Businessman's and Professional Association, will be used to 'focus attention on the tremendous inequality in society.'

POWER

Business is 'a way of getting some power when we are powerless in other ways,' he said.

Why shouldn't our people use any legitimate means we can to reflect injustices—and as an instrument for change

I predict many more examples of this taking place. We can pose a serious threat to any concern which discriminates against our people.

Financial attack mounts

APARTHEID:

BLACKS FLEX

THEIR MONEY

MUSOLE



ATHLONE businessman Mr Brian Bhorat — 'Other businesses that discriminate will have to watch their step'

By David Albino

BLACK businessmen are gearing themselves for an all-out attack on discrimination following two successful blows against apartheid this month.

MR SHABIER SERIA,

The message from the businessmen this week was 'We're no longer prepared to take things lying down' 'We may not have political power but we do have economic power' The businessmen are flexing their economic muscles after:

origin is dangerously tion of Africa. This ty to disease. Fish supply of protein. earn on a dry water far more rapid rate that enable fish to ded means that they do This energy can less the same density eavy bone structure to The ratio of flesh to

ce that fish Today China ld, and carp paddy fields left found on pond. their nets he sea of nd is assuming s already nction of

SA WERKER NOU BAIT

Beheer 23/4/78

(177)

(355)

(249)



WERKSVOORRECHTE vir die swart werker in Suid-Afrika het in die laaste vyf jaar aansienlik verbeter. Meer as een uit drie maatskappye het in dié tydperk hul pensioen- en groeplewensvoorregte vir die swartman baie versterk.

So sê mnr Monty Hilkowitz, hoofbestuurder van die Liberty-Lewensgenootskap. Hy het in New York gepraat by die jaarlikse konferensie vir Internasionale-Werkers-voorregte, in dié stad se World Trade-Sentrum.

Mnr Hilkowitz se referaat het dit bo twyfel getoon dat plaaslike sowel as oorsese maatskappye in Suid-Afrika self verbeteringe ten opsigte van werks-voorregte vir hul swart werkers tussen 1973 en 1977 gemaak het, in 'n poging om diskriminasie op grond van kleur teen te werk.

Hy het ná 'n opname van Liberty-lewens verwys, waarin die werksvoordele van die 100 vernaanste maatskappye in Suid-Afrika ondersoek is.

Hierdie opname het ge-

toon dat 46 uit die 100 geen onderskeid op grond van kleur ten opsigte van werksvoorregte maak nie, terwyl net 16 uit die 100 minimaal gedifferensieer het.

Sewentig uit die 100 was Suid-Afrikaanse maatskappye en die oorblywende 30 takke van oorsese ondernemings. Die aantal wat nie onderskei nie, of net 'n geringe onderskeid maak is dieselfde vir die Suid-Afrikaanse as vir die oorsese maatskappye.

Die ongeveer 830 000 staatsamptenare is ook by die opname ingesluit, waar dit geblyk het dat daar in dié sektor geen onderskeid ten opsigte van pensioen-voorregte volgens ras gemaak word nie.

"Ons opname," het mnr Hilkowitz geseë, "het ook 'n radikale vernouing van die loongaping aangetoon.

"Aangesien werksvoordele aan salarisse gekoppel word, het die bestaande gaping voordele nog geraak 'n Opgawe van gemiddelde lone in 1966 en 1967 wys egter dat die groei in blanke salarisse in alle

bedrywe laer was as dié vir swart en bruin personeel.

"In die mynbedryf het lone vir swart werkers ses keer vermenigvuldig, teenoor net drie keer vir blanke werkers, terwyl in die algemene vervaardigingsbedryf die verhouding drie tot twee ten gunste van die swartman was." Mnr Hilkowitz het gesê dat die Sullivan-beginsels — 'n nederskriminerende indiensnemingskodifikasie wat Pastoor Leon Sullivan, 'n direkteur van General Motors, vir Amerikaanse maatskappye in Suid-Afrika formuleer het — reeds deurtalle Suid-Afrikaanse asook die ongeveer 350 Amerikaanse maatskappye in die Republiek toegepas word.

"Ons opname het gevind dat hierdie beginsels nou al geruime tyd deur die meeste werknemers in Suid-Afrika toegepas word," het mnr. Hilkowitz gesê. "Hoewel Sullivan dié benadering met sy kodifikasie formuleer het en die struktuur vir verandering vasgelê het, glo ek dat hierdie neiging en benadering op alle gebiede van

MNR MONTY HILKOWITZ, hoofbestuurder van die Liberty-Lewensgenootskap . . . die swart werker se voorregte in Suid-Afrika het aansienlik verbeter

die Suid-Afrikaanse leefwyse reeds lank aan die ontwikkel was."

Met verwysing na die struktuur van werksvoordele in Suid-Afrika het mnr Hilkowitz beklemtoon dat, anders as in verskeie Westerse lande, werksvoorregte bykans heeltemal deur die private sektor gefinansier word.

Staatsvoorregte is minimaal. Voorregte soos die Amerikaanse "Social Secu-

rity" en die Britse "National Insurance" is feitlik totaal onbekend in Suid-Afrika.

Mnr. Hilkowitz se toespraak het verder bestaan uit 'n oorsig om die Suid-Afrikaanse ekonomiese toestand, 'n samevatting van dié land se pensioen en groeplewensvoorregte, 'n tutele oorweging, die bestaande werkersvoorregte en belasting en beleggings.

26/4/78 R.D.M.
177

PFP tackles Govt on unemployment, job apartheid

HOUSE OF ASSEMBLY. — Three Progressive Federal Party MPs yesterday seized opportunities during the debate on the labour vote in the Budget to tackle the Government on labour apartheid and the country's grim unemployment figures

Dr Alex Boraine (PFP Pinelands) opened the debate saying the removal of discrimination in the economic structure could be one of the greatest forces for peaceful change in South Africa.

Dr Boraine, chief PFP spokesman on labour, said he hoped the Minister of Labour, Mr Fanie Botha, would tell Parliament of progress over the last year by the labour commission under the chairmanship of Professor Nic Wiehahn.

The commission's appointment had raised expectations both locally and overseas of sweeping changes in the labour system.

A strong reason for urgency for the Wiehahn commission's report was the foreign policy implications of South Africa's industrial relations. Prominent labour experts have warned that an international labour boycott on handling the South African goods could have devastating repercussions.

"A second strong reason for urgency is the discrimination which exists in our present industrial relations system, and it is my belief that if we can get rid of this and move into a new highway of labour relations our economic structure could be one of the greatest forces for peaceful change in South Africa."

His views were echoed by Mr Harry Schwarz (PFP Yeoville) who said

the labour situation was a time-bomb that could explode the whole of white South Africa.

Mr Schwarz said Mr Piet Marais (NP Morreesburg) had put his finger on the fundamental difference between the NP and the PFP — that blacks were "foreigners" in white areas.

"He will not be able to persuade the world that black people are foreigners in the land of their birth, nor will he be able to persuade the black people that they are foreigners in the land of their birth," said Mr Schwarz.

"We cannot solve the labour problem while that philosophy exists in South Africa

"We, as whites, are affected by every black that is unemployed."

And later in the debate Mrs Suzman (PFP Houghton) said South Africa had a very real unemployment problem

Contradictory estimates of the number of blacks unemployed had been made by various institutions and she fully agreed with the Minister, Mr Fanie Botha, who said earlier this year that South Africa could not afford millions of frustrated black people because this would result in a revolution

She suggested emergency measures be taken immediately, that the Unemployment Insurance Act be amended to provide for those categories of workers presently excluded from receiving unemployment benefits and an extension made to the period of 26 weeks for which benefits were payable.

Blacks should be told

about the benefits they were entitled to and the administrative problems with the payment of claims should be sorted out as soon as possible, she said.

Among points made by National Party speakers in yesterday's debate were:

- Mr Koos Lloyd (NP Pretoria East): It was essential that the Department of Labour institute a permanent labour research bureau to follow the constantly-changing currents in the labour market.

- Mr M W de Wet (NP Welkom) The Department of Labour should take immediate steps to improve standards of artisans and skilled tradesmen. As the immigration flow dropped, so would there be a corresponding growing need for skilled workers, he said

I do not like to have to say it, but the standard of service you get from some workmen in South Africa today is not the best you could wish for"

- Mr Jood Henning (NP Vanderbijlpark). There were indications the unemployment position in South Africa was stabilising and prospects of job opportunities were improving

The number of unemployed in the white, coloured and Indian categories seemed to have reached its peak in February, with 33 000 people unemployed. In March this number decreased by 1 300

Among blacks registered as unemployed at administration boards, there had been a decrease from 149 000 in June last year to 129 000 at the end of December, he said. — Sapa

The motor repair industry has more than its fair share of problems caused by bars on black advancement. Now, it seems, the logjam may be partially broken as a

result of intervention by Labour Minister Fanie Botha

For years, the white union in the industry, the Motor Industry Employees' Union, has refused to train coloured apprentices. In turn, the union representing coloured workers, the Motor Industry Combined Workers' Union, has jibbed at training Africans. Now, it seems, the coloured workers at least have won a breakthrough

During the debate on his budget vote in Parliament this week, Botha announced that he had held talks with the white union in an attempt to persuade it to train coloured apprentices. He said his own talks with the union had been followed up with meetings between it and Secretary for Labour Jaap Cilliers

Botha told the House that inefficiency in the industry was rife and that it simply could not afford to exclude coloured workers.

Cilliers tells the *FM* that Botha has asked the union to review its policy stance that its members should not train coloured apprentices in "white" areas. He adds that the union's executive will meet in May to discuss the issue and that it will then respond to Botha's plea.

Cilliers explains that some coloured apprentices have been trained in the industry because "employers who are not members of the employer association can



Cilliers . . . the pace is too slow

apply to the Minister for permission to train coloureds. The Minister has upheld many of these appeals."

Despite this, says Cilliers, Botha is concerned because "the pace of coloured training has been far too slow. The Minister has asked them to reconsider their

policy so that training can be speeded up"

Cilliers adds that Botha decided to intervene off his own bat, rather than as a result of representations from the employers in the industry

Minister of Labour Fanie Botha may have scrapped 18 statutory job reservation determinations late last year (FM December 23), but the remaining five seem set to remain in force — at least until the Wiehahn Commission reports

Botha told Parliament this week that he would not scrap any determination unless he had "the co-operation" of the trade unions concerned. The 18 had been scrapped, he said, because the agreement of the unions had been obtained

This appears to mean that Determination 27 — protecting the jobs of white surveyors, samplers and ventilation officials on the mines — will remain in force. Moves to abolish Determination 27 were opposed by both the Mineworkers' Union and the Underground Officials' Association

The determination affecting the building industry, whose removal was strongly

opposed when it was investigated by the Industrial Tribunal, also seems likely to remain in force

Despite Botha's moves in the motor industry (see previous story), government thus still seems unwilling to buck the unions on the statutory job reservation issue. Moreover, critics of job reservation will be quick to point out that the determinations which have been scrapped have been dead letters for some time anyway.

Little practical (as opposed to merely formal) progress has thus been made so far in dismantling statutory job bars. Those determinations which still have some teeth are to stay for the moment and only "paper" determinations will go.

Botha, did, however, give some indication that statutory job reservation (which affects only a minuscule percentage of the workforce) may ultimately be on the way out. He told Parliament that, while he was unwilling to flout union pleas at present, the situation could change when the Wiehahn Commission's report was produced

His preparedness to listen to the unions now, he said, did not mean that the commission would not recommend changes in job reservation — or even its abolition.

Make CBD more Black than White ... or go broke

How to give Joburg a heart of gold

PUTTING the heart back into Johannesburg — a city which most people say never had one — means making Africa's biggest downtown entertainment and shopping district more Black than White ... or it goes broke.

The city's centre has been dying, slowly but surely, since the 1960s began the development of mini-city suburban shopping centres and the expressways that link them.

But now the out-of-town heart-transplanters are under attack. The major Reef towns' shopping centres are already agonising about the drop in business which is turning them into commercial deserts.

Their business is going back into the city and — a bigger factor at the moment — going around the Reef to the hypermarkets and super-shop centres such as Sandton's, Rosebank's and the new Eastgate complex.

A war is on, and the men who guide Johannesburg's new Central Business District Association mean to bring the life blood back to their patch.

Their methods and objectives were politically and socially unthinkable only a few years ago.

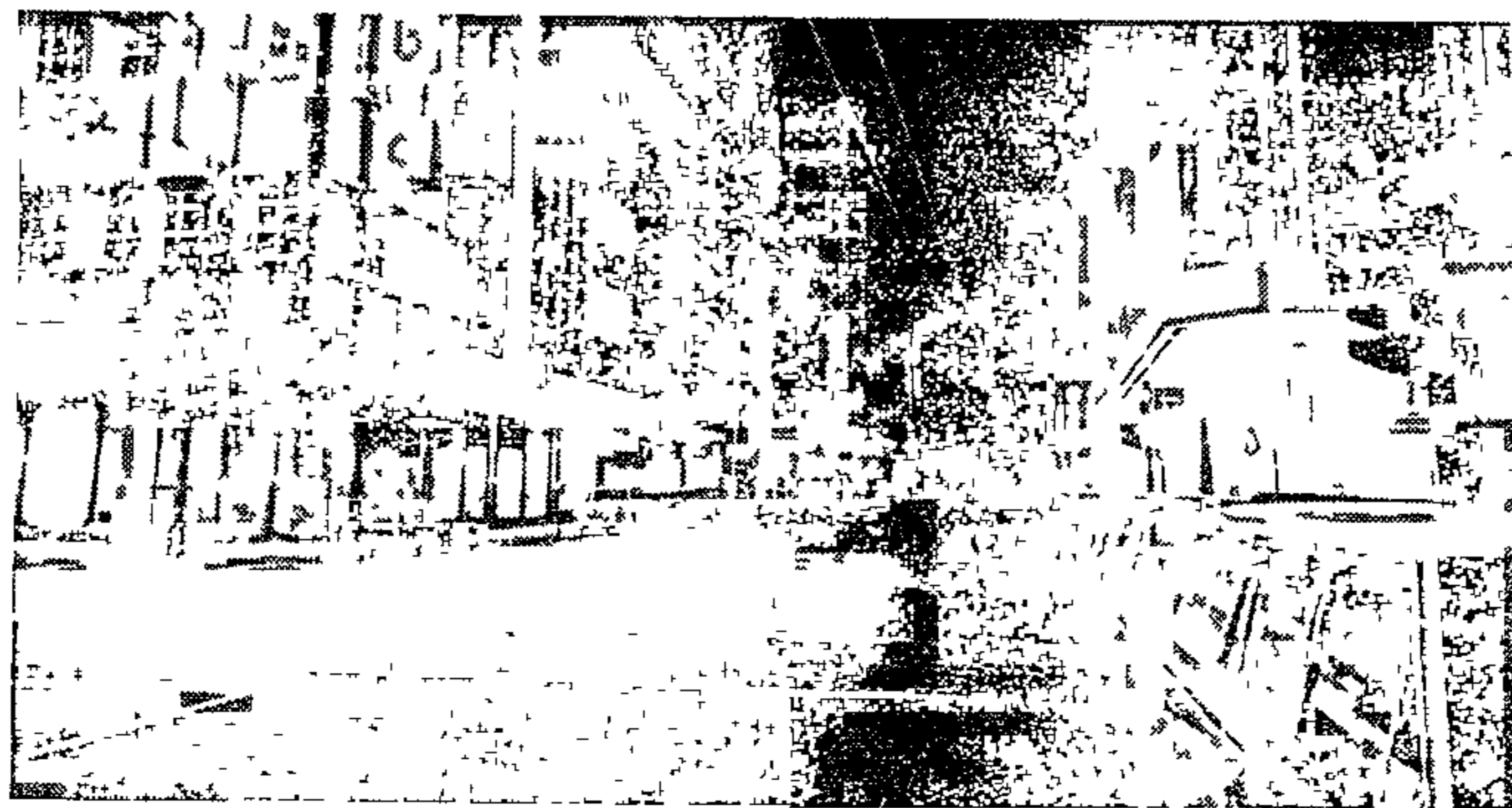
Now, the planned renewal of Johannesburg's Great White Way and the fabulous bazaar which surrounds its absolute centre — that concentration along Eloff Street, between Pritchard and Commissioner Streets — promises to do more to speed change in the realities of Black and White ways of living than any Government programme in sight.

Johannesburg's city fathers — regularly cursed by the planners to this day — failed us in two main ways.

First, they failed to cope with the growing torrents of cars using the city. Consequently, the city's vertical growth was delayed until 1950 when permission for higher downtown building was granted.

Then some genius decided to fight city congestion by making it more uncomfortable. Pitifully inadequate parking facilities in the city were deliberately not improved for some time on the assumption that to do this would only encourage greater pressures from motorists.

Suburban development was deliberately encouraged at the expense of the city centre. Those darned commuters were using the city's facilities and paying rates elsewhere. Tolls to enter the city were suggested



● Typical street scene after dark. Where are the cars, the people, and the bustle that are the features of any other city? Why is the second biggest metropolis in Africa left to the nightwatchmen?

By **DEREK TAYLOR**

The message was plain get out of town.

So many did — and so much money went with them — that decay began its insidious attack on the gleaming molars of the centre.

Now the rotting stumps of half-empty buildings are obvious in streets that remain deceptively busy around the lunch-hour and are populated mostly by watchmen after 5 pm.

How, then, is Johannesburg going to get back that special pazzazz and glitter that brings 'em in alive, excited, and with money to spend for a night out, a shopping spree, to see and be seen?

The remedies are in the pipeline.

But because of the forces and expenditures involved,

the great South African tradition of secrecy is being maintained to the extent that the main players in the process are only prepared to talk about them, still, as possibilities.

Privately, they say that solutions are not only on their way, but so essential

that the central city faces commercial death without them.

First If you have a disintegrated patch-work of a city, the solution is as obvious as it is urgent. Tie it together as best you can with ropes of really convenient transport

A great stream of continuous bus services will meet in Eloff Street at the rate of one-a-minute to link four main park-and-bus terminals.

At the terminal areas, large covered parking areas — brightly lit and well policed — will give people who want to use the city centre better, faster, safer and more pleasant facilities than the daytime commuters park-and-ride facilities.

Second The means to make getting downtown fast, comfortable, cheap and safe will get more out of the city's greatest existing asset — the greatest competitive offering of goods and services in the continent.

Mr Francois Oberholzer, chairman of the city's management committee, agrees. "The city centre is definitely flagging, and it needs the injection of health that, among other things, Saturday afternoon shopping can give."

"There is no doubt that the central business dis-

trict, which provides half our city's income, needs some rejuvenation."

But the shopworkers union is not prepared, at the moment, to give up the fight it won when Saturday afternoon shopping was prohibited 29 years ago. Ray Altman, general secretary of the National Union of Distributive Workers predicts a hard battle to get his members to work on Saturday afternoon in exchange for time off during the week.

But others criticise this attitude as suicidally shortsighted. Recession-slowed trade is costing shopworkers jobs, and the rises and promotion opportunities that come with expanding business.

An overall objective is to place a motorist within six minutes walk of the shops, restaurants, and entertainment sources of his choice.

Getting the grime of decay off the middle of the Golden City is, in fact, following the new urban trend in New York. After the mass exodus to the suburbs of the last 30 years — leaving vast sections of decaying residential and business buildings isolated by rising street crime rates — the tide has turned.

People are moving back into the Big Apple and renovating marginally decayed apartment buildings, hiring neighbourhood commercial security defences, and nagging the city to improve police clean-ups.

A main motivation is the national flats and house shortage which has tripled in the last five years.

But another recurring reason has emerged from the social surveyors of the phenomenon.

"I came back to enjoy myself, to be where it's all happening," say many of the new refugees from the clean air and boredom of suburbia.

Will Reef shopkeepers, battling to survive, go under?

WITH Reef towns such as Krugersdorp, Springs and Benoni now reacting bitterly to continuing slumps in their shopping centres, won't an accelerating revival of central Johannesburg's prosperity be at their expense — and fatally so?

Nigel Mandy, general manager of the Carlton Centre, says no.

"Convenience shopping will continue to belong to the suburban and small town centres, but comparative shopping where people want the best choice and the best price on more expensive purchases is, all over the world, the great advantage of the central downtown combination of immensely diversified stocks sold in direct competition," he said.

"The motor car that created the vast decentralised hypers and other centres will eventually, I believe, be cut down by the motor car — or, more accurately, the increasing costs of the motor fuel to get to them.

"This is true, also, of Soweto. We don't want to stop the development of good shopping facilities in Soweto, but I hope to goodness it is spared the horrors of the car-dominated system we have allowed to spring up.

"We hope that Soweto will get good and well-placed shopping centres, but we will expect Soweto to come to the CBD for comparative shopping for high-outlay items.

"Johannesburg, in any case, is no longer a White city and few people realise that 70% of the population living within a radius of 25 km from City Hall is Black.

"People talk about the growing number of Black faces in the CBD — since

1960, when the area had six White employees for every one Black, we have reached the current ratio of only two Whites to every Black," he said.

"Blacks are gaining skills, experience and purchasing power. Their contributions as producers and consumers is indispensable and it is time we recognised that these developments must be good for all of us," he said.

Many of Johannesburg's leading White businessmen are campaigning actively for the city centre to be declared an open-city outside the country's race laws.

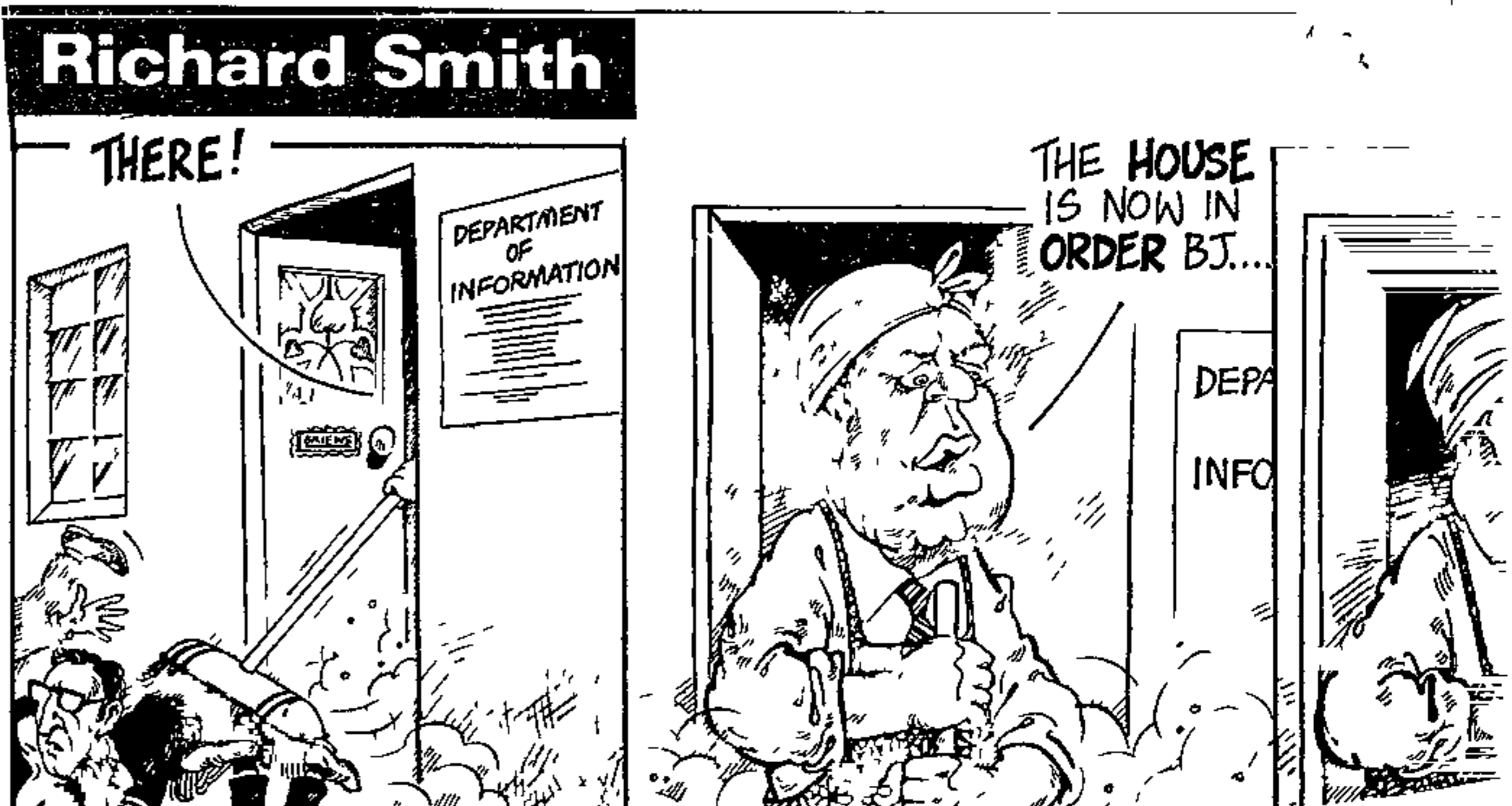
With luxury hotels and city theatres now opened to Black and White, the CBDA has pressed applications for integrating a number of licensed and unlicensed restaurants in the area.



● Nigel Mandy not a White city

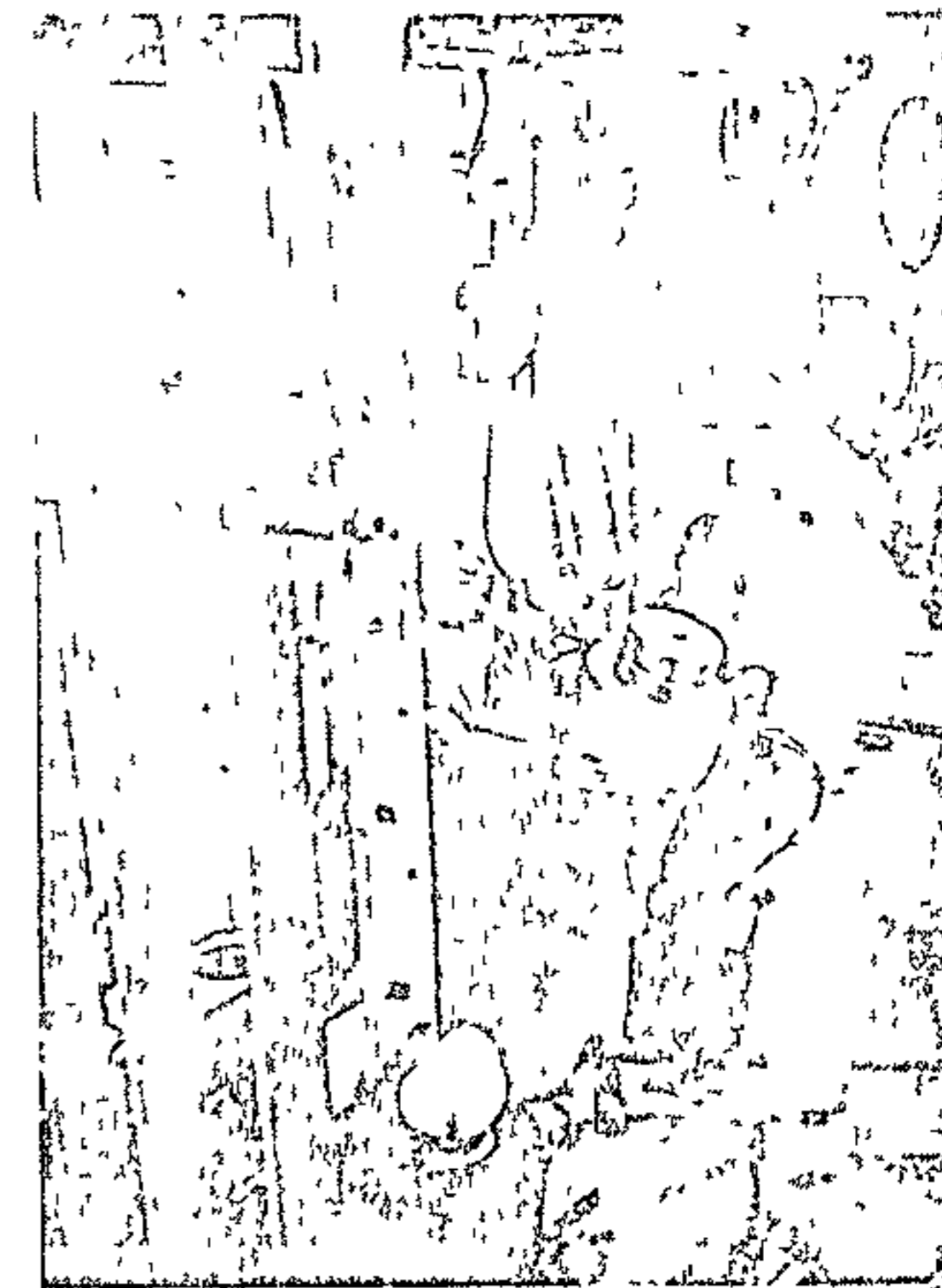
The Wimpy International, unlicensed, on top of the Carlton Centre's spectacular tower block, has been open to all races for nearly two years now, without a single racial incident.

The CBDA believes department store restaurants should now be allowed to lead the way in a progressive integration of the area's facilities.



African workers

Employers are also proposing that the industry's non-contributory pension scheme for Africans be converted to a contributory scheme and that adjustments be made in wage levels of African workers to cater for this



Engineering workers . . . mixed but secure?

unions have been pushing for for some time.

Says Seifsa director Errol Drummond: "As a quid pro quo for removing job discrimination, the parties are examining a mechanism which will provide for job opportunities and training and retraining for all existing incumbents on a colour-blind basis."

In terms of the plan, which the *FM* understands is a modification of an earlier Seifsa plan, employers must give preference to existing workers when they embark on a training or retraining scheme

Employers will have to notify the industry's industrial council when they want to promote workers and inform it when they wish to retrench. The council will have to be satisfied that the new job incumbent has the necessary skills and that preference has been given to present incumbents, retrenched workers in the industry, or workers who are temporarily out of the industry through, for example military service

A key to the scheme is the setting up of plant-level worker committees which employers will have to consult before making job changes.

The wage issue has been relegated to second place until the job changes issue has been resolved. Here, however, the two parties appear to be fairly far apart.

Seifsa has offered the unions "across the board" increases ranging from 14c an hour for the top grades to 9c at the bottom (about 6%-14% on basic rates), as well as increases in the industrial council minimum of between 9,5% and 12%. These fall far short of the union demands as well as those of the Central Bantu Labour Board which has asked for a minimum increase of 13c an hour for

SEIFSA TALKS FM 19/5/76

A protection plan

The Seifsa wage negotiations may be on the verge of a major breakthrough. The *FM* understands that negotiators on both the trade union and employer sides have agreed on a plan which will protect existing job incumbents while eliminating racial bars to job advancement altogether.

The plan must still be put to employers and unions - however the fact that the two negotiating teams agree on it gives it a hefty chance of success when the parties meet again next Wednesday.

The negotiations are perhaps the most important labour talks in recent years. For the first time employers are asking for the scrapping of all formal bars and unions and employers have been seeking a formula which will protect all job holders irrespective of colour.

If they succeed, and find a formula which both allays the fears of union men about their job security and allows African penetration of higher level jobs, they may set a pattern which will be followed by other industries for years to come.

The proposals in the plan centre around job protection measures and training and retraining schemes for present job incumbents - something the

Assocom call for black trade unions

DD-25/5/78
(177)

JOHANNESBURG — Trade union rights for all South African workers and scrapping all race discrimination in labour laws are among recommendations made to the Wiehahn Commission of Inquiry into Labour Legislation by the Association of Chambers of Commerce of South Africa (Assocom).

Assocom, one of the most influential employer groupings in the country, represents 101 affiliated chambers of commerce, which, in turn, represent 16 000 member firms employing well over a million people of all races.

Its submissions to the commission were released at a press conference here yesterday.

Among its other recommendations are

- A two-level system of industrial relationships with industry-wide trade unions on a national level and enterprise committees on a domestic level.
- A system of industrial courts to handle disagreements and disputes,
- The full training and use of blacks, Coloured and Indian manpower to bridge the skills shortage;

Assocom gives the following reasons for including blacks in the existing structure for registered trade unions.

- Trade unions for blacks are not illegal and should be brought under the Industrial Conciliation Act where they will be subject to some control,

- It would enable employers to deal with one employee body industry-wide rather than many bodies and committees for different race or ethnic groups, and

- It would be necessary for a two-tier system of industrial relations

But Assocom says every employer should have the right to determine whether any union is representative of his labour force.

On its proposed two-tier system, Assocom says industry-wide employer bodies and trade unions should regulate all issues relating to wages and conditions of employment to serve as a minimum common base for the whole industry

On a domestic level, enterprise committees should deal with issues which relate only to their particular enterprise

The State should provide a single legal framework to make agreements at both levels legally binding, and should also provide machinery for conciliation and arbitration in cases of disagreements or disputes

— DDC

Job reservation meant to defend, says S P Botha.

Cape Times 26/5/78

(177)

THE SENATE — The internal arrangement between workers of the steel industry proved that job reservation served a purpose in South Africa, the Minister of Labour, Mr S P Botha, said yesterday.

Speaking during the Senate debate on estimate of expenditure on the Labour vote, Mr Botha said members of the steel industry, of which 22 percent were whites and 78 percent were black, decided at a meeting on Wednesday that they were going to take internal measures to solidify their positions.

"This says to us that we can introduce legislation but the law of the heart is still the biggest law."

Mr Botha said that what had happened there when people sat around a table and took one of the worst problems the government had to cope with out of their hands, was what had to happen in the future in South Africa.

Mr Botha promised to say, within a month after the Wiehahn Commission's report on labour legislation was available which of its proposals he intended to adopt.

He assumed full responsibility for the commission's report as he trusted its members and their capability.

He said the government had never intended applying job reservation from a negative viewpoint. This was not what the National Party wanted. Job reservation had been introduced not to keep people out of certain

jobs, but to defend the position of individuals or groups.

The intention was not that certain people could not do certain jobs, but that they should enjoy security with their families in their jobs.

Opposition speakers claimed earlier that job reservation was responsible for South Africa's shortage of skilled workers and must bear part of the blame for the country's economic problems.

Senator Anna Scheepers (NRP) said discriminatory laws had an adverse effect on productivity.

"If we get rid of these discriminatory laws and black workers are properly trained, our productivity will be very good in about three years," she said.

Senator Eric Winchester (PFP) said that because of job reservation over the years, black workers had not been properly trained.

"That's why we'll be short of skilled workers when our economy moves into a better climate."

"Our economic problems and lack of training can be laid fairly and squarely at the door of the government."

Senator Winchester quoted a statement that job reservation curtailed the basic rights of labour and association, and asked Mr Botha whether he agreed with the statement.

"No, not in principle," Mr Botha said.

Senator Winchester said the statement had been made by Professor Nic Wiehahn — Sapa

the agreement's success will be the extent to which black representatives make their voice heard. Drummond feels they will "There are some extremely articulate negotiators on the (works and liaison) committees."

Indeed, Kraft suggests that one effect of last week's breakthrough will be to persuade engineering unions that they

must enrol African members. "A union's task is to control the job — and you can't do that if you don't represent everybody in the job",

Significantly, Nicholson's own union, the SA Electrical Workers' Association, will soon be discussing an in-principle proposal that it admit Africans.

Ultimately, the agreement will stand or

fall on one acid test — can whites, coloured, and Asian workers be guaranteed their "entry point" while a full merit system is introduced? The agreement seems to answer the question by saying that the present protected generation can keep its guarantees, but the next generation will have to compete in an open market.

June 2, 1978

Financial Mail

136
177
189

FM 2/6/78

Colour bar breakthrough

The biggest blow in decades was last week struck at the jobs colour bar. The 200 delegates from the steel and engineering industry who met to negotiate the new Seifsa agreement unearthed a formula which could set a benchmark for other industries.

The steel and engineering sector employs about 450 000 workers, 360 000 of them hourly-paid. Of these, 70% are Africans.

Hitherto Africans have been barred from the top jobs, because these have been reserved for registered union men only. And the registered trade unions have also had an effective veto over African entry to middle-rung ("semi-skilled") jobs. Basically, what happened last week was that both the middle and the top jobs were opened to Africans — although for the moment lack of formal training facilities will keep Africans from becoming artisans.

Though the colour bar has been formally scrapped, the job security of union men currently holding jobs has been guaranteed. And the practicalities of African advancement have been thrown into the court of workers on the shop-floor. Many people believe rank-and-file union members are more flexible about the colour bar than they are often assumed to be.

It also circumvents one of the problems of dealing with the practicalities of black advancement in a national agreement: ie that the pace of change is retarded because it has to cater for the "lowest common denominator" of conservative opinion.

Job fragmentation

All existing jobholders — as well as retrenched and unemployed workers with a recent history of work in the industry — are guaranteed job security and preference. In addition, the new Seifsa agreement protects skilled workers by ensuring that workers who are promoted meet standardised skill requirements, thus preventing "job fragmentation."

The industrial council will be em-

powered to set standards for a particular grade of work, and to issue certificates to trainees who qualify. And it gives the industry's industrial council the right to monitor the system and to step in to ensure that black advancement is "orderly" and does not create friction.

The agreement is a personal triumph for Seifsa director Errol Drummond. He tells the *FM*: "It's a practical answer to an historical problem. I believe it will set a new pattern in industrial democracy for our industry and for others. It's not the end of the road. But it's a big step in the right direction." Adds Confederation of Metal and Building Unions secretary Ben Nicholson. "There'll be teething problems. But we're getting rid of racial protection while giving union members confidence that the changes won't cost them their jobs."

The changes won't introduce a meritocracy overnight. There will be little competition even for skilled jobs now open to Africans, Nicholson points out, simply because they do not yet have the necessary training.

Union men have always feared that African job advancement is a ruse to fragment skilled jobs and replace union members with cheap and unqualified (black) labour brought in from outside the industry. The agreement seeks to allay these fears, while removing the formal colour bars.

If an employer wants to promote workers, he will have to state clearly the educational qualifications, training and experience required. He will then have to consult a shopfloor committee representing employers, trade unions, and black works and liaison committees.

This committee's consent is required before the employer can go ahead. Procedures for resolving deadlocks are laid down. And a joint training scheme for all workers is set up, meeting union objections that there are insufficient facilities for retraining lower-rung non-Africans.

Aspirant workers returning from military service — which at present is compulsory only for whites — will have job

preference. This obviously gives whites an entrée to the industry, although if blacks do military service they won't be at a disadvantage.

Moreover, if the industrial council thinks an employer is in breach of the agreement, or is harming good labour relations, it can order him to revert to the *status quo ante*.

Says Drummond "We're not trying to undermine management decision-making. But there must be mechanisms to prevent exploitation. Employers who bring in outsiders to leapfrog over existing workers will be in trouble." He adds: "Job descriptions and pay rates are laid down. Fragmentation and undercutting are prevented." And arbitration machinery is built in.

Negotiating skills

A key feature of the agreement is that it will test negotiating and personnel management skills as never before. Both management and unions in SA tend to rely overly on the law and the formal rules of industrial agreements. They will no longer be able to do so.

The challenge is made greater by the fact that bargaining in the engineering industry has traditionally been carried out by strong centralised unions and employer associations. So the pressure on grass-roots negotiating skills will be great.

Nicholson is keenly aware of the problem. "We have already begun educating our plant-level representatives. We will have to step up that process."

Unisa business school lecturer and former Tucs official Robert Kraft points out "Many personnel managers may not be able to cope. Seifsa should begin training them now."

Kraft's colleague, Oscar Motsepe, argues that the agreement will place new strains on African shop-floor representatives. "For the first time they will be involved in real decision-making."

Motsepe says that Africans will need training in negotiating skills if the agreement is to work. Indeed, one measure of

1.3 Conclusions

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● Drank- en verversings-
bedrijf, Wes-Kaapland en
Natal.

● Skoelnywerheid in
Suid-Afrika.

● Klerasiebedrijf
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● Werk van kroegman in
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adopted an "equal pay for equal work" policy. Those who didn't cited cost, and the feeling that whites were overpaid, as reasons. Despite this, nearly 75% still have a black-white wage gap which most were committed to eliminating.

Another interesting feature of the survey is a comparison between US, UK and SA-owned companies. The US companies came up tops as far as progressive employment policies were concerned, with UK companies second and SA companies third. The absolute gap is not great, however, says Chalmers, except on two issues — the wage gap and integrated toilets.

Chalmers stresses that it would be risky to draw conclusions about all employers from the group surveys.

"Our participants are obviously drawn from more concerned employers — hence their participation. The advantage to employers of the survey is that it provides data on exactly how those who are introducing job advancement are faring."

BLACK ADVANCEMENT

The too lag

Worried about customer and white employee reaction if you promote black staff to "sensitive" positions? You've got less to worry about than you think, suggests a survey due to be released this week.

Conducted by Johannesburg human resources consultants Fine, Spamer Associates, the survey is the first attempt to carry out a detailed examination of black job advancement on the model of the popular salary survey. Participating in the survey were 167 companies, employing just under 1m people.

According to the survey, some 75% of participants who had not promoted blacks into "sensitive" positions did not do so because of white worker reaction. But of those who had promoted blacks, 75% of companies expected that white workers would not object to the promotion. Bernard Chalmers, who ran the survey, says:

In addition, firms which participated reported that just over half their white staff reacted favourably to the announcement that the company would follow a non-discriminatory employment policy, with only 13% reacting negatively. Among staff dissenters a key friction point was female toilets (about a third of complaints), followed by mixed change rooms and canteens.

There are problems as any manager knows. Interestingly, though, the oft-cited obstacles of trade union opposition and other legal restrictions don't top the list.

Companies which were asked to name the most important obstacles to African advancement cited lack of training and education as the major stumbling blocks (almost all cited this) followed by reticence on the part of African workers, white reaction and the "inability" of Africans to adapt to an industrial environment. While over half mentioned "legal restrictions," including industrial agreements, most firms see this as only part of the problem.

Many employers, says Chalmers, misunderstand the legal obstacles. "Few employers have examined exactly what the law allows — there also may be conflict at times between what cabinet ministers say and government officials do."

Individual executives who answered a separate part of the questionnaire saw white resistance as the key stumbling block, with education and legal restraints running neck and neck. "Obviously legal problems are vital. But there's a lot more to the issue than that, and a lot that can be done despite the restrictions," says Chalmers.

Some progress has been made. Indeed, 6% of participants reported that they employed Africans in supervisory positions over whites, 9% had coloured workers in these positions, and 14% Asians.

Blacks have made inroads into traditionally "white" jobs in clerical work, followed by technical (chiefly skilled manual workers), supervisory, administrative and managerial jobs.

On industrial relations issues, however, management responses remain conservative. Most wouldn't try to prevent their workers joining a trade union (black or white), but just over three-quarters said they'd prefer them not to. Of those surveyed, however, over 80% said they had works or liaison committees.

Anti-union reasons advanced were: "We prefer to deal directly with our worker" followed by "Communication is difficult" and then the argument that the unions are not sufficiently representative — not necessarily because conditions were good enough, and that Africans are not equipped to run them.

On the pay front, 70% said they had

7/7/78

177

in April, however, Africans will now be allowed to do Grade II skilled work subject to certain conditions. One category, Grade I, which is open to artisans and indentured apprentices only, is still barred to them.

National Union secretary Michael Lalaram tells the *FM*, however, that Grade II jobs are regarded as skilled "It's journeyman's work without the formal artisan qualifications."

The conditions imposed on employers who wish to employ Africans in Grade II work are that the worker must have worked continually for the same employer for four years and that he must be over the age of 21. There must also be two qualified Grade I workers at the factory for each prospective African Grade II journeyman.

If these conditions are met, the employer must then put the African worker through a two-year training course, which is monitored by the industrial council — in order, says council secretary Phil Smit, to ensure that employers stick to the training schedule.

While he is being trained, he is entitled to a proportion of full Grade II pay, ranging from 80% in his first six months to 95% in the last six months. Learners will earn at least R48,05 a week, says Smit. On completion of the course, they receive a diploma and can do Grade II journeyman work.

A similar agreement has been signed in the bedding industry (which employs about 500 workers), although here there are no designated trades and thus no Grade I.

Union members are also offered an additional safeguard — no African can be trained for a Grade II job if there is a coloured worker in the plant who has four years experience and is capable of being trained to do the work, and no union man can be dismissed to make way for a non union Grade II (African) worker.

JOB RESERVATION FM 7/7/78

Out of the woods

177

African furniture workers and their employers have made an important job colour bar breakthrough in the Transvaal. Africans are now allowed to do certain types of skilled labour under exemption from the industry's Transvaal industrial council.

The change follows a period of conflict between employers and the two trade unions in the industry, the (coloured and Asian) National Union of Furniture Workers and the (white) National Association of Furniture and Allied Workers over job bars.

In terms of an industrial agreement gazetted for the 13 000-worker industry

Lalaram pronounces these safeguards adequate, and adds "We've told employers we're prepared to let Africans into Grade I if they allow them to join an unregistered trade union and agree to deal with it. So far they're not keen."

The new dispensation is obviously fraught with restrictions and safeguards for union men. Nevertheless, employers are happy. "It's what we've been pushing for for a few years now," says Furniture Association president Ike Lazarow. "It's an important breakthrough."

177
181

FM 28/7/78

JOB RESERVATION

Can of woodworms?

African furniture workers are now allowed to do skilled non-journeyman work (FM July 7) But not all employers believe the concession is a breakthrough. One who doesn't is Graham Theobald, MD of Brudd Furniture, who tells the FM "The changes are not a breakthrough — merely a slight and insignificant step forward." Despite the change, he reckons, the approach of both employer association and trade unions in the industry "is still racially oriented."

Theobald is particularly unhappy about the clause in the industry's new industrial agreement which states that an employer can't train Africans for the (Grade 2) work they are now allowed to do if there is a (coloured) union member capable of doing the job.

This, he says, will allow the union rather than management to decide who will be trained and adds "they will always claim that there is a coloured in the factory who is capable of being trained and that will be used as grounds to refuse us an exemption to train a black worker."

Theobald says his firm has a good number of unskilled coloured workers in its plant and says that, in terms of the agreement, he would still have to give

granted a few exemptions enabling them to do it." Smit acknowledges that the agreement has safeguards for union men written into it but adds "These people have served the industry loyally for years and we have a duty to protect them. Any employer can find an excuse to fire a worker for incompetence and we want to protect the people in these jobs already. He says that the aim of the change is to advance those blacks who are already in the industry and to give them a future in the industry. We introduced the four year qualification because we don't want employers flooding the industry with non-journeymen. He doesn't put that the terms of the agreement might not be to some employer's advantage, however that (coloured) journeyman have an advantage. He adds, however, "Employers must train the industry as a whole, not only those blacks into the industry — they're not allowed to belong to registered trade unions and the union has a right to ensure that it remains representative."



Coloured furniture worker . . . a protective barrier?

them preference. This would bar the jobs to Africans for years to come.

He claims that the situation is worsened by the fact that there is a shortage of coloured journeymen in the industry and says that his firm is forced to employ untrained coloured workers in Grade 2 work.

Under the new agreement, says Theobald, employers can't replace these union men with Africans. Not only does this mean that "I cannot dismiss an incompetent coloured worker and replace him

with a black," but, he adds, the fact that unqualified union men occupy Grade 2 posts bars these jobs to Africans. "An untrained coloured worker still gets preference over a trained African."

Theobald is also opposed to the stipulation in the new agreement that Africans must have worked in the industry for four years before they are entitled to be trained for Grade 2 work: "We can't employ trained Africans in unskilled jobs for four years just so that we can apply for an exemption four years later. It's farcical."

Furniture industrial council secretary Phil Smit rejects these claims: "It's simply not true that unqualified union men work in Grade 2 jobs. Our council simply doesn't allow it."

"Nor is there a shortage of journeymen in the trade. Any employer who needs skilled labour simply has to phone the trade union and they'll give him six journeymen on the turn." He adds that "any employer who has a trained black on his staff up to now has trained him illegally — unless he's been trained in a border area, in which case he must work in that area, or has our permission."

Smit adds that he "simply can't see how anyone can say this isn't a concession. Up to now blacks have not been allowed to do the work and, since the agreement was signed, we've already

Doctor's diagnosis for jobs

By MARIAN SHINN

RESTRICTIVE LAWS COULD GO IF VORSTER ACTS ON REPORT

JOB reservation and other laws restricting black workers could be scrapped within a year if the Government accepts recommendations of a commission of inquiry being completed in Pretoria.

The commission's chairman and only member, Dr Pieter Riekert, the Prime Minister's economic adviser, believes there is room to scrap res-

trictions and that the Government and the private sector are keen to do this.

He plans to hand the report to the Prime Minister on August 15, the day after his 60th birthday and he retires at the end of the month.

The 800-page report may either be published as it is or in White Paper form "on those points they agreed on" and debated in the next parliamentary session. Dr Riekert said he

had recommended a number of changes and was surprised at how much elbow room there was within the political set-up of the day for change.

Factors

"In my terms of reference I can only look at the economic factors but I am surprised to see — looking from an economic angle — how much room there is for change with economic sense," he said.

"I'm just hoping they will see it as recommendations with economic sense. I am trying to normalise things according to economic rules and regulations."

Dr Riekert said he had looked at the issue in a "chilly, scientific way. I haven't got one of the sentimental approaches. I have always tried to be objective."

Political observers believe that Dr Riekert's report — if accepted — will change

the face of South Africa.

His report examines some of the pillars of apartheid:

● The Bantu (Urban Areas) Consolidation Act, which gives the framework for the influx control system.

Spurred

- The Group Areas Act.
- The Bantu Labour Act.
- The Bantu Trust Land Act.

● The Environment Planning Act, which limits the employment of blacks in urban areas.

● The Bantu Affairs Administration Boards, which controls Bantu Administration Boards, which are unpopular with black people.

● The Community Councils Act, which blacks have recently spurred.

Dr Riekert also looked at other laws which

affected the use of manpower "with a view to the elimination of bottlenecks and other problems experienced by both employers and employees in the utilisation of labour."

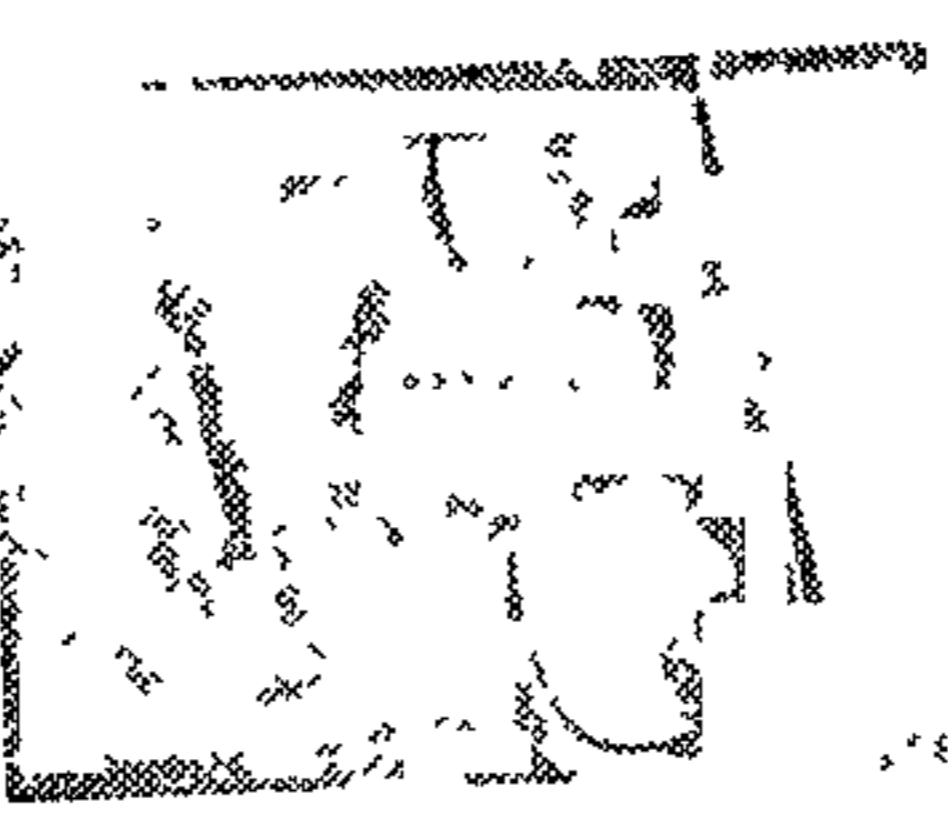
Employers

Dr Riekert sent questionnaires to State corporations, Government departments, employers and employees and worked around the clock to complete the

commission within one year.

After his retirement Dr Riekert will live on his sub-tropical fruit farm between Rustenburg and Brits — close enough to Pretoria to keep abreast of his field as a director of companies. He also has a maize farm in the Lachenberg - Ventersdorp-Koster triangle.

A career civil servant, Dr Riekert has been the Prime Minister's economic adviser since 1965 as well as being chairman of the Economic Advisory Council.



Botha hints at 'protection' for workers

Mr. S. P. Botha

Now... it's

just a little

job reservation

Tribune Reporter

THE Minister of Labour, Mr. S. P. Botha, hinted yesterday that job reservation may be retained in some sectors to protect workers.

Mr Botha dropped the hint at the Constitutional Action Committee's symposium on the Government's constitutional proposals in Cape Town.

He said although he did not want to influence the findings of the Wiehahn commission investigating labour changes, there would have to be a restructuring of the work force to accommodate increasing numbers.

Job reservation had been made a big "gogosa" although it affected only 2.3 per cent of the jobs and now only 0.5 per cent.

However, the Wiehahn commission had been told to look at job reservation Protection of workers in some fields such as the manufacturing of vats, where the coloured people had been working for more than 200 years, would have to be retained. But he would like to see this protection being implemented by the employers, employees and their unions, and not the Government.

This could be agreed on at round-table talks among the parties concerned. He believed all other labour questions could be sorted out around the table.

THE NEW BRUNN

Better jobs for blacks essential — Minister

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1.6 Workers' Suggestions f

Next we consider what alte
envisaged for themselves.
"what do you think workers like yourself should do to improve their work
situation?"

indicates the range of responses according to the worker organisation and
action conceivable to the worker.

Political Correspondent

More black workers would
have to be absorbed in
higher work categories,
the Minister of Labour,
Mr S P Botha said in
Johannesburg yesterday.

Opening the national
headquarters of a chain
store, the Minister said
the need for more produc-
tive use of the country's
manpower potential had
become more important
with the upturn in the
economy.

"To meet current and
projected demands for
skilled labour, as well as
to create the required job
opportunities for the ex-
panding population, in-
creasing numbers of non-

white workers will have to
be absorbed in the high
work categories," he said.

The Government's atti-
tude to advancement was
that it would not place
obstacles in the way of
chances if traditional work
patterns which allowed
non-whites to move up,
provided changes were
orderly and had the bless-
ing of trade unions and
employers.

PROHIBITED
Discrimination or dif-
ferentiation on the basis of
race or colour in the
prescription of wages was
already prohibited in in-
dustrial legislation.

It was misleading to
refer in general terms to
a wage gap between
whites and blacks. There
were many blacks who
earned the same wage as
or more than whites and
coloured people. It would
be more appropriate to
refer to a skills gap be-
tween employees perform-
ing work requiring vary-
ing levels of skill.

The latest manpower
survey of the Department
of Labour showed wor-
kers of all races were
found in all occupational
levels of the country.

While the wages of
whites increased by 70
percent over the past five
years the wages of blacks
went up twice as fast. The
real wages of blacks in
the last seven years rose
by nearly 60 percent far
above the level of produc-
tivity.

The question we asked in this connection was
"what do you think workers like yourself should do to improve their work
situation?"

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Table 11

IN JOHANNESBURG THE POSITION IS BETTER

DURBAN DOUBTS OVER THE JOBS POSITION

There is convincing evidence in Johannesburg that the "buyers market" in the labour field over the past year or two is changing according to the latest Renwick Management Services report

It states that there is a marked change in the general attitude of job candidates at all levels. Most obvious indicator has been the increasing proportion of candidates who refuse job offers. In most cases, those offers come from companies who fail to realise that circumstances have changed and they no longer have the negotiating strength to buy their expertise too cheaply.

More than this, perfectly fair and reasonable offers are being turned down by candidates who now feel sufficiently confident to exercise more discrimination. Allied to this is an increasing reluctance of many men to move away from their present locality. Candidates are generally far less anxious than they were and

can afford to be much more discriminating. Companies who fail to recognise this fact, the report states, will find themselves seriously short of staff.

But the much-hoped for upturn in employment prospects in the Durban area is very limited, according to a leading employment consultant.

Charles Botha of the Alert Employment Consultants, one of Durban's largest, says this year's initial promise has been mainly a normal seasonal fluctuation. And, he adds, white employment prospects showed more of an increase than non-white.

In fact, he says, the employment graph for Africans is still showing a distinct downturn, and the employment-seekers

graph is still "almost vertical". Botha says employment is still varied within the various job categories.

In the most serious downturn area, Botha places the following:

● Female administrative staff, both on the white and non-white side.

● Junior clerical workers, particularly among the Indian employees, both male and female.

● African workers in all categories, except those mostly trained on the technical side.

● Openings for those not fully qualified. This includes those on the academic qualification ladder, and those with limited experience in particular fields.

● School leavers.

The last category forms the bulk of the unemployed, and applies to all categories of former pupils.

Says Botha: "We can't say that we've seen any sort of a large upturn. In fact it is fair to say that most reports of the unemployment level are actually under the true, very high level."

Botha says there are very few categories which show signs of upward trends from the low of September last year.

But he points out that the technical qualification standard of the work-seekers is the most determinant factor in employment potential. "Technical experience at managerial level," he said, "always puts a work-seeker in a position of demand. "But in the case of

the Durban-Indian workforce there has proved to be one exception. Well qualified Indians on the accountancy side of business are now finding it difficult to get jobs because of the limitation on non-whites."

Botha warns school-leavers to look for work immediately

He said: "The problem is that if someone leaves school, and does not enter employment, even though it is personally undesirable, within a year, then his chance of employment is reduced by about 80 percent."

"Potential employers who are in the market for school-leavers tend to bias themselves towards those who have just done so; not those who have waited."

political crises - have a magnetic appeal for the historian. Tension, excitement, unpredictability, the range of characters, the clash of personalities - features such as these present a stimulating challenge to any historian who still retains a belief in the literary nature of his craft, who seeks to construct a clear and compelling narrative. But to extract the full interest out of any dramatic event one must go beyond straightforward narrative. Events that are full of action highlight emotion and lead to the expression of social attitudes which in ordinary circumstances rarely come to the surface or are seldom allowed to be articulated. The process of analysing the causes of such events is not unlike throwing a stone into a pond and watching the ripples spread outward in ever widening circles, for the historian finds himself led to consider aspects of society of which previously he may well have been/...

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nd no place in any eed were they given ture of the day. them appears to be significance. I ay way through the rt. There on Octob 'olence' and sentenc vidence in his case of the day - the for further informat

The newspapers provided exciting reading: each of them contained vivid and detailed narratives of the course of events. (Unfortunately none of the illustrated weekly supplements to the Cape daily papers for this particular period appear to have survived; so it has not been possible to document the narrative with contemporary photographs) Further information was available from the verbatim proceedings of the various criminal cases that arose out of the riots, while the records of the Attorney General's office preserved in the Cape Archives provided some insight into official reactions. The riot were triggered off by a demonstration of the unemployed organised by the Social Democratic Federation. To understand the implications of such a demonstration one must look at the labour situation in the Colony at the time and this in turn leads one to consider, even if in a very cursory manner, the economic position of the Cape in the years after the Anglo-Boer war. Those most/...

177

THE ARGUS, THURSDAY SEPTEMBER 14 1978

2177

Building firm charged with unlawful employment

A REPRESENTATIVE of a Mitchell's Plain firm of building contractors appeared in a Wynberg Magistrate's Court yesterday and today on a charge of unlawfully employing men other than artisans to do artisan work, and underpaying them.

Iico Homes Consortiumum (Pty) Ltd, represented by Mr R H Turner, a building manager, pleaded not guilty to both charges.

It is alleged that Iico Homes, who said they 'mass produced houses' in Mitchell's Plain, wrongfully and unlawfully employed 10 men, other than an artisan, apprentice or trainee, under the Training of Artisans Act of 1951, to do artisan work.

The second charge is that these 10 men were each underpaid R9,68 for eight hours' work on March 3. It is alleged the

men were paid R9,20 when they should have been paid R18,88.

Mr E R von Witt, for Iico Homes, said the basis of the defence is that the men allegedly found doing artisan work were in fact doing operative work and were paid the wages of an operative. The court was told that an operative was more experienced than a labourer, but not yet an artisan.

Mr Daniel Rossouw, an agent of the Industrial Council, told the court he visited the site at Mitchell's Plain on March 3 and found 10 men engaged in nailing battens.

Not one of these 10 men was registered with the Industrial Council as an operative or as an artisan. Some of the men were nailing battens to the outside of the roof

and others to the inside of the roof.

The court was told that predetermining the position of the battens is skilled work, which should be done by artisans.

Mr von Witt said the policy of Iico Homes is for an artisan to do the predetermining of positions.

Mr S J Steyn, for the State, said that some of the workers, who were of

artisans, had told the court they did the measuring themselves.

Mr von Witt argued that the company had instructed their foremen to ensure that operatives do not do the work of artisans. If artisan work was in fact done by operatives, then the company was not to blame, he said.

Judgment was reserved until September 25. Mr G Hoffmann was on the bench.

government, particularly on economic issues, had grown in recent years, warned Paulus

Clearly Paulus is confident of blocking any changes to traditional job bars which may flow out of the Wiehahn Commission report. This would appear to confirm speculation that the commission will not make any recommendations which directly affect present job patterns on the mines.

Paulus told the meeting he was confident that an economic upturn would convince employers and government that it is "short sighted" to place too great reliance on black miners because the will, he argues, be the first to leave when surface jobs in industry become available.

Nor does he believe there is a shortage of white miners. "We have sufficient white miners, but we have too many mine officials — one for every miner."

While slamming labour relations in the mines ("in more than a century of mining in SA there has been an appalling lack of consultation and planning. Negotiations seldom go beyond dog-fighting about wages and working conditions," Paulus held out an olive branch to mine employers.

He called for the appointment of joint study groups, comprising worker and employer representatives, to map out future relations, and warned of "severe labour disruption" unless owners and white miners check the rift by means of consultations, negotiations and joint planning.

So the MWU is not bent on conflict if employers and government accept the need for job reservation and the protection of the white miner. But if they want significant changes, they'll have a bitter fight on their hands from a potentially powerful union.

b)

14.	Structural Draughtsmanship
15.	Mechanical Draughtsmanship
16.	Civil Engineering Draughtsmanship
17.	Building Surveying
18.	Engineering Surveying
19.	Topographical Surveying
20.	Analytical Physics
21.	Physics: Radioactive Isotopes
22.	Physical Metallurgy
23.	Meteorology
24.	Geology
25.	Oceanography
26.	Munitions (Explosives)
27.	Chemical Technicians
28.	Analytical Chemistry
29.	Chemical Plant Operation
30.	Clinical Biochemistry
31.	Chemical Technology (Plastics)
32.	Paint Science
33.	Brewing Technology
34.	Microbiology
35.	Food Technology
36.	Sugar Technology
37.	Meat Technology
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39.	Horticulture
40.	Water Purification
41.	Health Inspection
42.	Community Health
43.	Medical Laboratory
44.	Public Health
45.	Radiography
46.	Physiotherapy
47.	Veterinary Technology
48.	Electrical Engineering (Heavy Current)
49.	Electrical Engineering (Light Current)
50.	Telecommunications
51.	Mechanical Engineering
52.	Structural Engineering
53.	Mechanical Drawing
54.	Structural Drawing
55.	Architectural Drawing
56.	Building
57.	Building Foremanship
58.	Works Inspection
59.	Measurement Surveying
60.	Medical Technology
61.	Orthopaedic Technology

WHITE LABOUR Holding the line

Mine Workers Union general secretary Arrie Paulus is in no mood to compromise on his union's staunchly pro-job reservation stance. That's the warning sounded by Paulus in a speech to Cape Town Graduate School of Business alumni this week.

"Work integration leads to social integration leads to total integration," said Paulus. The trade unions' influence on



ARGUS 3/10/78

177

'Illegal' laying of blocks alleged

A DEPARTMENT of Labour inspector today told a Wynberg magistrate that he found African labourers, employed by a Cape Town construction firm, illegally laying blocks at the Mitchell's Plain housing scheme.

Mr Frederick Johannes Botha was giving evidence in the trial of Ilco Homes Consortium (Pty) Ltd, represented by one of its directors, Mr Everhardus Frederick Hendrickus Keersemaker.

Mr Keersemaker pleaded not guilty on behalf of his firm to a charge under the Bantu Building Workers Act that between October 12 and 14 last year Ilco Homes employed 13 African men and blocklayers without the consent of the Minister of Labour.

He also pleaded not guilty to underpaying 13 African blocklayers between October 11 and 14 last year.

STATEMENTS

Mr Botha said he took statements from three African labourers at Ilco Homes's site on October 14, 1977. He watched them laying blocks, which was skilled labour in terms of the Bantu Building Workers Act.

Under cross-examination by Mr H. Snitcher QC, instructed by Findlay and Tait, for Ilco Homes, Mr Botha said he was not a building expert, therefore his evaluation of skilled labour was also not expert.

He said he had not observed that the labourers were simply filling in the blocks in a set pattern, predetermined by an expert, as suggested by Mr Snitcher.

The hearing continues.

Mr G. A. Dell is on the Bench and Mr S. Steyn is appearing for the State.

NOW NATION FEELS BACKLASH OF JOB RESERVATION

SOUTH AFRICA'S traditional policy of job reservation has led to a near-critical lack of skilled workers, says Ralph Parrott, chairman of Manpower Service Group, which recently surveyed 1200 companies in 30 industrial and commercial categories about employment prospects for the next three months. And he warns the

problem is likely to become even more acute as the rate of economic upturn accelerates.

Although the survey indicates that 15.8 per cent of the respondent companies plan to increase their labour forces between now and the end of the year, Parrott says this is unlikely to result in any material easing of the country's unemployment problem.

Finance Correspondent

An improvement in economic conditions, he points out, inevitably results in a demand for more skilled workers.

"Sufficient of these people are not likely to be available to meet the demand following the drain that has taken place over the last two years," he said.

This demand for skilled workers leaves the position for unskilled labour relatively unchanged.

The country must now face the consequences of failing to train its "less developed people" and a policy of protection for the white worker.

"Instead of facing what might now have

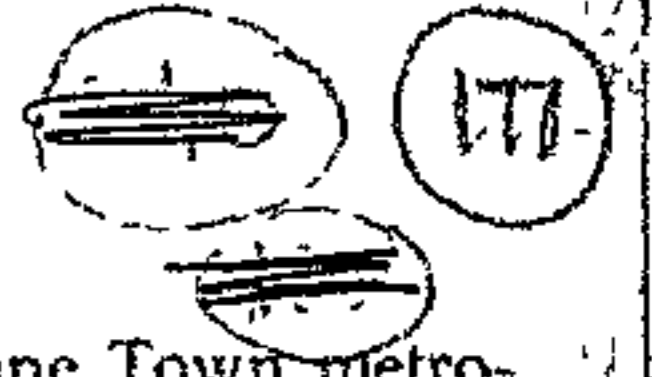
been a relatively straight forward problem of cyclical unemployment, which would have meant a general distribution of unemployed people waiting to be mopped up, we face what is very largely a substantial problem of structural unemployment."

Structural unemployment is that built into the economy

because of the country's inability to provide the skills that are necessary.

Parrott believes that while the shortage of skilled labour may place workers in a stronger position to negotiate better conditions, employers are likely to impose even higher standards in return for what they are expected to pay.

Multiracial it is, multiracial it stays



Pure apartheid -- reserving particular regions exclusively for particular races -- has long been known to be incompatible with economic reality. Even so, there are those who persist in singling out the Western Cape as an exception. It, at least, should be made the exclusive preserve of white and coloured people, with Africans completely excluded, they maintain.

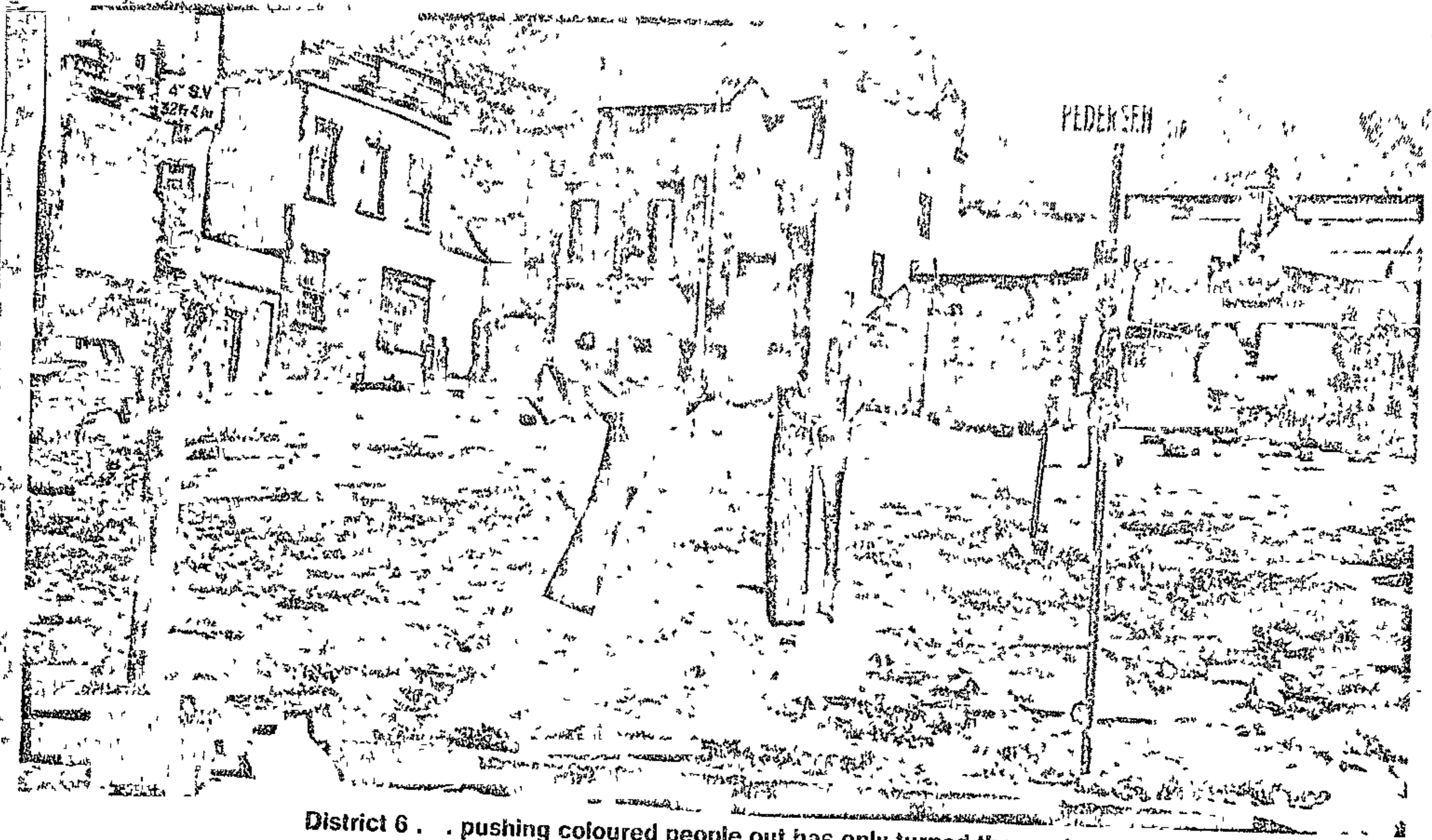
But even that is nonsense, as recent studies by Stellenbosch's Bureau for Economic Research clearly demonstrate. In theory, the idea of a preferential

labour area for whites and coloured people is neat enough because of the Western Cape's vast distance from the black homelands. In practice, it does not work because of the relative absence of restrictions on the upward mobility of coloured workers and their growing unwillingness to perform unskilled jobs. In addition, the severe housing shortage for coloureds in the region has prompted government to introduce a form of influx control linked to the availability of housing, which has effectively checked the flow of unskilled coloured labour from

rural districts to the Cape Town metropolitan area. Thus the demand for black labour, despite the deterrents, is unabated.

According to Attie de Vries, deputy director of the bureau, the Western Cape employs 11% of the total SA labour market, yet the population of the region is a mere 6% of the national total. The difference is made up with imported African labour. So much for a coloured labour preference.

Because the working population of the region is apparently twice as large as



District 6 . . pushing coloured people out has only turned them into commuters

would be required to meet local needs, there is tremendous pressure on the regional economy to export, both abroad and to other parts of the country. However, the absence of basic raw materials, the high cost of power, and remoteness from major markets add to the vulnerability of the economy, which in any case is highly sensitive to movements in the business cycle.

According to De Vries, the primary sector of the national economy grew 20,5% last year, compared with 8,7% in the Western Cape (0,3% from mining/quarrying and 8,4% from agriculture). Because it lacks natural resources, the economy of the Western Cape is based on manufacturing and service industries and commerce. Manufacturing (clothing, textiles and food processing) is labour intensive. Six out of 10 of the most important sub sectors of the manufacturing sector make consumer goods, compared with three out of 10 in the PWV area. This, too, adds to the region's vulnerability.

A further negative factor is that agriculture in the region is more capital intensive than anywhere else in the country, so that its potential to absorb surplus labour is lower than the rest of the country's.

In the period 1960-75 regional GDP consistently lagged behind growth in the national economy, but now the gap seems to be widening. The Western Cape did not share in the recent upswing in national demand because the latter centred on consumer durables. Hopefully, that demand may now shift towards semi-durables such as clothing and footwear.

The high content of imported African labour in the work force implies that

there is a large pool of coloured labour suspended between an unwillingness to do unskilled work on the one hand and the traditional colour bar on advancement on the other. But it does not mean that coloured unemployment would be reduced if African labour were to be shipped off to the homelands or severe restrictions placed on its continued employment in the region.

It could only be done by increasing wages sharply. Yet Cape employers complain bitterly that their wage costs are already too high compared with the rest of the country. If deprived of their African labour they would be unable to compete in national markets, so general unemployment would result.

Attempts by government to create job counter attractions at Atlantis and Saldanha have not worked all that well. Although there is adequate housing in the decentralised areas there is not enough work. As a result, the number of coloured residents of these areas who commute to Cape Town to work on a daily or weekly basis has almost trebled. Decentralisation has therefore succeeded only in a partial redistribution of people but has not contributed to real economic growth, except to boost the commuter transport business.

The Stellenbosch bureau says there is a strong possibility that the matter will resolve itself in the medium term if, as expected, government removes the last remaining restrictions on the upward mobility of coloured workers. Between 1960-65 94% of the increase in the number of blue collar skilled workers came from whites. Between 1970-75 72% of the increase came from non-whites and 50% of the total increase came from

the coloured community. With the sharp fall in immigration and the extension of the national service it is expected that the process will accelerate.

The extent to which this has already taken place is reflected in data supplied by the Receiver of Revenue. In 1975, the latest year for which reliable statistics exist, the total number of taxpayers in SA rose 5,4%. In the Western Cape it increased 14%. In the same year taxable income increased 49,6% as a whole, 54,5% in the Western Cape. But total tax paid in SA increased 71,7% compared with 66,1% in the Western Cape. According to the bureau this could only mean that an increasing number of coloured people are being registered as taxpayers but they are paying less because they have just joined the ranks. This augurs well for consumer demand in the future.

There is another factor which could step up the pace of coloured advancement into the white domain. If government persists with the application of Section 3 of the Environment Planning Act in the PWV area, employers will have to replace Africans with machines or they will have to import whites from other regions to maintain 2:1 ratios.

Many whites could be sucked out of the Western Cape in this manner, leaving vacancies for coloured workers. Moreover, if government's proposed new constitutional dispensation leads to the removal of discrimination from the work place there is a distinct likelihood that many whites will lose out in the competition for work. But it remains doubtful that such developments will reduce the demand for African labour in the region. They are more likely to increase it.

RAM 24/10/78

Manpower: 177 1% affected by job bars

LESS THAN 1% of South Africa's total manpower was affected by the five work reservation determinations still in existence, the Minister of Labour, Mr Fanie Botha, said in Verreening yesterday.

Opening a symposium on the "The optimum utilisation of manpower in South Africa", Mr Botha said the Government fully realised its responsibility in respect of greater development and utilisation of the non-white labour force.

"Therefore — and I have said it repeatedly — the Government will not stand in the way of employment of workers of other races in classes of work which in the past have been done exclusively by whites, provided it takes place in an orderly manner and with the knowledge and co-operation of the white workers or their trade unions."

He said statutory work reservation had had a very slight effect on the upward occupational mobility and therefore on the utilisation of the black, coloured and Indian manpower.

"The most important reason for this is that work reservation at no stage af-

ected more than about 3% of the total economically active population.

"Moreover, work reservation has not, as was often incorrectly stated, been applied in favour of the whites only, but, certain types of work in particular industries had specifically also been reserved for Indians and coloureds

"Of all the work reservation determinations which were made since the provisions were placed on the statute book 22 years ago, I have, after thorough investigation by and on the recommendation of the Industrial Tribunal, already withdrawn 18 determinations and suspended two.

"It is estimated that less than 1% of the total manpower is being affected by the five work reservation determinations still in operation

"It so happens that the entry of the non-white to the professional, semi-professional and technical occupations increased considerably during the period 1971 to 1977," he said

According to the recently released manpower survey by the Department of Labour, the increases in these occupations were whites

31%, coloureds 71%, Asians 65% and blacks 49%

"In clerical occupations, coloureds increased by 99%, Asians by 62% and blacks by 101%.

"In respect of the trades, the coloureds increased by 29% and Asians by 32% "

Referring to training opportunities for blacks, Mr Botha said the rapid development of black skills now taking place in South Africa would soon get a tremendous boost with the establishment of the technical training college at Mabopane, near Pretoria, by the Department of Education and Training.

The college was being designed and built to meet the increasing demand by blacks for post-matric training.

"Building has already started and it is expected that the college would start functioning in 1980. At that stage blacks will have five colleges for advanced technical training and the coloureds and Asians one each "

Training facilities for the black groups would have to be expanded further, but "on the other hand there is no sense in expanding facilities if they are not used", he said — Sapa.

journal *The Indicator*, Du Preez complains that, "Section 25 or rather extracts from Section 35 of our recent agreements, are now being used to sow disension and enrol members, despite assurance from employers such as Iscor that past procedures will be followed"

Du Preez is referring to Section 35 of the Seifsa agreement, which lays down certain job security safeguards in exchange for the elimination of race discrimination in the allocation of jobs. Iscor recently encountered opposition from the Mineworkers Union when it sought to extend the agreement to its mines

Du Preez was unavailable this week, so it is not yet clear who is enrolling his members or whether significant numbers of them have left. What is clear is that the Mineworkers Union has been appealing to white workers to band together in one union to protect white worker interests.

So if Du Preez's members are leaving, they must be going to the MWU. General secretary Arrie Paulus was also unavailable but his union has been vocal in its criticism of the Seifsa agreement and its view that only the MWU is still actively protecting the white worker.

Is the MWU actively recruiting members from other unions? It obviously would like to have them. If unionists like Du Preez are in fact losing members, the MWU may be poised to establish itself as the mouthpiece of all white workers who are unhappy about changes like those negotiated by Seifsa.

WHITE UNIONS

Mutter, mutter

FM 3/11/78

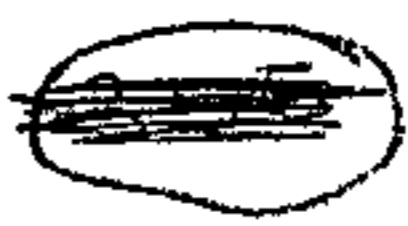
The rumblings among members of white trade unions affected by the Seifsa job advancement agreement continues apace (Current Affairs October 13)

The latest union to be affected is the SA Engine Drivers, Firemen's and Operators' Association, whose general secretary Ken du Preez complains that some of his members are being wooed away from the union.

Writing in the latest issue of his union



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Easier said than done

Codes of employment are now the in thing among companies. Foreign controlled firms brandish the Sullivan or EFC codes. For local companies there are the Urban Foundation Saccola guidelines. Some, like SA Breweries, have even formulated their own codes.

In the two years since the first widely publicised codes, there has been almost no effective monitoring. But some general trends — and problems — are emerging. **Black job advancement.** This is where attention is focused, due chiefly to the shortage of skilled labour as white immigration dries up. A survey of 167 companies conducted by Fine Spamer Associates (FSA) showed that more than four in five had job advancement policies.

Promotion from within is the main theme of such policies. "We prefer to promote people from our existing labour force," says car assembler Sigma's personnel director Mof Lemmer. "They have been involved in the process themselves, and promotion prospects are a good incentive."

But statistics from the Department of Labour's Manpower Survey show that black job advancement is extremely slow,

even today. In the clerical category, the proportion of Africans rose from 13,2% in 1975 to 16% in April 1977. In artisan and apprentice jobs, only 2,1% of men and 2,0% of women were African in April 1977.

As blacks inch up the job ladder, whites usually advance one step ahead. The survey shows that only about 20% of whites remain in a job grade after blacks have made their debut. So the grey area between the black lower end of the scale and the white upper end remains small.

Some blacks are making the jump into managerial jobs, especially in banking. But black managers usually operate in black areas, and the percentage of blacks supervising whites remains negligible. In April 1977, only 0,5% of all managerial, executive, and administrative employees were black.

Training: A major stumbling block to black job advancement is the dearth of black skills, and the consequent need for intensive training programmes. In higher technology concerns, the problem is even more acute. Says Gwen Groves, personnel officer at Hewlett-Packard: "Our big

gest obstacle in employing blacks is the shortage of suitably qualified people."

About 66% of the companies surveyed by FSA have some kind of in-company training. Most black training courses are bunched in the semi-skilled area, where the shortage of whites is most evident. Coming a close second are the skilled and supervisory categories, while only a tiny percentage of trainee managers are African.

Training, however, involves considerable expense. Details, says SA Breweries' Dick Sutton, are impossible to calculate. Besides the costs of the courses themselves, additional training staff is required and a temporary loss of productivity is involved. With the recession, training programmes have slowed considerably, and government-sponsored training centres are never fully utilised, despite extensive tax concessions.

"We also need to educate white supervisors, who are accustomed to choosing whites for the job," adds Sutton. Some managers insist they could get closer co-operation from supervisors if black trainees could be paid less than white trainees for the same or comparable jobs. For

that there would be more incentive. Training, moreover, tends to be piecemeal and unproductive unless it is part of a comprehensive programme. "Only if you have assessed a worker's prospects in the company and assured him adequate remuneration can the best use be made of training processes," says Tol Sinclair of FSA Salary Surveys.

Pay: But adequate remuneration means the rate for the job, which means closing the wage gap. This is a far more complicated process than it sounds.

In fact, there are two separate wage gaps. The first arises when blacks and whites doing comparable work are not paid the same wages. The second comes about when wages for unskilled work are calculated on an entirely different job evaluation scale from that used for skilled work.

Both gaps are evident in most SA companies. Two distinct wage policies have evolved for white and black workers, with blacks dominating the unskilled categories, and whites monopolising everything from supervisor upwards. Where there is an overlap, the black curve is way below its white counterpart. And the ratio of skilled to unskilled pay is about 8:1, compared to only 1.4:1 in the US.

While closing the gap between blacks and whites doing comparable jobs is important, it pales into insignificance against the task of lifting the general level of black unskilled wages into a more equitable relationship with whites generally, said Anglo's Dennis Etheredge when discussing the wage gap at a conference in 1973.

Integrating integration:

Before plotting an integrated curve, the value of each job must be established, using some method of job evaluation. Then each job is related to the market rate. It is considered that white rates in the upper categories give the best basis for a target curve, since black rates are unrealistically depressed, and white rates in the lower categories unnaturally inflated. The upper white curve is then projected downwards to give the target integrated curve.

Many companies are interested in the single-wage-curve concept, says Sinclair, whose company specialises in giving advice on the subject. Stellenbosch Farmers Winery successfully implemented the curve between 1973 and 1974, at a total cost of R3,2m. SFW's personnel director, Piet Rossouw, told a recent NDMF seminar that no setback in profits was experienced. Hewlett-Packard has an integrated pay curve.

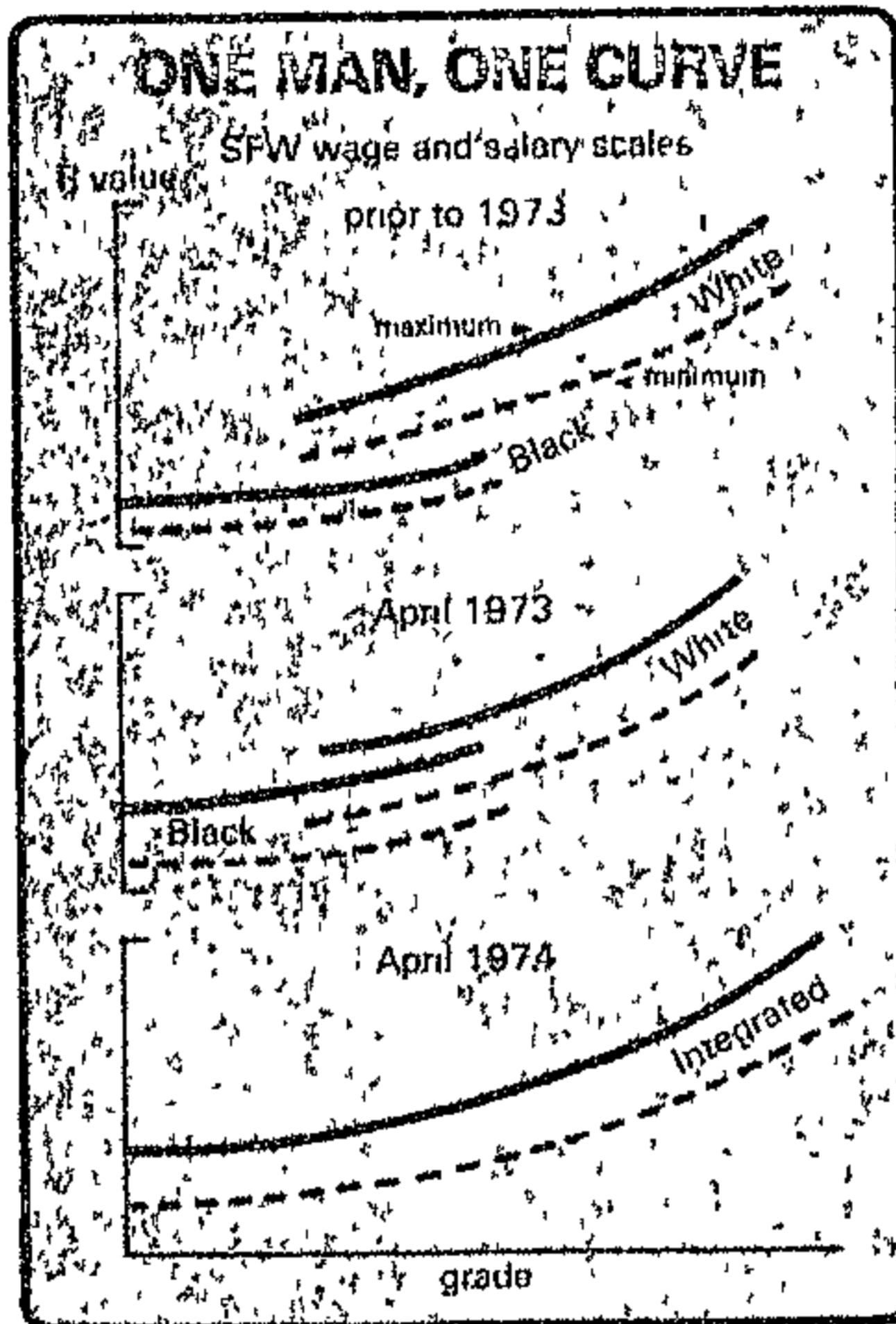
Few companies, however, have progressed beyond the job evaluation stage. Sigma, for instance, introduced a programme for integrating the curve in 1977 but is finding that progress must be

gradual. Lemmer tells the *FM* that Sigma is concentrating on the overlap, rather than on minimum wages.

"The shortage of skills makes this area more important to us," he argues. "People at this point get more frustrated than their unskilled counterparts."

The problem at the overlap is that the scarcity of whites in skilled and semi-skilled jobs has pushed up the white rate artificially. Companies are anxious that blacks should not inherit the scarcity premium. But, equally, they are painfully aware that white pay cannot easily be reduced.

There are several ways out, according to Breweries' Sutton. One is to retrain whites for jobs which justify their pay.



Another is to slow down the increment rate, treating such workers as the maximum paid people in that grade. Which ever way it is, "we must live with the anomaly until this generation disappears," he tells the *FM*.

Even more tricky is the question of raising minimum wages. Says Sigma's Lemmer "Raising minimum wages too quickly must inevitably lead to a slashing of the labour force. The oversupply of unskilled labour is a fact of life. Although we make sure that minimum wages are living wages, a kink at the bottom of the curve is inevitable."

Between the Scylla of unemployment and the Charybdis of poverty wages lies a third obstacle. "We don't necessarily want to push up our labour costs so high that mechanisation is preferable," says Lemmer. However, if mechanisation is profitable, companies will mechanise, regardless of the social costs, say others.

And so, the codes notwithstanding, the movement towards "acceptable" minimum wages is snail-like. Average African

earnings (including overtime pay) in the construction industry are only R119,77 a month, and, in the mining industry R106,55 a month, according to Department of Statistics figures for March 1978. These are well below the household subsistence levels for all but rural areas. Nor is the wage gap narrowing significantly. Department of Statistics surveys show that, while the gap narrowed in the mining sector between April 1977 and April 1978, it widened both in manufacturing and construction (*FM* October 27).

White unions. An oft-cited obstacle to black advancement is white trade union opposition. The integrated pay curve is one way of overcoming this bogey.

"The white trade union movement sees the principle of the rate for the job as their only protection against the threat of cheaper labour," argued Etheredge in 1973. "The creation of a unified wage scale involves concessions by white workers. In return, they must receive undertakings from management that white wages will not be reduced, that whites will not be sacked, and that retraining facilities will be available."

Job reservation

That such a policy can work has been demonstrated by the recent Seifsa agreement, which scrapped job reservation in return for concessions.

In the railways, after a near confrontation in 1971, concessions to white workers have allowed black job advancement to proceed apace.

Mixing at work. Coming down to the nitty gritty of code implementation — what about mixed facilities? In the Fine Spamer survey, 26% of respondents had integrated their offices for whites and Africans, 20% mixed in canteens, and 16% shared toilets. White reaction on the whole seems worse in the expectation than in the reality. While 68% of companies with separate facilities expected a negative white reaction, only a small percentage of whites have objected.

Black unions. Conspicuous by their absence are any black voices in all these proceedings. Indeed, none of the codes was formulated with any help from black workers. "Management will only move at the pace that suits it unless black workers have an effective bargaining position," says Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union.

Only the EEC code makes specific mention of union recognition, and only a handful of companies afford any kind of recognition of African unions. (Notable among these are Ford and Smith & Nephew.)

Management usually avers that it is waiting for the Wiehahn report. But no legal obstacles stand in the way of recognition of unregistered unions.

More jobs next year — but still not easy

Star 1/12/78

177

School-leavers will find it easier to get jobs next year than it was this year — but job hunting will still be tough.

The message for school-leavers is clear — get your matric. Study further, either at university or colleges for advanced technical education. And make sure that you study something that is practical and marketable.

The Star's Pretoria Bureau reports that Pretoria employment agencies are finding that school-leavers are having difficulty getting jobs in commerce and industry and are turning to the civil service for their first career "break".

Manpower consultants said there is little demand from employers for school-leavers, returning servicemen and even graduates as experience is most often listed as the most important requirement for new staff.

Personnel executives of industrial, commercial and other companies report that the upswing in the economy has created more jobs — but employers can still be choosy.

In the next few years, however, job prospects for whites with Standard 8 to 10 are disheartening. A manpower study published by the Human Sciences Research Council indicates that by 1981 thousands of whites with a high school education only will either be unemployed, or doing work which requires education beyond matric.

The study assumes a high rate of economic growth — an average of 5 percent from 1977 to 1981. Economists predict that a high growth rate cannot be maintained.

This means the unemployment picture could be bleaker than ever.

There are other pessimists. The significance of recent predictions by Senbank Economic Opinion is that four out of every nine new entrants into the labour market will not find work during the next few years.

Senbank forecasts that job creation will increase by only 1.5 percent a year and the labour force will grow by 2.7 percent in the next few years.

STUDY FURTHER

A spot personnel survey by The Star shows that young people with an educational qualification of less than matric will have more difficulty finding jobs than before.

MOTOR WORKERS

Treading carefully

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The motor repair industry is now training some coloured apprentices. But official white union policy opposing this training is still unchanged, despite government prodding.

Earlier this year, Labour Minister Fanie Botha called on the union, the Motor Industry Employees' Union, to change its policy which, he argued, was causing severe manpower problems in the industry. Since then, discussions between the union and the Department of Labour on the issue have been taking

Financial Mail December 1 1978

committees

providing for the in-plant works committees at the lower end of the system of works and liaison committees was introduced.

In any establishment consists of some members appointed by

members elected from the ranks of his African employees. At

least one member of a liaison committee must be elected by the African

workman may be designated by the employer and need not be

a member of the liaison committee, or may be appointed in a manner determined

by the employer. As we shall see, employers have preferred the

idea that it takes precedence over the works

The functions of a liaison committee are very simply

to "consider matters which are of mutual interest to the

employer and his employees and to make to the employer such recommendations

place (Current affairs April 28, June 2).

Secretary for Labour Jaap Cilliers is happy with progress thus far. "The union has expressed some reservations but there has been some training taking place." He believes there will be more because "the industry is desperately short of labour particularly in the long term."

Another issue which is worrying Cilliers's department is the shortage of African mechanics in areas like Soweto. This, too, has been discussed with the union, says Cilliers, and they have agreed to assist in training.

The union is, however, still unhappy about the principle of training coloured workers. Says president Clyde Pinnock: "All things being equal, we're prepared to train them. But the dice are loaded against white youngsters because they have to do two years' military service."

Pinnock says few employers are prepared to train white apprentices because of the two-year spell in the SADF. White mechanics are still reluctant to train coloured apprentices but have been doing so in some cases, he says.

Indeed, Pinnock blames employers for their tardiness in sanctioning this training: "They could have trained double the number they have." He confirms that his members are prepared to train some Africans for work in Soweto.

An industry source tells the FM he has "heard reports that some coloured apprentices are being trained" but adds "we've seen no change in official union policy yet." He argues, therefore, that "the union could refuse applications for further training at any time"

of employment of such employees or any other matter interests ..." The law does not limit the period of office of a works committee which would presumably be bound by the terms of its

On the other hand, is a wholly elected body. In any establishment employing more than twenty African workers, where no liaison committee exists, such workers may elect a works committee consisting of not more than twenty persons. However, representation is proportional to the number of African workers in the establishment at the time of the election. The Bill extended the sense that it allowed for more than one works committee in larger firms, therefore, sections of the African workforce may elect their own works committees.

The election to elect a works committee is held under the chairmanship of the employer or his authorised representative. Obviously where the relationship between employer and employee enjoy a reasonably harmonious relationship, the election is unlikely. However, where relations are cool or distrust exists on one or both sides, this particular mechanism is inadequate for resolving what may be a fundamental conflict of interest. The present definition of a labour dispute is far wider

that contained in the 1953 legislation, and a Bantu Labour Officer and/or Inspector, with or without the assistance of the Regional Bantu Labour Committee concerned, should intervene in an attempt to effect settlement there does seem to be a remarkable shortcoming in this connection. The Act

MANPOWER - - RESERVATION

177

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Anglo still gives whites top jobs

JOHANNESBURG — The giant Anglo American Corporation, one of the leading advocates of employment reform in South Africa, still discriminates against its black employees and, despite its non-racial job policies, is failing to advance blacks into top job grades

This is the finding of a joint investigation of Anglo's employment practices by management and black worker representatives

The three-month probe was undertaken toward the end of last year after the employees' Representative Committee — representing about 500 black employees at Anglo's head office and research and electronic laboratories — drew up two memorandums accusing the corporation of discriminating against blacks

In its confidential report, the joint working party — consisting of two white management and three black employee

representatives — unanimously upheld many allegations of discrimination, including unequal pay for the same jobs.

It also found that "despite the stated intentions of the corporation, there is no evidence of its moving rapidly towards its goal of equal opportunity employment."

Among its many unanimous findings were

- While numbers of blacks and whites on the payroll have remained about the same — 23 per cent and 76 per cent respectively — white turnover was larger and more whites therefore were recruited than blacks

- During the test period from September 1977 to September 1978, only whites were recruited and promoted to divisional-plus levels. There was only one black at divisional-plus level

- Only 16 blacks were transferred within head office as against 214 whites.

- Black employees were

not increasing in relation to the number of whites

- From January to October last year, 71 blacks were declared redundant at head office — and no whites

Anglo American's deputy chairman, Mr Gavin Rely, said last night the corporation had accepted all recommendations of the joint working party's report

Some had been accepted outright, the rest in principle.

He said the most important recommendation was the establishment of a permanent committee reporting to the executive — "to make Anglo American's head office effectively an equal-opportunity employer"

The committee would be chaired by Mr Nicky Oppenheimer, executive director. It would design equal-opportunity programmes to give effect to the corporation's policies and monitor progress.

— DDC

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of the labour brigades and the introduction of a construction unit demonstrate the desire to move to more appropriate methods. A works programme that set out to channel at least P6 million into the pockets of the poor would have to design and supervise productive works able to employ, at perhaps P0,80 per day as an average wage, 7,5 million man days per year. Botswana's small population could not provide that much labour. The average employed per day over a 350 day work period would be 214 000 per day, or roughly 2 persons per household or 4 per household under the poverty line. At P2,00 per day it would require an average attendance of almost one member from every household for 350 days a year or 2 from the poorer families. Clearly neither magnitude is likely.

By the end of the century when Botswana's population will have doubled from the 700 000 odd today to nearly 1,5 million such magnitudes will look both more likely and probably as, or more, desirable. At present it would seem that a guarantee employment scheme would not be able to spend more than about P2,5 million in wages a year at an average wage rate close to P1,00 per day. That would leave a gap in the minimum income distribution sought of P3,5 million. It raises the question whether or not Botswana should not examine a higher wage as socially desirable, perhaps P2,00 per day. Almost

Survey: black job prospects worse

CAPE TOWN — General job prospects for South African whites have improved slightly, but the alarming downward trend for blacks is continuing. The Cape has been hardest hit, according to the survey.

The survey, by Manpower, a world-wide business service, found that 16,7 per cent of the sample companies planned to increase white staff in the first quarter of this year compared with 15,8 per cent last quarter. Only 11,8 per cent of the companies intended to take on blacks, compared with a previous quarter 15,8 per cent.

The Cape, alone among the provinces, shows a steep drop in prospects for both blacks and whites. This is most evident in the Eastern Cape, while the Peninsula has not maintained encouraging signs evident in the previous quarter.

The latest findings do not appear to maintain the cautious note of optimism evident in the last survey. "The emphasis in what improvements there are appears to favour the white very much against the black prospects."

The survey found this situation would inevitably lead to more pressure on skilled jobs, which meant less favourable prospects for the whole economy.

Dr Alex Boraine, opposition spokesman on labour, said "The survey is most disquieting and gives cause for considerable concern, if not alarm."

"The national picture is more than gloomy. It is dark. There is no appreciable improvement in white employment prospects. This is compounded by a distinct downward trend for blacks. The hoped-for upward turn in the economy has not materialised and this bodes ill for all South Africans," he said.

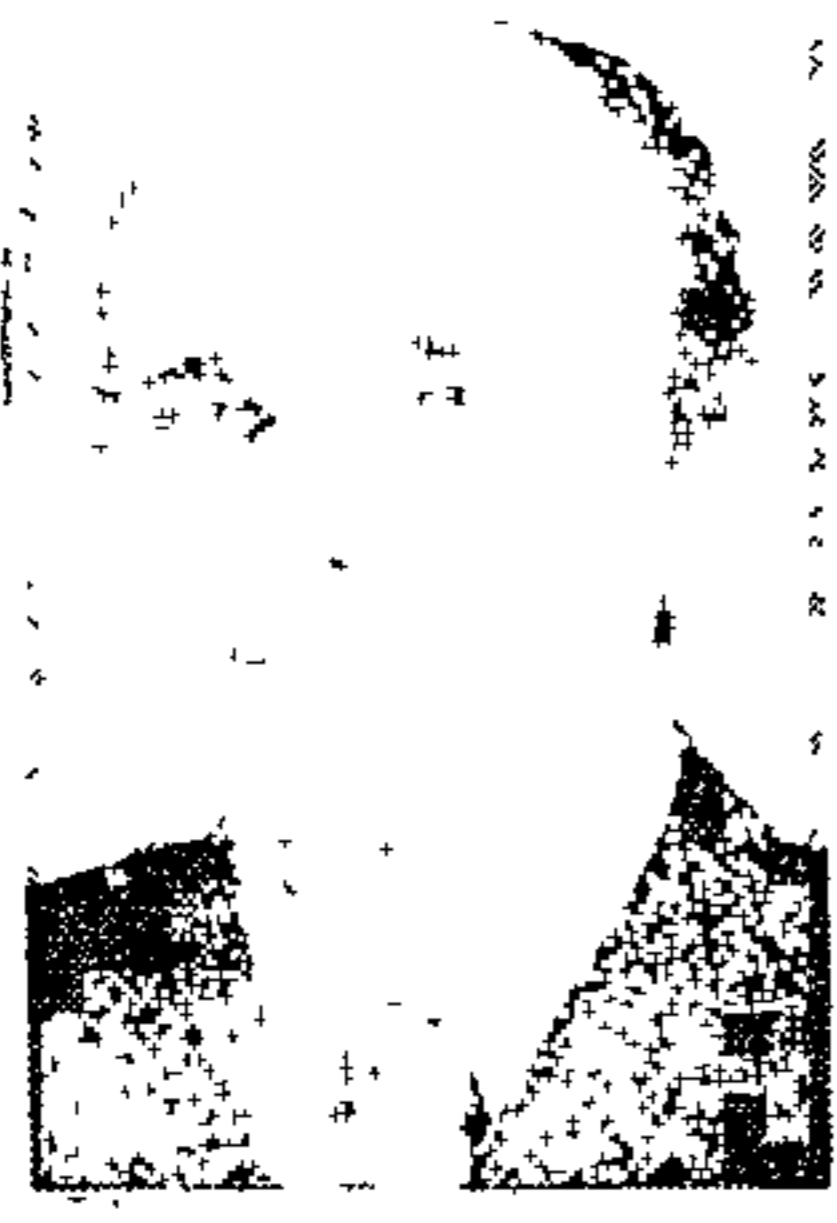
"Unemployment, on an individual basis, brings personal and social hardship and it is clear that many more in South Africa are going to experience this trauma in 1979," Dr Boraine said.

"There are even more serious consequences flowing from large-scale and long-term unemployment in a country like South Africa, where there is already considerable division."

"Immediate and extensive stimulation of the economy by the government is urgently required. Further, the public and the private sector must talk less and invest more on a massive scale in order to provide the training required to produce semi-skilled and skilled workers," Dr Boraine said — DDC

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MR DAVID DALLING

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White baasskap in SABC slated

CAPE TOWN — White baasskap prevailed in the South African Broadcasting Corporation, the Progressive Federal Party's spokesman on the media, Mr David Dalling, said yesterday

He was reacting to a reply given him by the Minister of National Education, Mr Willem Cruywagen, that no blacks, Coloureds and Indians had yet been appointed to the control board of the SABC or any of the committees appointed by the board

In February last year, the former Minister of National Education, Dr Koornhof, said no black people had been appointed to the control board or any of its committees and yesterday Mr Cruywagen said no black

people had been appointed since then

However, one black person, Mr R. N. Gugushe, is a member of the black programme advisory board, while Mr F. L. Sangaran and Mr D. R. Ulster are members of the television programme advisory board

Mr Dalling said in an interview the SABC was a public service for which all South Africans, regardless of race, paid licence fees

Two years ago the former Minister promised that representation would be given to other race groups on the controlling councils of the SABC and at that time three appointments had been made to subordinate bodies

"Since then there has been no change whatsoever. All the controlling bodies of the SABC are totally white dominated, as are all television programmes and the major radio programmes," Mr Dalling said.

"If the government's stated intention of eliminating discrimination in all fields is to mean anything then the time is long overdue that proper representation be given to all South Africans

"At present, as far as the SABC is concerned, white baasskap remains the name

"We have a new Minister in control of the SABC and I call on him to take immediate steps to rectify the situation," Mr Dalling said. — PC

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People hiding behind labour laws - expert

STAR 8/3/79

(1) 133

(2) 177

The Government was reluctant to act in areas where legislation hampers the advance of blacks into senior positions, a leading personnel manager said yesterday

Mr Derek Boshard of Ethnor, speaking at the NDMF seminar in Johannesburg on employment codes said, approaches to the Government on such matters should be "low key" and receive a minimum of publicity.

"There is legislation which hampers the implementation of the various codes of employment practice, but I think it is

true to say a large number of people hide behind supposed legislation in order to avoid facing issues posed by these employment codes," he said

Problems that arose were not major issues about equal pay or equal opportunity, but related rather to the more emotionally laden topics such as integrated toilets and canteens.

Such problems were generally over-emphasised.

In introducing a code of employment the best way to break down prejudices was to expose the racial groups to one another.

"Where forced integration takes place, this is often interpreted as an

attack on social and domestic heritage of one of the race groups," he said.

"However where the exposure is not related to integration, but to the everyday work situation this is not seen as threatening, and is consequently more effective"

SOLUTION

Mr R V Sutton, group personnel manager, SA Breweries, said the group saw the code of employment practice in terms of good management and business practices.

The only long-term solution to the skilled labour problem was to give blacks the opportunity to acquire business skills and experience.

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last stand Either the union is broken here or it emerges strengthened If it is strengthened, there will certainly be few of the labour changes we've been hearing about — at least, for some time

On the surface the Chamber holds a powerful hand. Council of Mining Unions chairman Ken du Preez tells the *FM* other mining unions will not join the MWU, although mining unionist Ben Nicholson adds that the unions have told their men not to do MWU members' work Du Preez reckons the strike "is a mistake It has nothing to do with work conditions and we don't take part in illegal strikes."

The men whom the industry rely on to break the strike, the Underground Officials, have no reservations about doing MWU work, however, "I expect my men to help by doing miners' work where they are asked. We must keep the industry

going for the good of the country," says Underground Officials' Association secretary Doc Coertze

That offer has been eagerly taken up by the Chamber "You can be sure that, where the bulk of MWU members are on strike, officials are doing the work," says a spokesman

What if they don't come back?

It's a far cry from 1922, when all white workers struck. Only 25% of whites on the gold mines belong to the MWU. But there's still the problem of finding replacements if the strikers *don't* come back And those replacements will have to be white, in terms of the Mines & Works Act It will be difficult to find thousands of whites prepared to do mine work, and the officials can't do the work for ever.

Then there's the political dimension. The Cabinet would almost certainly like

the MWU to self-destruct.

But what about Dr Treurnicht and his supporters? Will the right wing of the NP be prepared to stand by and watch employers break a white, right-wing union — particularly if Confederation of Labour president Attie Nieuwoudt backs the miners, as he could well do?

Government might be able to point to anti-MWU feeling among the other mining unions to justify this — but it is almost inevitable that the Wiehahn report, expected within the month, will now be delayed.

So the MWU makes its stand without the support of the Cabinet and the other unions In 1922 the NP backed the strikers and all workers joined the strike This time the cards seem stacked against the MWU. But only last week, mining men were confidently telling each other that the miners would never strike . . .

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213

177

PM 9/3/79

THE STRIKE

Make or break for the MWU

It was like going through a time warp and landing back in 1922. Almost without warning, white miners this week did what they had been threatening to do for months. Despite the belief of many in the mining industry that they never would, they struck. Arnie Paulus's warnings in the *FM* proved well-founded after all. The right-wing backlash building up for months had exploded.

As the *FM* went to press, it was still not clear exactly how many men had struck. A Chamber of Mines spokesman reckons "up to 80%" of MWU members were out. The union has 18 000 members, 9 000 of them on the gold mines. Coal, platinum, and copper mines were also affected.

According to most sources, the miners intended to stage a 24-hour strike. But the Chamber has responded by advising member mining houses to sign the men off, and this was being done as the *FM* went to press.

Says a Chamber spokesman "We regard this as an illegal strike. The strikers are thus no longer employed." They can apply to come back, but "individual cases will be treated on merit and they will lose their accumulated bonuses."

So the gauntlet is down. The miners have chosen to make their stand now, instead of after the publication of the Wiehahn report.

From all accounts, this week's action was indeed planned as a preliminary show of strength. The *casus belli* was a legal strike called by the MWU at O'Okiep copper mine this week, over O'Okiep's use of coloured labour.

Even to BophuthaTswana

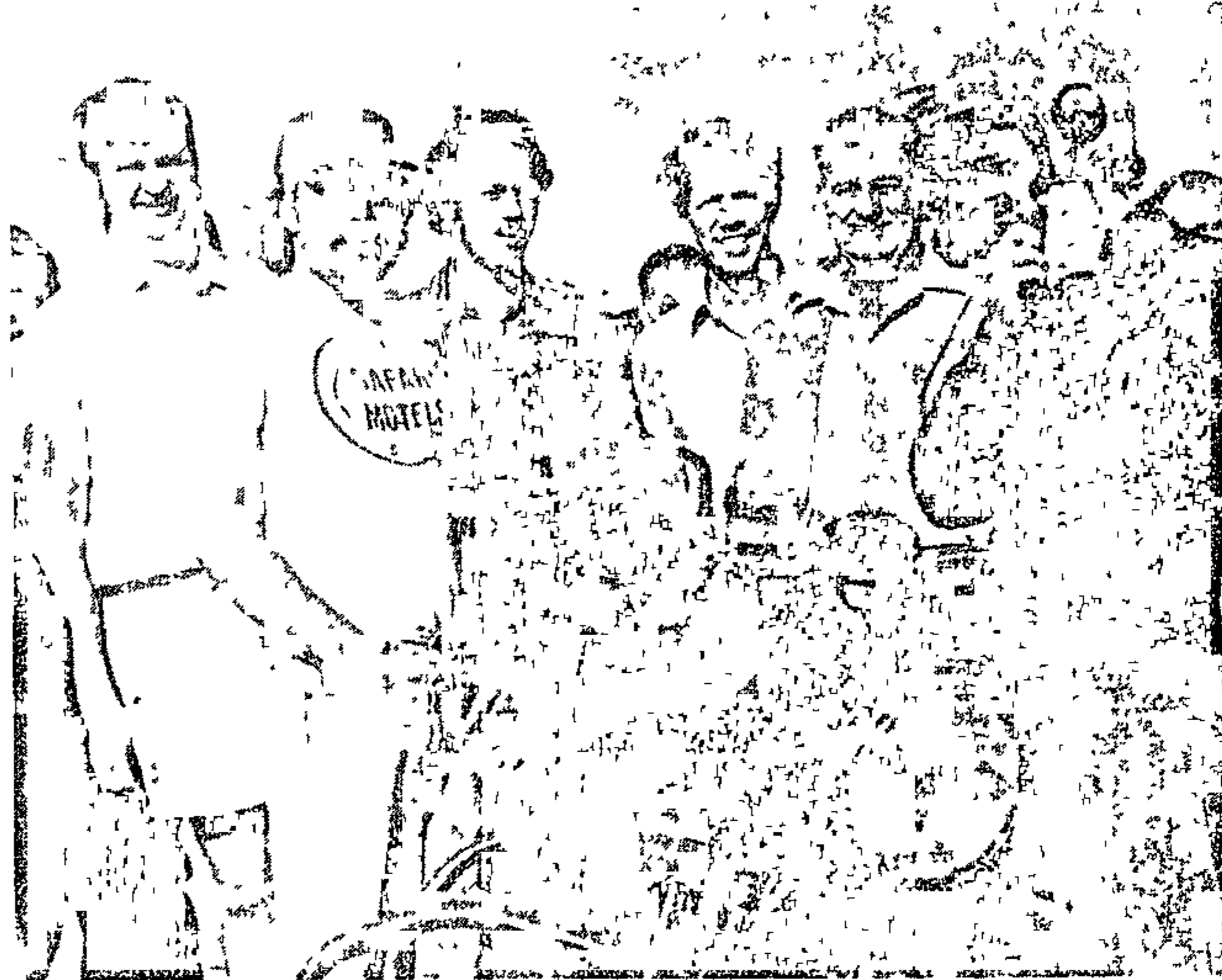
From O'Okiep the strike spread throughout SA — indeed, as far as Impala Platinum in BophuthaTswana, ostensibly as a sympathy strike with the O'Okiep men.

Paulus says he knew nothing about the strike until this morning and that it was spontaneous. But mining union sources tell the *FM* that the strike was planned

last week at the latest. According to both union and employer sources, a meeting was held yesterday at which the MWU decided to go ahead.

Says one union man "The strike was well-planned. Shaft stewards arrived at

union meetings and come out quoting the Wiehahn report *verbatim*. Either they have the report or somebody is pretending they do," says a union source. Paulus dismisses suggestions that the union has a copy of the report as "a lie."



Striking miners . . . saviours of white civilisation?

the mine this morning and told their members not to go down. Most didn't." Few observers are in any doubt that the target is government (which has moved closer to the mine owners) and the impending commission report.

An added dimension, says a mining unionist, is the MWU's attempt to enrol members of other unions: "They're trying to show other white workers that they're the saviour of the white man. A strike would obviously boost that image," says a unionist.

But why now? "People have attended

If these sources are correct, it appears that the strike was planned in order to flex union muscles before government decided on its response to the report. It is doubtful that anything besides a one-day demonstration of support for the union was planned. But, now, with the Chamber's kragdadige response, all that may have changed.

The miners cannot simply go back to work, ask for their jobs back and say they're sorry. Nor can the Chamber simply re-hire them, without losing face.

So this may well be the white miner's

and employing blacks, could earn approximately £1 300 to £1 400 net profit per year, paying their employees a monthly wage of £1-£1/10/0. And if we bear in mind that there were no legislative limitations for working hours

for employees, we can understand the straight earnings by the petty-trade working as much as immigrants arriving other Hellenic shops wages fluctuated from economising hard for Most of the stores as it is shown in 1 to sixteen hours per employed. Many casual labourers in not doing well. The majority of the Hel Transvaal goldmines

EPILOGUE

This paper has

177

MINE WAGES

Blacker is cheaper

How real is the white miners' fear of being supplanted by cheap black labour?

The miners say that they don't mind if blacks are allowed to hold blasting certificates. But they do mind if blacks take their jobs. In other words, they fear that if the statutory colour bar goes, employers will undercut them with cheaper blacks.

They stress that they're not only talking about pay. They want any black worker who is promoted to a higher job to cost the employer the same as they do. And that means he must get the same benefits.

These are substantial. A white miner not only gets a large piece-work bonus on top of his basic pay, but a wide range of fringe benefits too. These include not only medical aid, pensions, sports facilities and the like, but also heavily subsidised housing (rent is R11 to R15 a month and if a man can't get a mine house he receives a large housing subsidy) and free light and water.

The piece-work bonus substantially augments basic take home pay, which is now R539 a month for a rockbreaker and around R500 for other underground men. On average white miners take home around R1 000 a month, says a Chamber of Mines man, and some as much as R3 000. Benefits, he reckons, cost the employer R150 to R300 a month.

By contrast, the "free food, medical accommodation, medical care, recreation facilities, etc." supplied to black miners — in the Chamber's view the "best deal for workers in Africa" — are worth only about R50 a month.

The white miners thus fear that blacks could be hired at the same basic pay as themselves but not be given the same piece rates and benefits.

Black migrant mineworkers do not have a pension scheme, for instance. As

is a broad picture of the first Hellenic shortcomings, mainly of archival link it has to say just one thing, even back to the roots of the 'economic to the historical process of the

FM 16/3/28

long as the migrant labour system — which the mining industry pioneered — remains in force, it seems unlikely that black mineworkers will get the same benefits as white

An industrial relations man in the industry tells the *FM* that the Chamber's view is that there should be "equal pay for equal work in all respects" should blacks be allowed to do previously white held jobs.

Of course, "equal pay for equal work" has its own problems, as the mines concede. The going rate for white labour is higher than it would be if whites did not enjoy a scarcity advantage. And, if jobs were re-evaluated "scientifically" — as many employers are doing at present — rates are likely to fall.

But the spokesman replies that the question is academic. "Even if the laws were changed, we wouldn't make any changes without negotiating with the existing unions." The industry, he says, "has no wish to get rid of whites — we are simply saying that there are going to be less and less whites available and that blacks will have to take up some of the slack."

Goods were bought directly from the manufacturers — no middle men involved — or the wholesalers, and vegetables were bought directly from the local markets which consisted of direct producers.

During that period (around 1923) the wealthier Hellenes in the town were Maratos brothers and Messaris. Maratos, who originated from Ithaca island arrived in Cape Town in 1901, his first job being that of a stevedore in the Cape Town harbour. After three years he established Parliament Cafe at 12 Darling Street, changing it after four years to one of the most respected wholesaler's house in the Peninsula. Messaris, born on Kefalonia island (one of the Ionian group) came to Cape Town from Egypt with £380 capital. He established the Good Hope Mercantile Co. Ltd. at 70 Sir Lowry Road, together with his sister. The firm operated for about 18 to 20 hours per day, producing the "Messaris Nuts" well known not only in the Peninsula, but around the country. The sixty workers in the factory and the ten travellers were each paid £1/0/0 per month.

Politics and Ideology/...

"THE BRITISH KNOW HOW TO DO IT"

176 211 177
 "And white man puts the white man down,
 the volk are led astray,
 There'll be weeping in Weenen once again,
 no keeping the impis at bay,
 And tears will stream from the stony eyes
 of Oom Paul in Pretoria Square
 He knows we'll all be poor whites soon,"
 said Kobus Le Grange Marais —
 Christopher Hope, "Kobus Le Grange Marais"

Perhaps they're feeling like that now. But they didn't then, in the car park behind the Mine Workers' Union office in Westonaria last Friday. Not with Arrie Paulus behind them.

There was no talk of going back to work then. There was bravado and anger and expectation. And when the word they were waiting for came through from head office — carry on with the strike — they were exultant. "This time we'll sort them out."

Who are "them"? The government, the Chamber of Mines, the Press, the blacks. "You, standing there in your suit"

So it's not easy to talk at first. "We've had enough of the Chamber's

papers and the government's papers." But they do talk after being assured you're not from "a Harry Schwarz paper" or from television — "That stuff's all the Fanie Botha show, man."

The Press lies, the men say. The strike is not the miners' fault: "We took a day off. When we got back on Thursday we had no jobs — and there were police blockading us and signing us off. Who sent them there?"

"Suddenly we're criminals. They tell us it's a riotous assembly. We go and fight on the border for them and we get this"

But why did they "take the day off"? Simply to support the O'Okiep miners, says one. Others disagree: "They want blacks to take our jobs, that's what we're fighting. Listen, they can give them blasting tickets. But they must pay them the same. And give them the same benefits — housing, the lot."

But the mines never do it, say the miners. "They know the blacks can never do our work at the same pay. None of them's trained, there'll just be accidents. But they just want cheap

labour. "Talking of blacks, did you know some don't want to go down because the baas isn't there? They ask about us every day and the officials say we're in hospital."

The villains, they say, are the Chamber and the government — Fanie Botha in particular: "The Chamber is our government. They talk and he listens. Piet Koornhof was a bad minister, but this one's unbearable. He detests the miners. He's not a man — he looks down his nose at us and does what the Chamber tells him"

The miners have voted for the Nats for the last time, they say. The HNP gets the vote in Randfontein this time. But they also say the Nat candidate (in the forthcoming by-election) is "a good man"

What about their own leaders? One man is not so sure about Arrie Paulus: "He's a grain of sand in the desert. It's the union that's important." The others tell you he's the only friend the miners have left. But all agree they're right behind the union: "The British workers know how to do things."

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For purely local interest, the A.P.O. contains reports on social events: sports, tea meetings, concerts and other social gatherings. There are also occasional reports of local scandals which generally have wider political implications:

"Share? Why is there not a vesting of shares in those mean-souled cowards who assailed in the historic fall, Jeppestown, last month to ... resolutions opposing Coloured traders. At a time in the present, when Indians are shedding their blood at Pietermaritzburg, Turkey and East Africa to save the skin of those who are still carrying on "business as usual" in South Africa, and when thousands of Coloured men are just returning from the South ... African ... there they have rendered invaluable services to South Africa and the Empire, the white stroves of Jeppestown might have had the decency to keep their foul mouths shut, and be content to fatten on the labour of the black man. But, no, the Colours, the black man must be hounded out of Jeppestown ... For that purpose the whites held a meeting of protest under the auspices of the local Ratepayers' Association. [...]" (A.P.O. August 7, 1915)

OTHER FEATURES

Although the A.P.O. rarely roves completely away from political discussion of one form or another, it does provide insights into other aspects of Cape Town life. Take, for example, the lively discourses of Piet Uthealdier in his column "Straat Praatjes". Written in "Cepie", these appear regularly up to about 1913 and apart from making tongue-in-cheek comments on the people and issues currently prominent in Coloured politics, they paint vivid and amusing vignettes of many aspects of daily life. One such column, for example, describes a meeting at the "Stone", to which the writer is taken by his companion, Stoffel (despite the fact that: "Ik lik nie or ne politiek meetings to gaan op Sondags nie, want op die boerplaat is ik vee opgepas het da hou hulle kerk op Sondags."). In another issue Piet Uthealdier and Stoffel go to buy "sterk-up colliers" and top hats "like Mr Ferriman, Mr Hofreyr, Dr Jarneson en Dr Abdurahman wear". The fact that "Straat Praatjes" are written in "Cepie" enhances the vividness of the impressions and atmosphere conveyed.

Vital for more non-whites to enter skilled jobs — Wassenaar

22/3/79

(177)

By PAUL DOLD
Financial Editor

It is very important both economically and socio-politically that larger numbers of non-white workers should enter the skilled occupations, the chairman of Sanlam, Dr A D Wassenaar, said in Cape Town last night

He also warned that the high unemployment rate among blacks was a matter of grave concern — "it may cause us great socio-political problems in years to come unless swift and imaginative action is taken" — and called for a total industrial strategy to provide jobs

Dr Wassenaar who was addressing Sanlam's annual meeting said that black unemployment was not merely a cyclical factor but was in fact a structural problem

"Certain incentive adjustments in our labour policy are necessary for the better utilization of our total labour force. Increased labour mobility and improved training can contribute materially to the improvement of our productivity perfor-

mance and therefore to curbing inflation as well"

Steps recently announced allowing black business men to trade more freely in their urban areas were a positive measure that would give the black man confidence in the capitalistic system

"For this reason the reports of the Wiehahn and Rickert commissions of inquiry into labour affairs are awaited with great expectations. I hope that the recommendations of these commissions will lead to action for the benefit of all population groups in the country"

Dr Wassenaar stressed that more should be done to tackle the black jobless problem at its source through family planning and consolidation and development of the homelands

Referring to the falling yields on entrepreneurs capital in the 1970s in South Africa and the problem of attracting long-term venture capital to South Africa, he said that conditions had to be created to make investment in new production capacity more attractive to industrialists

"One might ask whether the present healthy state of the Treasury should not be utilized freely to make additional fiscal concessions to industrialists. The necessity for rapid and sound industrial growth could hardly be over-emphasized. In years to come the industrial sector will have to make a large contribution towards employment of our rapidly escalating black labour force

"To achieve this a total industrial strategy is required which must comprise, inter alia, judicious encouragement of labour intensive enterprises and therefore must pay attention to a selective system of stimulation based on employment

Turning to the general economic situation he said the current account had recovered remarkably from a R1,5 billion deficit in 1975

and 1976 to surplus of R1,5 billion in 1978. But there had been a large outflow of capital which had largely offset the surplus

"I agree with the authorities that the balance of payments has recovered to such a degree and the prospects are such that the emphasis now to a large extent can and must be placed on promoting economic growth. It is clear, however that certain obstructions will have to be removed to promote healthy long term growth in the Republic, obstructions which, inter alia, make adjustments to the economic and social structure imperative

"Several commissions of inquiry appointed by Government with terms of reference covering a wide spectrum bear witness to the authorities' awareness that adjustments are essential"

Welcoming the De Kock Commission report Dr Wassenaar said that it was however vitally important to take care that the recommendations were implemented in a way that did not give rise to a monopoly in the foreign exchange markets

"We are looking forward with great expectation to the further recommendations of the Commission which will deal with the monetary system and policy in South Africa. I particularly hope that they will lead to steps towards establishing an extended and active capital market in South Africa and creating conditions in which rates of interest will truly reflect the state of supply and demand of capital

"Linked up with this I would request that consideration be given to the abolition of the prescribed investment requirement of life insurers. I believe that if realistic rates of interest were paid on stocks in the public sector, this industry will invest copiously in them of its own free will."

~~he did not account had covered remark-ly from a R1,5 billion deficit~~

White workers 'will fight to end'

By Sieg Hammig,
Labour Reporter

The president of the white Confederation of Labour, Mr Attie Nieuwoudt, has reaffirmed that white workers will "fight to the bitter end for that which belongs to us"

In his first public comment on the significance of the illegal Mineworkers' Union strike, he said

the strike "came much more spontaneously than people sometimes think"

Mr Nieuwoudt spoke at the annual conference of the Federal Consultative Council of Railway Staff Associations in Johannesburg yesterday.

He cautioned those present against any beating of the drum (die perd ry) and playing off the two parties in the

strike against each other.

Speaking on behalf of the confederation, Mr Nieuwoudt said organised labour was not interested in politics or in political parties which might be formed

Its work was to unite the workers for responsible action to attain what was possible through and under the protection of existing legislation

"If we are pressed into a corner we shall take up the fight to the bitter end," Mr Nieuwoudt said

Mr Ronnie Webb, president of the multiracial Trade Union Council of South Africa (Tusca), told the same meeting that a new era might be opened by the Wiehahn and Riekert Commissions' reports on labour and manpower legislation

'Blacks to do white work for less pay'

7/9/77
 7/9/77

By RIAAN DE VILLIERS
 Labour Correspondent

THE GIANT state corporation, Iscor, is planning to advance black workers into jobs previously held by whites — the "advantage" being, according to a top official, that they could be paid less than whites

This has emerged from an internal Iscor memorandum published in full in the latest issue of the Mineworkers' Union newspaper, The Mineworker

The memorandum is said to be a report by Mr J H Scheepers, personnel manager at the Iscor works in Pretoria, to the Iscor works manager on talks held with metal unions in June this year

The talks dealt with the advancement of blacks into jobs previously held by whites, in terms of the new agreement in the steel and engineering industry concluded last year which allows black advancement into all job grades excluding artisan level

Concluding the report, Mr Scheepers said negotiations on advancement would be difficult as in the past. But he added "The advantage will be that the corporation will probably not be compelled to pay the minimum white pay scale to black incumbents"

Commenting on the document, Mr Arrie Paulus, MWU general secretary, asked "What has happened to the cry of equal pay for equal work?"

Mr Scheepers would not comment last night and other officials could not be contacted

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, a group of unions which have been involved in the negotiations, said last night talks with Iscor were still continuing

But he said "All the unions involved have already taken a joint decision that any advancement could only take place on the basis of equal pay for equal work"

In the memorandum, Mr Scheepers said the unions had reported unrest among their members about the reports of the Wiehahn and Riekert commissions

They had requested that the negotiations should receive minimum publicity

The document then sets out procedures agreed on for the advancement of blacks and placement of whites elsewhere

Commenting further, Mr Paulus accused Iscor and the unions of "plotting in secret" about the replacement of whites by blacks and appealed to members of the unions involved to join the MWU

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Job bar lifted

(17)
28/3/79
DD

CAPE TOWN — Senator Anna Scheepers, president of the Garment Workers' Union of South Africa, announced yesterday that the clothing industry would be able to employ black women in the Transvaal for the first time in 11 years.

Senator Scheepers said that previously it had been illegal for blacks to take employment in the clothing industry in the Witwatersrand, Pretoria and Vereeniging, but a Cabinet Committee had approved the Garment Workers' Union's proposal that blacks be allowed to work in these areas.

Because of whites and coloureds leaving the industry a vacuum had been created leaving vacancies for about 10 000 people, which now could be filled by blacks. — SAPA

● Section 35 is about to be tested in court for the first time. Ironically, the case involves retrenchment of African workers.

Although Section 35 was introduced to protect (white, coloured and Asian) registered union members from "undercutting" by Africans, it actually applies to all workers presently employed in the industry. Hence the test case.

The accused in the test case — brought by the industrial council for the steel and engineering industry — is Benoni firm Barker and Nelson, which allegedly fired its entire African workforce after it had been approached to recognise their union, the Engineering and Allied Workers' Union.

The employer allegedly wrote on the workers' Unemployment Insurance cards that they had been dismissed because he was closing his factory. Since then, the company has allegedly hired new workers. Although some of the retrenched men were selectively re-hired, at least 11 union members were allegedly not taken back.

Representations to the company by the SA committee of the International Metal Workers' Federation and the industrial council are said to have been fruitless. Hence the prosecution, which begins on April 23.

JOB COLOUR BAR

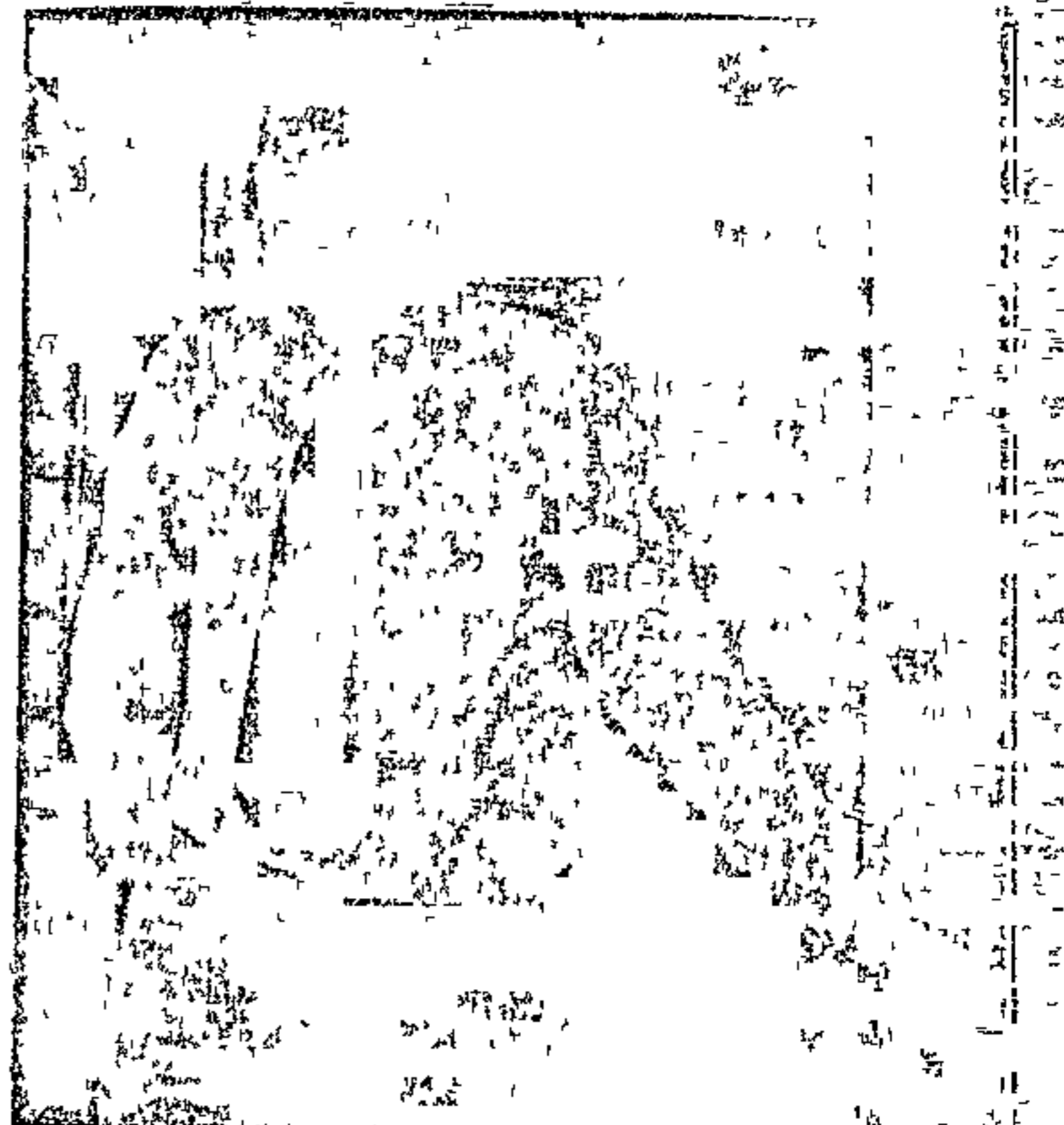
Two tests

The Mine Workers' Union has been fighting on two fronts — the mining bosses, and in the steel and engineering industry, where the MWU is recruiting members of unions who signed last year's Seifsa agreement.

Section 35 of the agreement laid the foundations for a big breakthrough in black job advancement.

MWU general secretary Arnie Paulus claims that 1 500 members of signatory unions — mainly at Iscor's Vanderbijlpark works — have applied to join his union. Despite this, the signatory unions say they are happy with Section 35's implementation.

Section 35 abolishes the industry's formal colour bar while protecting existing job holders. Employers must consult shop-floor worker representatives before making job changes, and retrenched men are guaranteed job preference when a firm takes on more workers. Despite this, the MWU argues that Section 35 sounds



Van der Watt . . . wanted: a black union

the death-knell of white workers and that there is a groundswell of resistance to it.

Not so, say the unions. "The flood of unorganised black workers we were warned about just hasn't happened," says SA Electrical Workers' Association secretary Ben Nicholson. Adds Tom Neethling of the Amalgamated Engineering Union: "We've now got better protection than we have on the mines — or had in this industry. At least there is full consultation now."

The unions accept that the new dispersion hasn't been fully tested. Some African advancement has taken place, but there has been little pressure for it in the current economic climate. The agreement is mainly designed to cater for new vacancies and, says Nicholson, "the real crunch will come when firms begin expanding."

The unions are confident the agreement will hold. The MWU "is still a menace," Nicholson says, but he believes most union men are satisfied with the protection afforded them.

Not that there aren't problems. SA Boilermakers' Society general secretary Ike van der Watt complains that some employers are replacing older white workers in unscheduled jobs with Africans at lower rates. Unscheduled jobs are not covered by the agreement, so this is technically legal. Nevertheless, the industry's national section 35 committee is now examining the problem.

Van der Watt pinpoints an additional related problem. Africans moving into higher jobs are unorganised, he says. He wants the existing unregistered black unions to organise them, but so far this hasn't happened. He doesn't want to form a "parallel" union if he can avoid it, but adds "we can't allow them to remain unorganised for five years."

PH 3013179

THE MINERS' STRIKE

Useless victory?

The white miners' strike in defence of the jobs colour bar is over. But that does not mean that significant black job advancement on the mines is on the way.

First, Arne Paulus's Mine Workers' Union is by no means a spent force. Second, even if Paulus has been weakened, many people doubt the ability and inclination of the mining industry to introduce real change.

Although the Yster, Staal, en Verwante Nywerhede Unie claims that MWU dissidents have applied to join it, Paulus contends that a meeting Yster en Staal planned for dissident MWU men didn't get off the ground.

It is also argued that miners who refused to maintain the recent strike over a vaguely-defined issue might well rally to the flag on an issue affecting them more directly. Indeed, some people believe the MWU might want a legal strike soon to regain face. They point to the rapid declaration of a dispute on the lost benefits of the strikers as evidence. (A conciliation board is expected to meet within three weeks.)

Although the last occasion when aspects of white miners' work were formally handed over to blacks was as long ago as 1973, white miners — indeed, white workers in general — still fear black job advancement as keenly as ever. Despite the defeat of the strike, Confederation of Labour president Attie Nieuwoudt warned last week that there would be trouble if white workers felt they had been short-changed by the Wiehahn Commission's report, which is expected in Parliament soon after the Easter recess.

Officials of the artisan unions on the mines tell the *FM* that many of their members felt a twinge of sympathy for the miners, although they rejected the

strike. Says mining unionist Ben Nicholson "SA is the only country in Africa with a large white working class. Our men feel threatened by a large surplus of black labour and they need reassuring."

These unions nevertheless say that change is possible if the mining industry offers them a deal that does not smack of job fragmentation or of attempts to replace them with cheap labour. They don't believe this is likely, however. "We'd talk to them tomorrow about something like the Seifsa agreement — but they only seem to want fragmentation," says one union man.

Not only the unions, but some people in the mining houses, believe the industry is more concerned with gloating over its victory than with capitalising on it to win changes. They cite the recent Chamber of Mines press advertisement thanking "loyal mineworkers" for breaking the strike — a step that put many unionists' backs up — as evidence.

Certainly, there is no evidence that any coherent plan for real change exists at Chamber level. And labour experts in other industries are sceptical about the Chamber's willingness to evolve one. There's little unity of purpose among the mining houses, they say — the Chamber couldn't even agree within its own ranks on proposals to Wiehahn. Adds one mining labour man "Some of the mining houses are closer to Arne Paulus than to each other."

Some people believe the mines now have a "golden opportunity" to open negotiations with non-MWU unions on black advancement. But they simply don't believe it's going to happen.

68.) SEC 1/67/37, 'Annual Report, Kziaba District, 1936'. But see McCracken, Politics and Christianity in Malawi, 286, for a report of these attempts failing as of 1935.

69.) NM 1/2/27, 'Native Affairs, North Nyasa', 'Vows of Chiefdomship', encl. in O'Brien to Provincial Commissioner, 1 Mar. 1932. One of Munda's betes noires were Watch Tower preachers, whom he tried to have expelled from Tumbuka country.

70.) NM 1/2/27, O'Brien to Provincial Commissioner, 1 Mar. 1932.

71.) NM 1/20/4, District Councils, North Nyasa', Report of a meeting of 1 May 1932.

Job laws: no one prosecuted

THE ASSEMBLY.—The Minister of Labour, Mr S P Botha's disclosure here that no employers were prosecuted in 1978 for contravening job reservation laws seemed a positive indication that the Wiehahn Commission would recommend the scrapping of job reservation, Dr Alex Boraine, PFP member for Pinelands said yesterday

Replying to questions by Dr Boraine, Mr Botha said five determinations (employment spheres) were still subject to job discrimination, and that no additional determinations were applied during 1978.

75.) SI/89/35, 'Annual Report, Kziaba District, 1934'.

76.) Quoted in McCracken, Politics and Christianity in Malawi, 289.

77.) Sec, for example, NM 1/14/6, 'Administration, 1936-37', undated memorandum by G. M. Kayida Mawanyo Mwachanda, encl. in Jennings to Provincial Commissioner, Northern Province, 26 June 1937.

78.) Although several different claimants to Tumbuka chiefdoms alleged to have existed in Ngoni territory have pressed their claims, the dispute has centered around two principal claims: supporters of Beza Dokowo Nyarendu, defeated by the Ngoni in 1880 at Hora Mountain in an abortive revolt, and the supporters of Chinjokola Jangowe, a chief of the ancient Matanja group of the Tumbuka. These claims keep alive today a certain feeling among Tumbuka people in Kziaba

district that they are distinct from the Ngoni and have a right to their own chiefdoms. Cf, Chief Hphamba and James Dokowo, Mphamba village, Lundazi district, Zambias, 1 May 1974; R.P.R. Banda, 'Tumbuka Chiefdomship: Katubi Chinjokola Jangowe', cyclostyled pamphlet, (n.p., n.d.), passim.

79.) Public Record Office, London (P.R.O.), F.O. 84/2051, 'Report on the Nyasa-Tanganyika Expedition', by H. H. Johnston, 1 Feb. 1890, encl. in Johnston to F.O., 17 Mar. 1890.

80.) James Henderson, 'Northern Nyasaland', The Scottish Geographical Magazine, XVI (1900), 86.

81.) Sec, for example, John McCracken, 'Underdevelopment in Malawi: The Missionary Contribution', African Affairs, LXVI, No. 303 (1977), 199.

82.) Cf, Inkosi Mzankuzulu and councillors, Ebhungweni village, Kziaba district, 16 Sept. 1971; Cf, Inkosi yankosi Ncolwa III and councillors, Edingeni village, Kziaba district, 19 Sept. 1971.

83.) Northern District Book, I (1904-07), 183, for the terms of the agreement between Sharpe and the Ngoni chiefs.

84.) P.R.O. C.O. 525/66, Smith to Bonar Law, 17 Jan. 1916.

85.) Cf, Inkosi Mzankuzulu and councillors, Ebhungweni village, Kziaba district, 16 Aug. 1971; Cf, Sison Kwula, Kziaba town, Kziaba district, 17 Aug. 1971.

86.) For a comparable pattern of social change and ecological degradation just across the border in Northern Rhodesia, see Leroy Vail, 'Ecology and History: the example of Eastern Zambia', Journal of Southern African Studies, III, 2 (1977), 129-55.

87.) P.R.O. C.O. 525/66, Smith to Bonar Law, 17 Jan. 1916, encls. 1 & 4.

88.) Cf, Inkosi Mzankuzulu and councillors, Ebhungweni village, Kziaba district, 16 Aug. 1971. See P.R.O. C.O. 525/66, Smith to Bonar Law, 17 Jan. 1916, for an account of the incident.

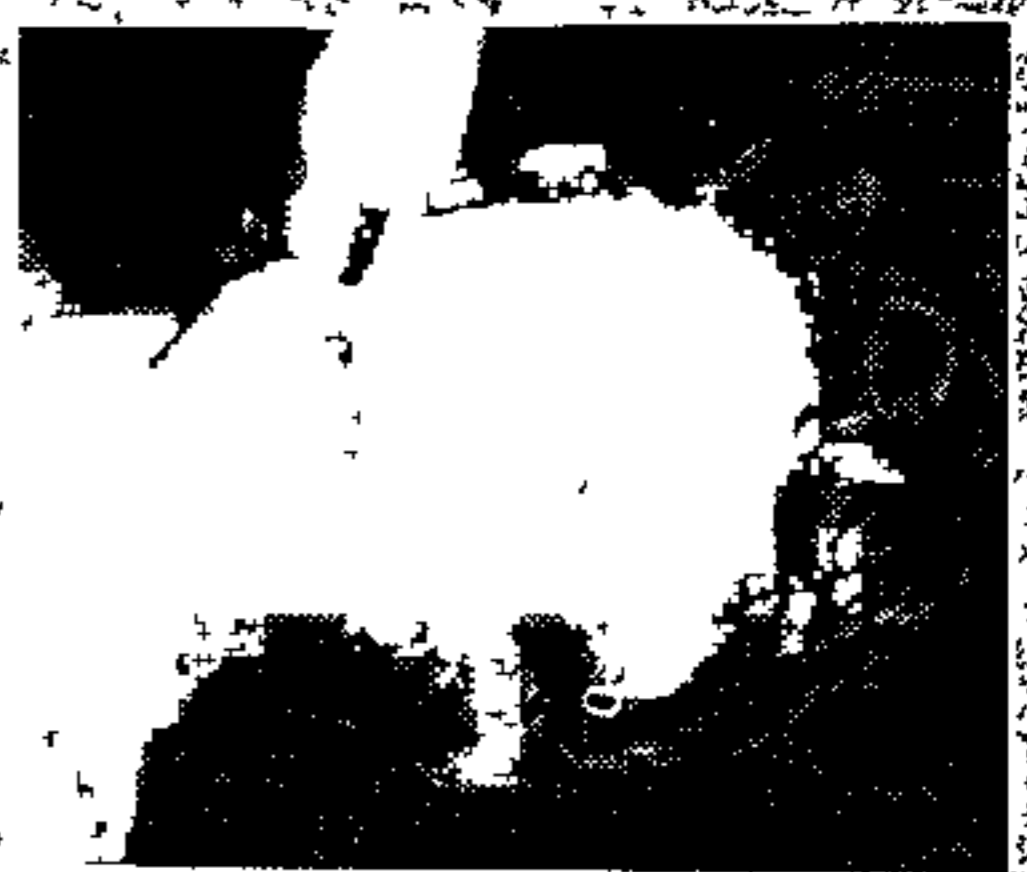
Suzman mourns a generation lost

through job reservation

change

CAPE TOWN — The name of the Department of Labour is to be changed to the Department of Manpower Development, the Minister of Labour, Mr. Fanie Botha, said yesterday.

He said the name was more modern and in key with the Department's more encompassing role, and the Government had therefore decided to accept the Wreahm Commission's recommendation that the name be changed — Sapa



MRS. HELEN SUZMAN
sadness at loss

Political Staff

CAPE TOWN — The Wreahm Commission's report had confirmed that South Africa had lost a whole generation through the adoption of the job reservation laws in 1956, Mrs. Helen Suzman, the veteran Progressive Federal Party MP for Houghton said yesterday.

Mrs. Suzman, who participated in the lengthy parliamentary

fight against the Industrial Conciliation Act, said the effects "may very well be the retarding factor on the growth rate in South Africa".

In an interview, Mrs. Suzman said "As one who was present when the original job reservation law — Section 77 of the Industrial Conciliation Act — was debated hour after hour with the Opposition making out

a case against the introduction of further job reservations, I cannot but reflect wryly on the sadness of having lost more than twenty years during which thousands of blacks, could and should have been trained to do skilled jobs in South Africa to the great benefit of the economy.

"We have lost a whole generation in fact," Mrs. Suzman added

PAM 5/11/78
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How job reservation can be abolished

DD 7/5/79 (177)

THE ASSEMBLY — The commission has recommended the principle of statutory work reservation be abolished by the immediate repeal of Section 77 of the Industrial Conciliation Act

Interests of individuals and groups of workers should then be dealt with through

Consultation between an employer and his employees before any

changes in established labour practices are introduced, with recourse to the industrial court by any party who feels aggrieved

A requirement of consensus on these matters within industrial councils

The adjudication of allegations of unfair dismissals by the industrial court

An appropriate amendment to the provisions of Section 43 of the In-

dustrial Conciliation Act, 1956, which empowers the minister to reinstate employees or restore their terms and conditions of employment in the case of a dispute between the employer and his employees

The strict application of the principle popularly known as "equal pay for work of equal value."

Training and retraining opportunities at the expense of the employer or in certain instances the state with a guaranteed income during such training

The introduction of relocation allowances to facilitate labour mobility of workers within industry

The acceleration of the introduction of training and retraining schemes in terms of the Industrial Conciliation Act, 1956, and the possible introduction of similar schemes for other sectors of commercial and industrial activity.

The upgrading of semi-skilled workers by means of training and retraining within industry

The development of fair employment practices legislation and many other considerations —
SAPA

Report 29/4/47

Werkafbakening ná Wiehahn finaal geskrap

Deur JOHAN VOSLOO
ALLE statutêre vorme van werkafbakening wat sedert 1926 in die wetboek
gekom het, gaan geskrap word. Swart vakbonde gaan bedingingsmag verkry.

Dit is twee van die belangrikste verwagte voortvloeiels uit die eerste deel van die Wiehahn-verslag, wat Dinsdag in die Parlement ter tafel gelê word 'n Regeringswitskrif sal ook dié week uitge-reik word

Ingrypende arbeidswetge-wing word binne enkele weke verwag. Dit sal 'n verdere bewys aan die buitewêreld wees van die Regering se erns om van rassediskriminasie weg te beweeg.

In die afgelope agttien maande is werkafbakening reeds op 23 van die 28

betrokke terreine afgeskat of opgeskort. Dit het elke keer gebeur ná deeglike oorleg tus-sen die Departement van Ar-beid en die betrokkenes Min Fanie Botha word alomheen groot lof toegeswaai vir sy benadering in hierdie delikate onderhandelinge

Vyf terreine waar werkaf-bakening nog nie opgeskort of afgeskat is nie, het oor-gely. Die mynbedryf (op-meting, ventilasie, montering ens.), die motormonteerbe-dryf, die boubedryf, die Kaapse verkeersafdeling en die Kaapse brandweerafde-ling. Daar kan verwag word dat werkafbakening ook hier sal verdwyn.

Daar word verwag dat die Minister van Arbeid, soos in die verlede, met vakunies oor-leg sal pleeg, en dat bevredi-gende nie-statutêre meganis-mes uitgewerk sal word om onregverdige verdringing van minderheidsgroepe, soos die blankes en die Kleurlinge te voorkom. Tradisionele ar-beidsvelde, soos dié van die Kleurlinge in Wes-Kaapland, sal steeds erken word, maar dit sal nie in wetgewing beves-tig word nie. Meganismes in dié verband is bv. reeds geskep.

Daar word beklemtoon dat

geen blanke sy werk sal ver-loor weens die finale afskaf-sing van werkafbakening nie.

Aan die ander kant sal mense wat nie bereid is om te werk nie, ook nie kan terugleun op wette om hom te beskerm nie, wêre gesê.

Die vrees dat blankes deur goedkoper swart of bruin ar-beid verdring sal word, is ongegrond. Die Regering het reeds hieroor standpunt inge-neem, en so 'n vorm van uitbuiting mag vandag nie meer voorkom nie.

* 'n Ander aanbeveling van die Wiehahn-kommissie, so word verneem, is dat die bedingingsmag van die swart vakbonde deur die wet erken moet word. **RAPPOORT** ver-neem dat die Regering nie onsimpatiek hierteenoor staan nie.

Swart vakbonde is nie onwettig nie, en daar bestaan tans meer as twintig met 'n ledetal van tussen sewentig-en tagtigduisend. Tot nou toe is hulle nie deur die wet ge-magtig om met die Regering en die ander werkersinstan-sies te onderhandel nie.

Daar kan verwag word dat daar nou geprobeer sal word om swart vakbonde op die een of ander wyse by die bestaande onderhandelings-masjinerie in te skakel.

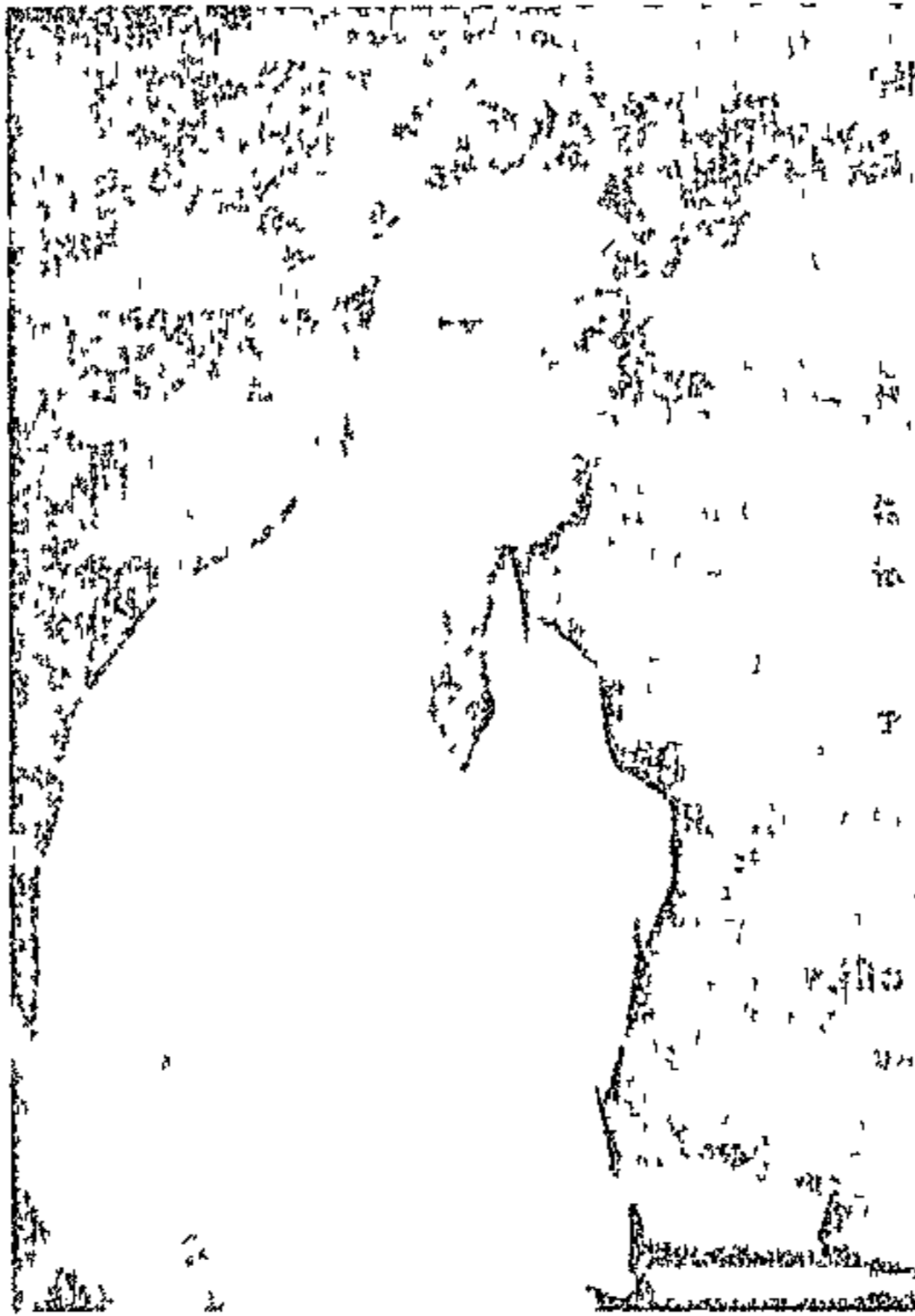
Room at the top

(172) pm 1/15/79

Mention women's liberation in business circles, and you will be met with howls of laughter. No one blanches if a businessman comments that he could never work under a woman, or an employer asserts that he would only put a woman in a responsible position if he could pay her less.

Yet SA's critical skills shortage demands a new look at what Truda Smit, lecturer at Unisa's School of Business Leadership, calls the "other half, who have an educational background similar to that of men of their population group, but are usually stuck in 'typical women's jobs' or are at home managing the household."

Although about 470 000 white females have matric or higher educational qualifications (as against 550 000 white males), a massive 75% are bunched in the clerical category. Census figures from 1970 show that white women earn an average of 44% of their male counterparts' earnings, although their average educational levels are almost the same. Blackie Swart, of the Unisa Inst



Sandra van der Merwe. upward mobility is difficult

Relations, estimates that only 10% of the gap is caused by differences in productivity -- the rest is a result of labour market discrimination.

The Department of Labour's Mapower Survey shows that in 1977 women formed 11% of all whites in the managerial category, but most of these are at the bottom end of their category. Indeed, a survey released this month by Sandra van der Merwe, professor of Marketing at Wits Business School, revealed that in a random sample of 200 quoted companies, only 109 had women in management positions.

As many as 60% of Van der Merwe's respondents said they were earning less than men doing the same job in their company or in the industry. Only 26% were earning more than R12'000 a year. Most have less than five people under their supervision, limiting their sphere of control. Says Van der Merwe: "As long as women remain out of the mainstream of organisational interaction, upward mobility into decision making levels will be difficult for them."

Indeed, a full 70% were pessimistic about their promotion possibilities.

In their traditional professions, like teaching, social work and librarianship, women seldom make it to the top.

The reasons for the present situation are deeply embedded in the social milieu. Says Smit: "Many myths regarding the capabilities and career attitudes of women are unquestionably accepted and perpetuated by most men and even by many women."

One example is the common belief that women have higher turnover and absenteeism rates than men.

Smit, however, argues that it is the nature of the job, not of women, which increases their turnover. "Anyone would have little incentive to stay at a job with no opportunity for development or promotion," she says. "Research has shown that the level of employment, rather than the sex of the individual, determines turnover and absentee rates."

As for pregnancy, Smit points out that companies make every effort to accommodate male employees who need military leave. Van der Merwe adds that men may suffer a heart attack, employment practices are adjusted accordingly. Why can the same not be done for pregnancy?

Working women's dual role cannot of course be overlooked. But both employers and government, maintains Smit, should help out, by providing day-care facilities or subsidising creches run by other organisations, and by making child-care expenses tax-deductible.

"The secret of running a home and following a career is proper organisation of one's time," says Val Mickleburgh, Total SA's marketing manager for Southern Africa. "The help of the husband in the home is also essential. This used to be foreign in SA, but things are

changing."

As things stand, women must often choose between their careers and families. Of the woman managers surveyed by Van der Merwe, as many as 44% had no children. Only two had children under four years old, and most of the rest said their children were over 16.

Nor is it easy to return to the market after the children grow up. "Older women tend to expect higher salaries even when they have been out of the employment arena for some time," complained Allied Building Society's L A Gibson. "They also tend to be set in their ways and like the cosiness of set routine."

Another common myth is that women want only money, security and good working conditions from their jobs, while their male counterparts are motivated by achievement and responsibility. Yet a massive 92% of Van der Merwe's women managers said that the fact that their jobs were interesting was the most important motivating factor. Salary and fringe benefits were rated below responsibility and promotion opportunities, while working conditions and job security tailed far behind.

Women play their part in perpetuating some of the myths. "Women tend to lock themselves in their own stereotype," says Mickleburgh. "Their self-image reinforces others' attitudes towards them. I have found that if you regard yourself as equal, you will be treated that way."

This in turn is a result of woman's social conditioning regarding her role. Nearly all the women managers approached by Van der Merwe insisted that to advance to top management positions, a woman needs determination, drive and self-motivation.

"But little girls and young women are trained to be diligent and dutiful, to take

instructions first from their parents and later from men," said Joan Cooney, director of several large companies in the US, in an interview with *Harvard Business Review*. "You are fighting your conditioning and your training all the time."

Successful women have broken out of one stereotype, but have nothing to replace it with. "They don't know how to conduct themselves, or even how to dress appropriately, since no pattern has been established."

Inadequate training is also a crucial handicap. "Many women function purely by instinct, whereas few companies would let their male employees into responsible positions without adequate preparation," says Van der Merwe. "A little training can work wonders for women."

Nearly half the respondents in the survey had not been on management training programmes. None had been aided by training designed to improve their self-confidence or help them with problems related specifically to women in management — a technique used frequently overseas.

"Possibly one of the most underrated problems of working woman is the issue of sexuality," says Smit. "The woman manager must be charming and well-groomed to get along. Men will not be able to regard her in the same way as a male colleague. But this leads to the possibility, fear and reality of sexual approaches."

Most respondents believed that laws preventing discrimination against women in business would encourage more participation. But changing legislation will not change attitudes. Still, both Mickleburgh and Van der Merwe believe that things are changing. They will have to, if SA is to make good its skills shortfall.

Randfontein — where the Nat words boomerang

The issues are clearly defined in the Randfontein by-election. It's a black and white choice for the voter and a significant testing ground for reaction to the Government's apparent change in course in its attempts at labour reform. MARTIN SCHNEIDER, Political Editor, reports.

point — you must be either pro-black, or pro-white.”

The 44 year-old father of five and his small team of workers drive their point home with propaganda reminiscent of the Nats at their best in the fifties and sixties.

In an open letter to the other three candidates, Warrington says:

“All three of you want to scrap job reservation in line with the Wiehahn report recommendation. Now you must tell the voters of Randfontein why you want to scrap job reservation — like the communists, the Hoggelheimers, the Yankee-government of Jimmy Carter and Andrew Young and the black agitators.”

Then follows a reproduction of the infamous Nationalist Brakpan by-election pamphlet which so clearly linked the scrapping of job reservation and communism.

“The NP,” says Warrington, “is becoming the kafir-boogie party, worse than General Spinto who even rejected Solly Sachs' demands.”

Warrington uses the “kafir-boogie” tag with relish.

“It works,” he says.

Does he agree with the general prediction in the constituency that the HNP will poll at least 2,000 votes?

“I don't want to make predictions,” Warrington says. “But if we can get strong support here, we can put the brakes on the Nationalists.”

He notes, however, that the HNP obtained in the space of a few days 703 signatures from constituents in terms of the law requiring parties without Parliamentary representation to secure 300 signatures before they may contest an election.

The damaging, destructive propaganda unleashed by the HNP has forced the National Party on the defensive, though Dr. Willem Kieftens, the country's leading expert on white elections, has little sympathy for the Nationalists' plight.

“How can you expect people to suddenly change their attitudes when you have brainwashed them all these years, when you have told them of the dire consequences that will follow black

And their arguments, too, are so similar to those used by the old UP.

The HNP refusal to accept the opening of the labour market will make the white man poor, says the NP of today.

In an attempt to beat applicants and trace thousands of missing voters, the Nationalist Press has devoted daily columns to attacks on the HNP and valuable space to lists of untraced voters, urging them to come forward with postal votes.

This is also a strangely lethargic National Party. In past elections, the NP has always managed to build a substantial pre-polling day lead based on postal votes. But with a week to go for polling in Randfontein, the NP has managed only 260 postal votes.

Its candidate, though, has impeccable credentials.

He is a young family man — 37 years old with four daughters — and until his nomination as candidate was the donee in the constituency's Randfontein congregation.

Dr. Boy Geldenhuys, educated at Stellenbosch and Rand Afrikaans Universiteits, has MA was on “The Atheism of the young Karl Marx” and his doctoral thesis on “Marxism — Creative Marxism or Revisionism?”

Marxism was not a violation of the basic Marxist philosophy, although it was adapted to suit Chinese needs, he concluded.

But right now, Dr. Geldenhuys is prepared to admit that the HNP will improve on its general election performance in Randfontein when it polled some 500 votes.

“I am not a fortune-teller and I'm inexperienced, but I still want to see them getting 2,000. Our canvass doesn't show that,” he says.

Dr. Geldenhuys personally visited Prof. Nic Wiehahn for a full briefing on labour reform as the HNP started making an impact with its propaganda.

“I tell our people that job reservation once had a purpose, but that it has become outdated,” he says.

He emphasises, in phrases reminiscent of the old UP,

long-winded pamphlets justifying their policies and emphasizing the protection for workers and State controls of the black unions under the new labour system.

“No one here likes the Wiehahn report, but we never realised that people are accepting that in the year 2000 whites will represent only 8% of the work force and that we have to open opportunities for blacks.”

And that is what next Wednesday's Randfontein by-election is all about — an important testing ground for the degree of acceptance among whites of the Government's labour reforms.

(Report by M. Schneider, 171 Main Street, Johannesburg)

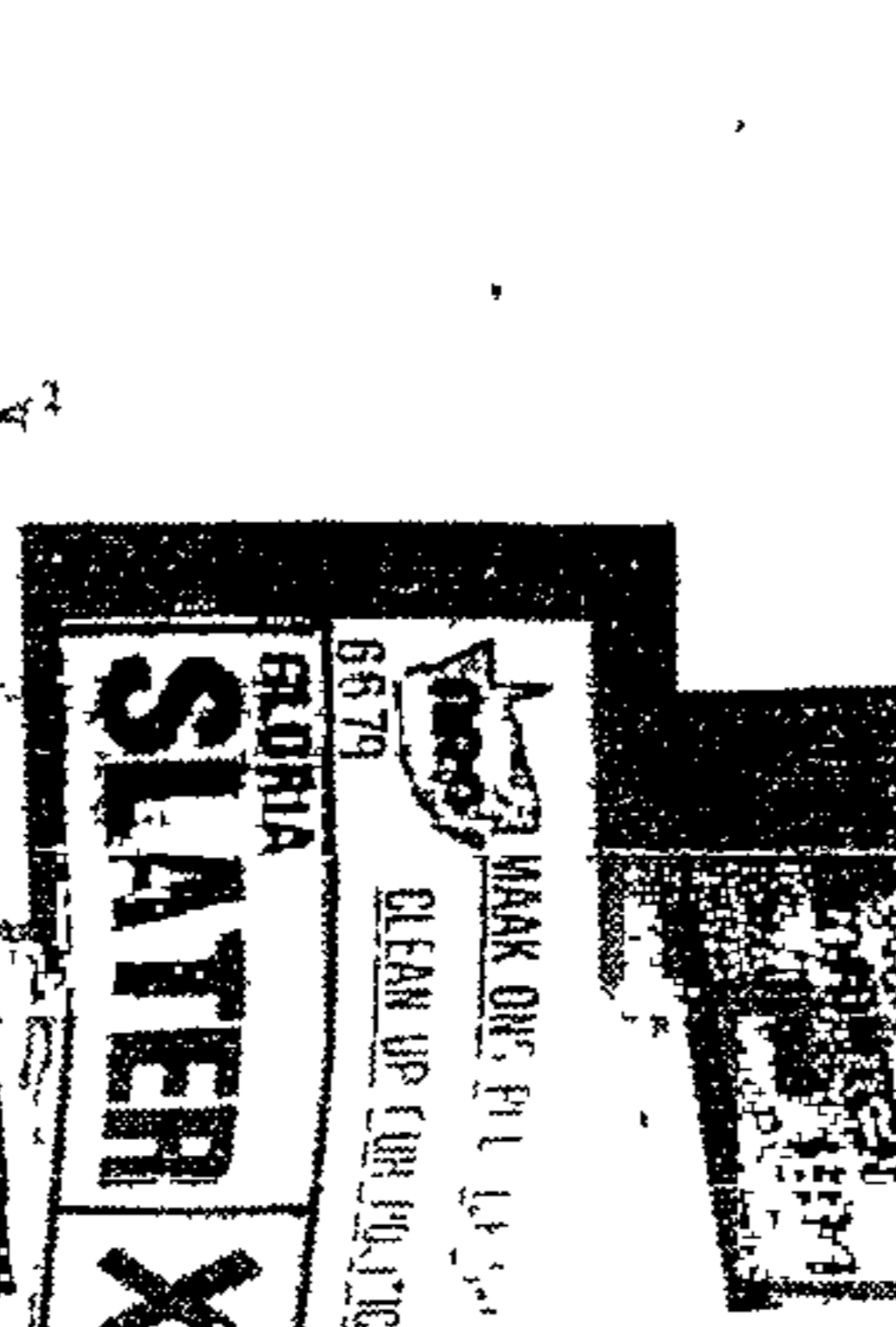
“The Swellendam by-election earlier this month established our presence here and gave us a foundation on which to build for the future.”

He is fighting a “Protest with rage” election, and like the NRP, he is basing much of his propaganda on the need for a stronger opposition which can keep Nationalist excesses in check.

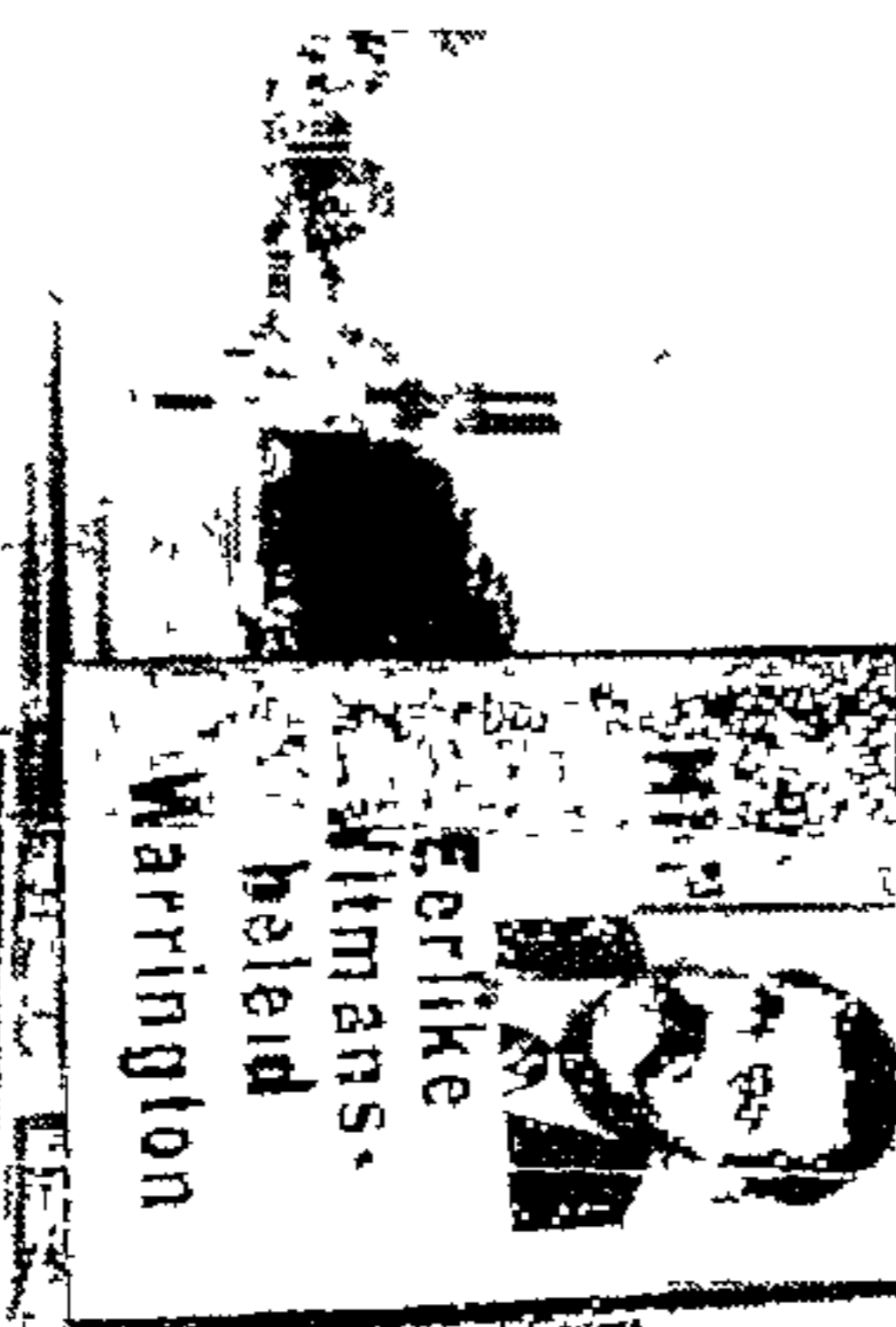
Both parties are involved in something of a battle for survival. Chairman g. It has a broader base than the PFP, the NRP is attempting to stimulate the momentum gained by its performance in



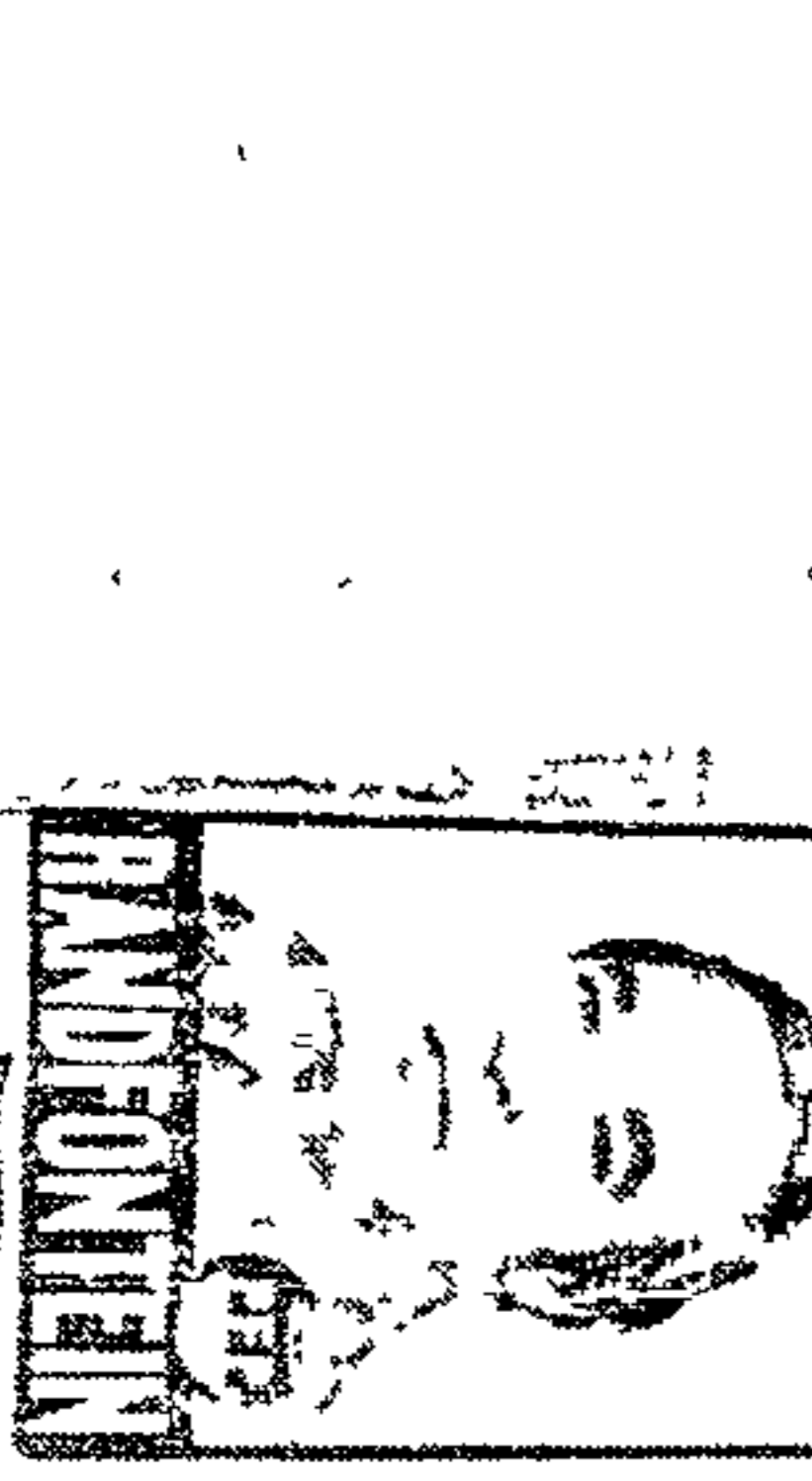
Dr. Boy Geldenhuys — National Party.



Mr. John Fabre — Progressive Federal Party.

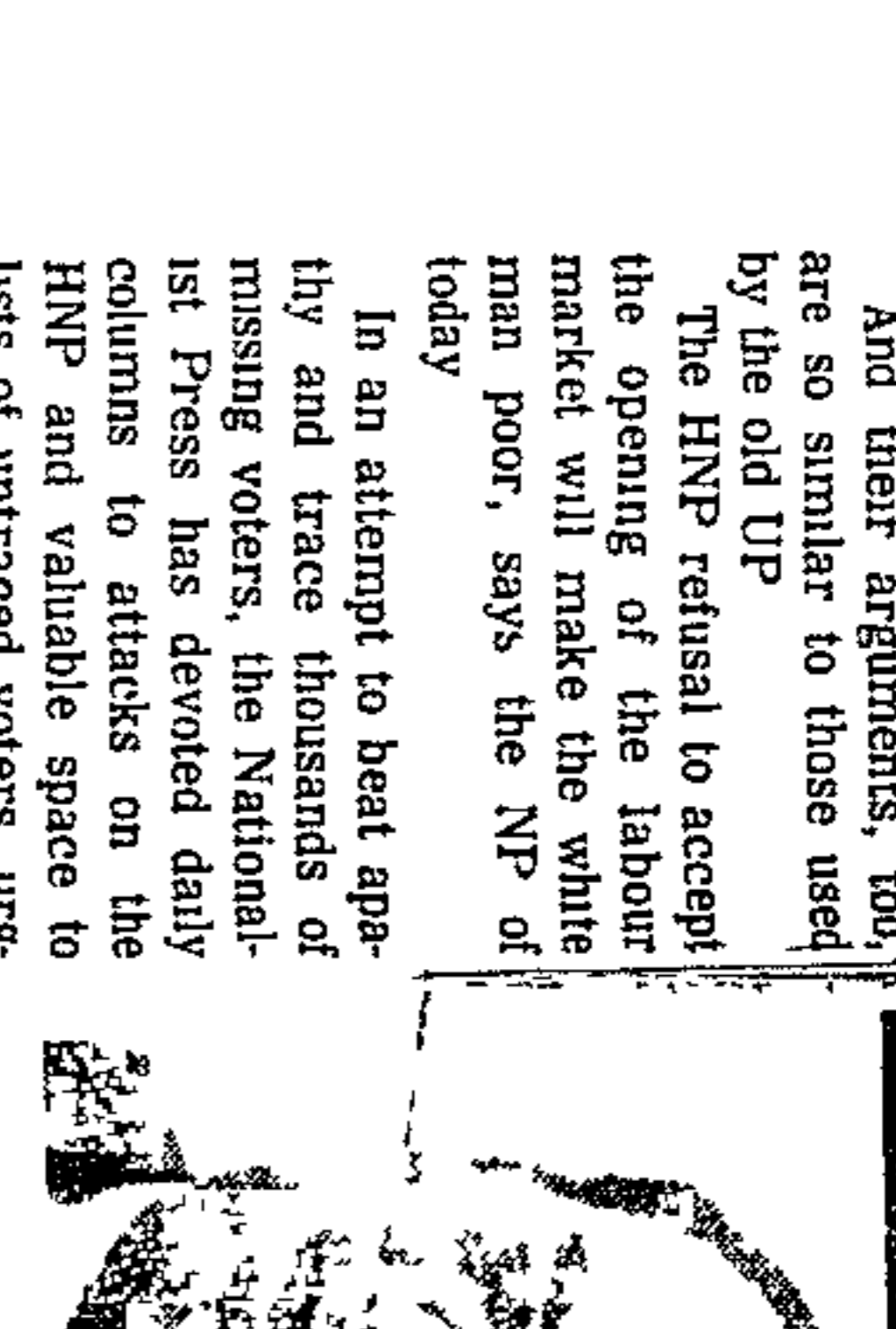


Mrs. Gloria Slater — New Republic Party.

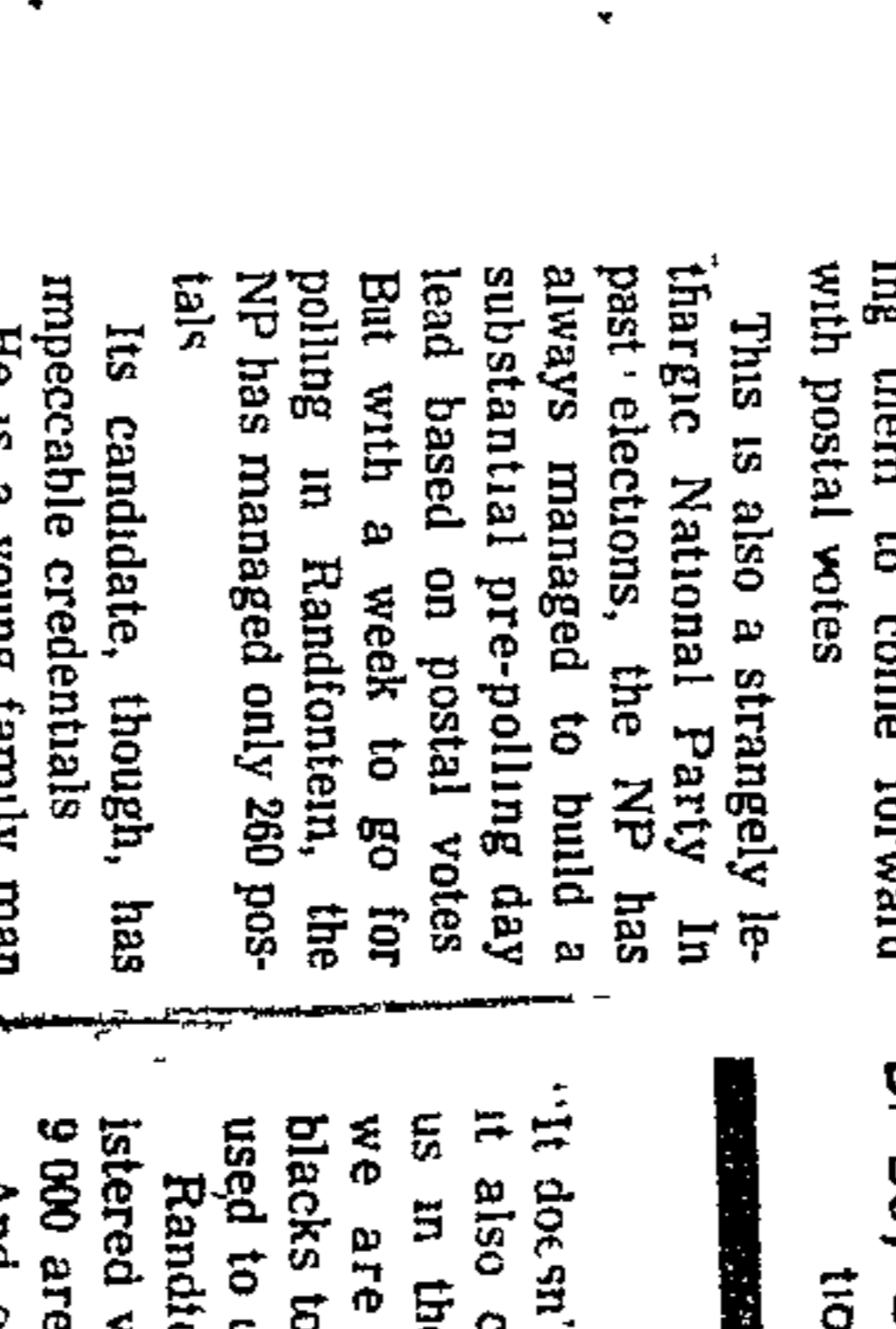


Mr. Neville Warrington — Herstigste Nasionale Party.

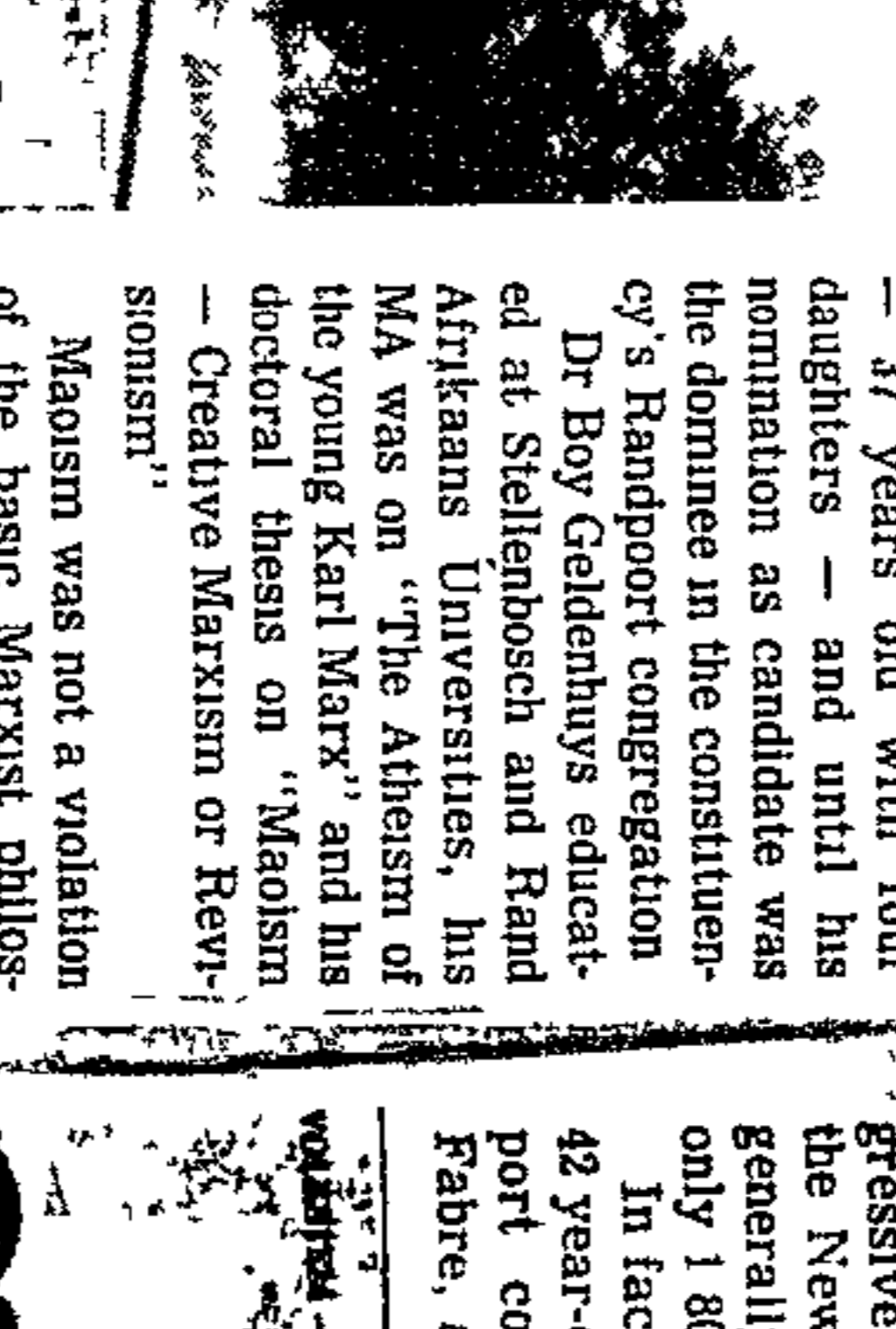
“The four parties campaigning for votes in the Randfontein by-election



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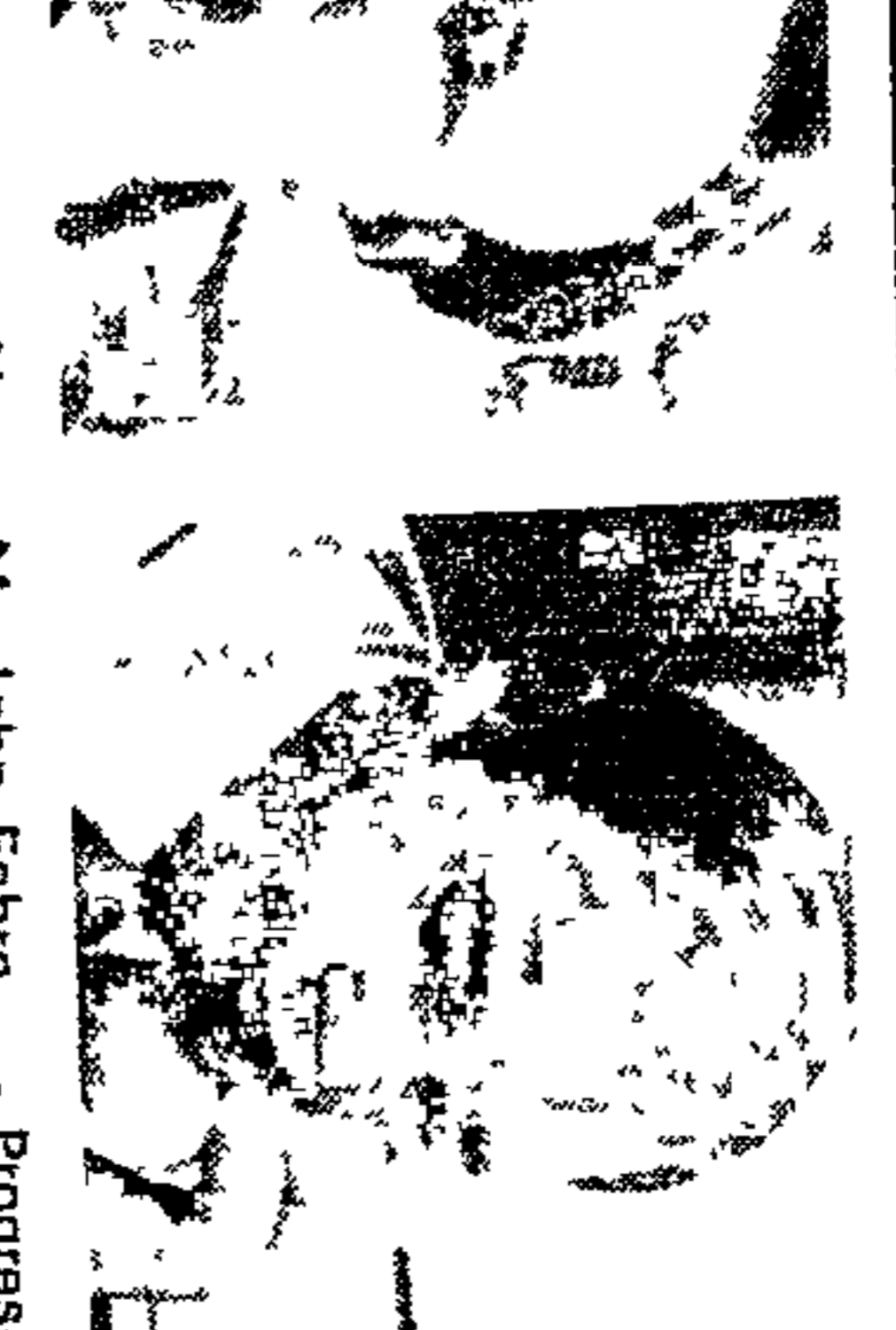


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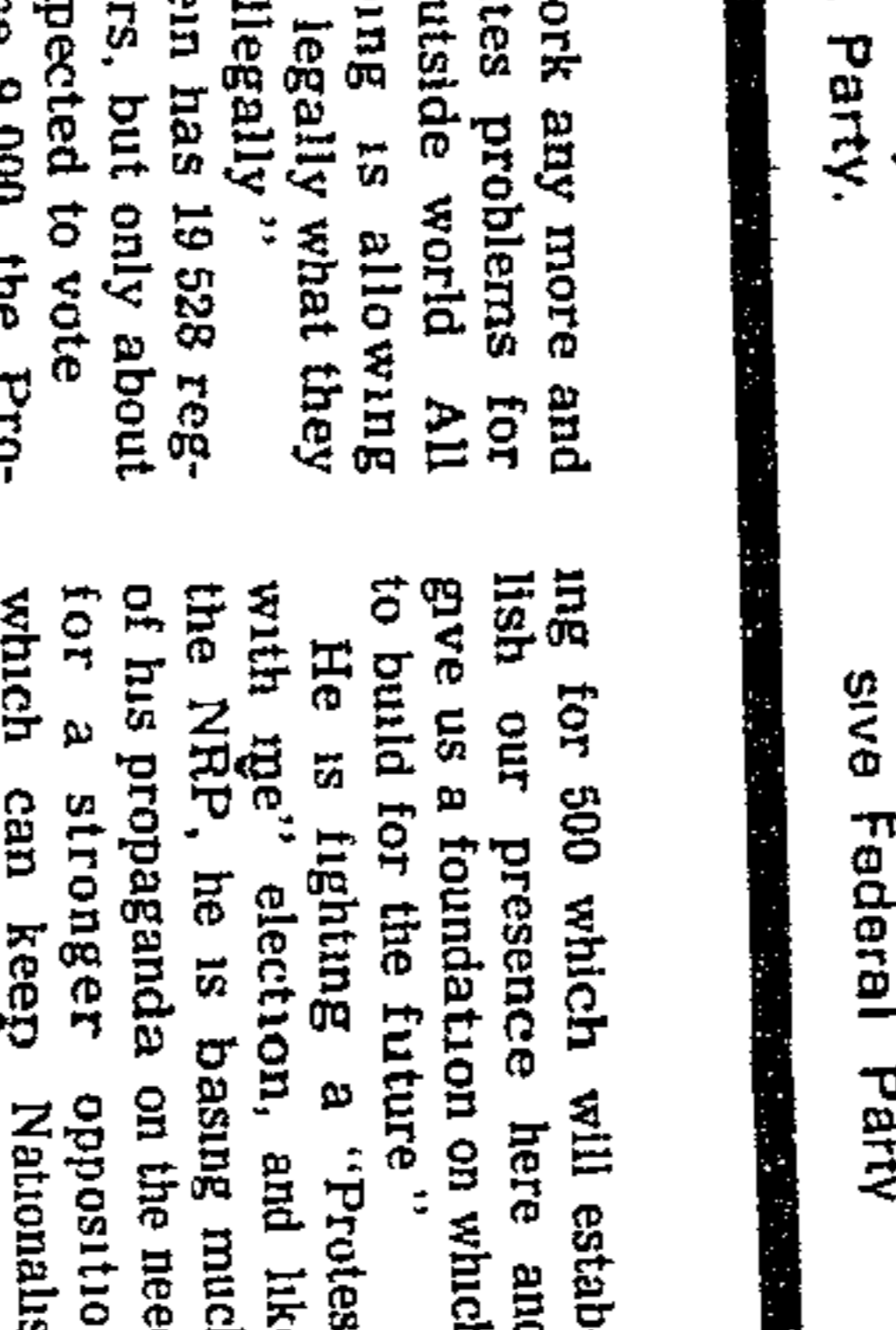


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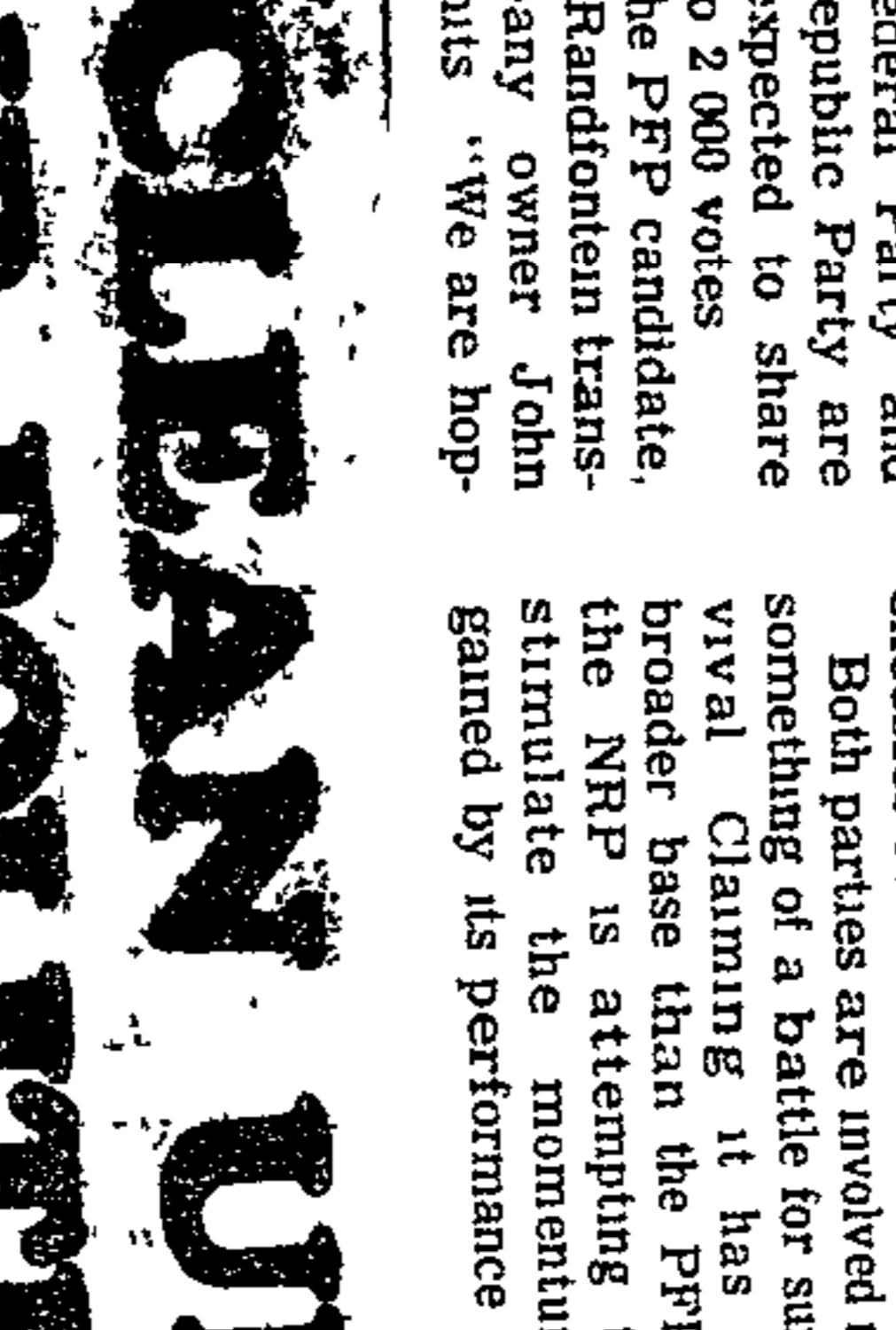
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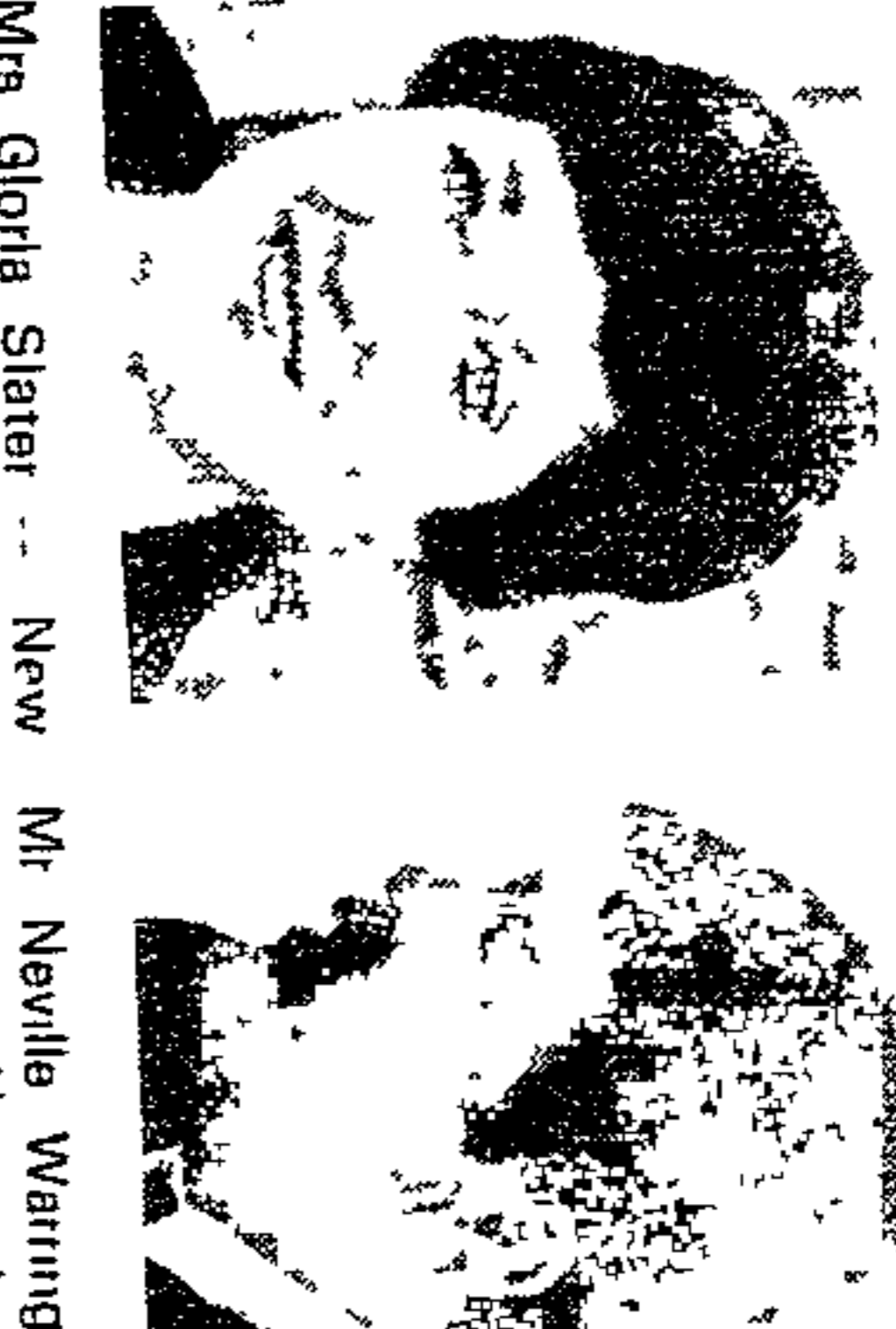


Dr. Boy Geldenhuys — National Party.

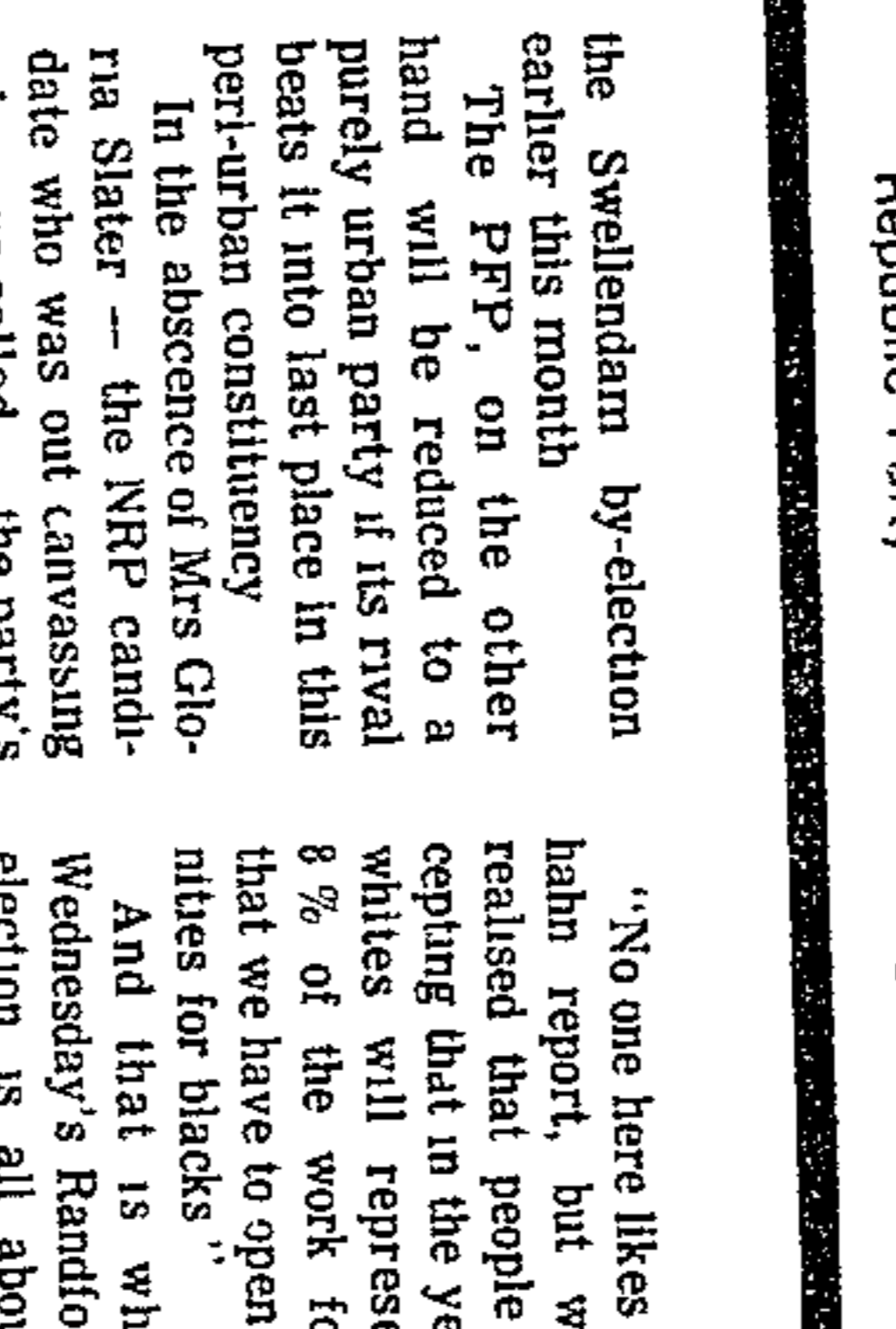


Mr. John Fabre — Progressive Federal Party.

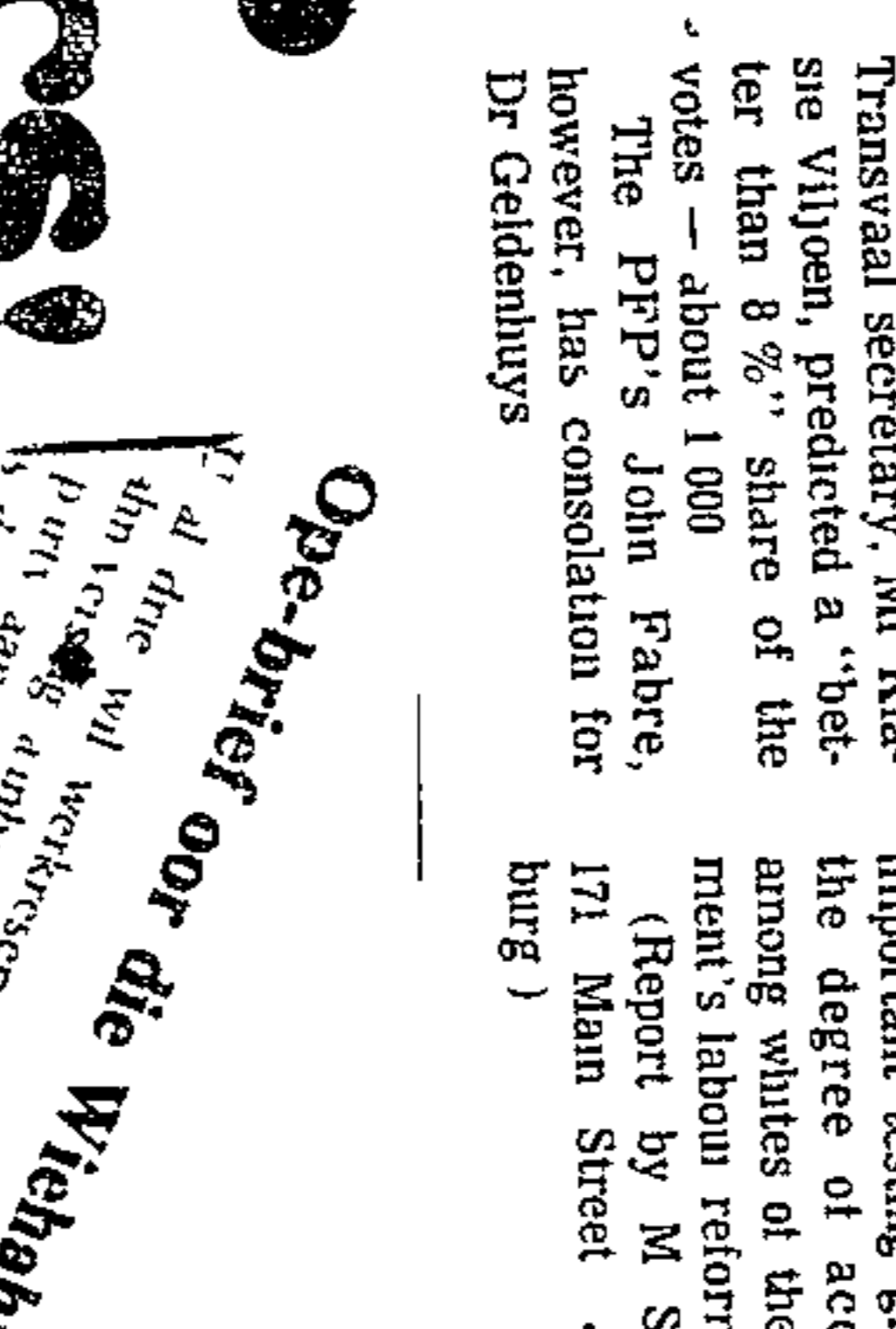
“The four parties campaigning for votes in the Randfontein by-election



Dr. Boy Geldenhuys — National Party.



Mr. John Fabre — Progressive Federal Party.



Mrs. Gloria Slater — New Republic Party.

“The four parties campaigning for votes in the Randfontein by-election

OUR POLITICS!

South Africa needs a strong alternative.

South Africa demands courage, dynamic leadership.

South Africa demands courage, dynamic leadership.

Party has been

BLANKES RAAK AL HOE ARMER

Die Nasionale Party is 'n sterk en dinamiese party. Ons is bereid om te veg vir 'n beter toekoms vir ons land.

12 Desember 1977

THE NATIONAL PARTY BUILDS A SECURE FUTURE THROUGH ORDERLY DEVELOPMENT

Swartesse koopkrag in die hoogte

12 Desember 1977

CLEAN UP

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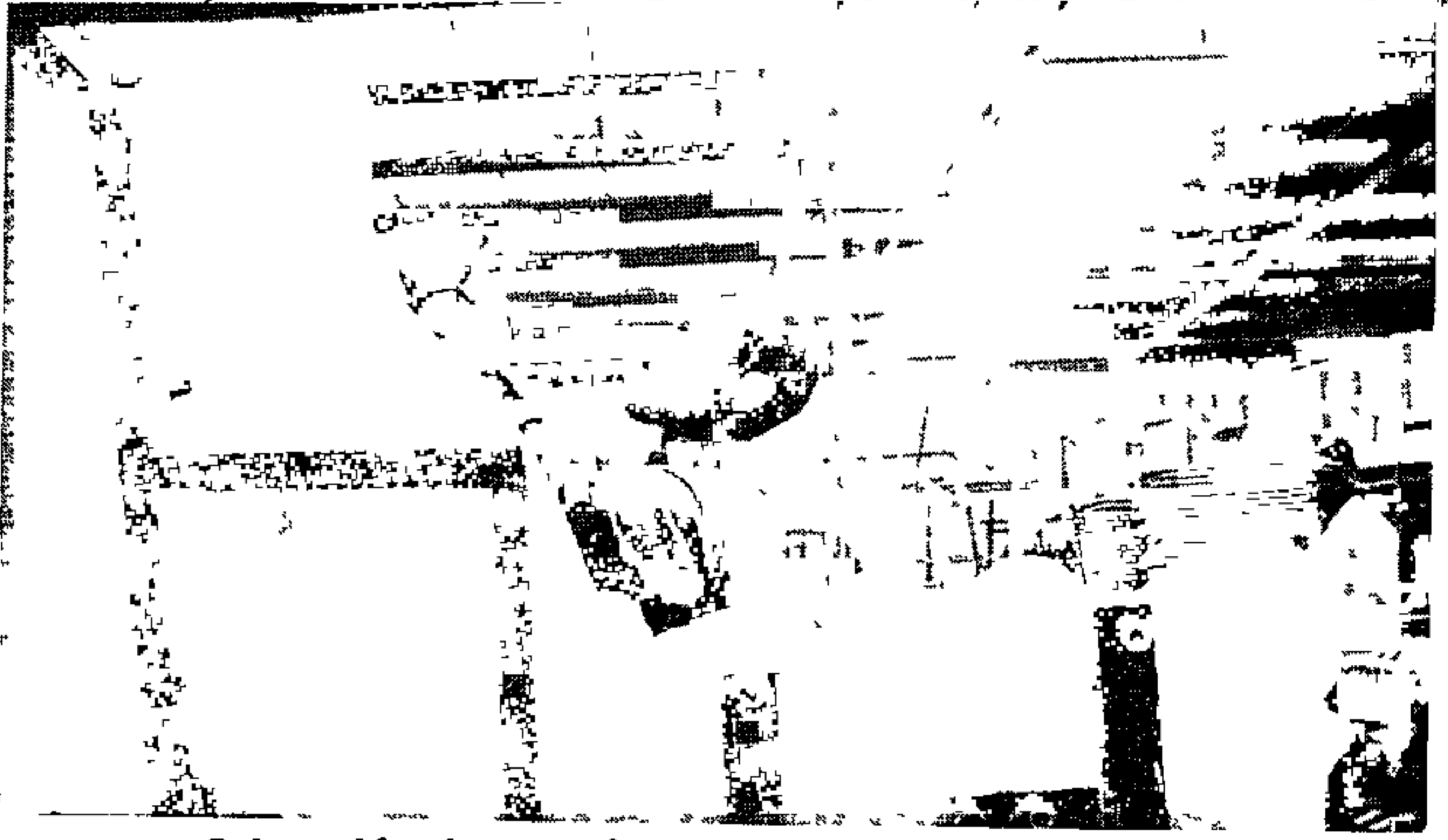
12 Desember 1977

"poems sincere to the
 Peter Horn is as vic
 South Africa ... he
 morable force or beat

JOBS COLOUR BAR
 Out of the wood
 Africans will now be able to do
 journeymen's work in the Transvaal
 furniture industry, in terms of a new
 agreement between employers and trade
 unions

13/7/79
 (77)

... can seize a det
 salure which budget
 thorough way'. ROBER
 ... is a beautiful
 jumped Aragon's 'cat
 world of black and



Coloured furniture worker . . . making room for Africans

The agreement, which has not yet been gazetted, will come into force in three months' time. Employers and unions both claim it will effectively abolish the job colour bar in the industry.

Until now, employers have not been allowed to employ Africans in Grade I (journeyman's) work at all. Furthermore, Africans have been allowed into Grade II jobs only under a "learnership system," which stipulates that no non-African labour must be available, that the African candidate for the job be 21 years old, and that he must have been in the industry for four years.

The new agreement scraps the industry's "restrictive employment" clause. But a stumbling-block remains: Africans cannot be indentured as apprentices, the employers arguing that there is no college training available to them in the "white" areas.

However, Winston Smith, secretary of the Transvaal Furniture Manufacturers' Association, says that Africans will still be able to occupy Grade I jobs by making use of the "learnership" system previously applicable to Grade II workers.

Those who qualify under this system will be able to do journeymen's work at journeymen's pay scales, despite the fact that they will not have official artisan status, says Smith.

Some furniture employers argue that

the "learnership" system stacks the cards heavily against Africans. But Michael Lalaram, secretary of the National Union of Furniture and Allied Workers, says that "many blacks are doing skilled work as a result of the scheme."

Although Smith says employers are "very happy" with the new agreement, he adds that they are still restricted by Section 3 of the Environment Planning Act, which has resulted in restrictive African labour quotas being laid down by government. "Until the Act is removed, promoting a black still means that you can't replace him with a new worker lower down the scale," he says. This, he

argues, may slow African promotion. Lalaram tells the *FM* that his union did not oppose the relaxation of Grade I restrictions because "we can now organise blacks into a registered union. We have always said that we will allow the barriers to go as soon as we can."

His union, which represents coloured workers, has started organising a "parallel" African union and will apply for registration for it "as soon as the law permits it." Lalaram adds that his union would amalgamate with the new African union — and with the small whites-only union in the industry — "within 24 hours" if legislation permitted mixed unions.

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F.M. 13/7/79

BLACK ADVANCEMENT

No happy union

Opposition to trade unionism remains deep-rooted in SA companies, according to a survey released this week

Entitled *Survey of Asiatic, Black and Coloured Advancement*, it is the second produced by human resources consultants Fine, Spamer Associates. Some 200 companies, employing half a million people, participated

About three fifths of the companies say they would prefer not to deal with an African union and over half that they would prefer not to deal with any union. Fully 90% say they believe that plant committees are preferable to unions from management's viewpoint (nearly all the companies have committees). Only a fifth believe that a union serves worker interests better than a committee

Despite their objections to unions, most companies say they would deal with a government-recognised union. Only 37%, however, say they are prepared to recognise an unregistered union

As far as registered unions are concerned, 58% of the companies complain that they restrict African job advancement. In addition, 32% complain that white unions restrict coloured advancement, and 27% believe that they bar jobs to Asians. Just under half of the companies say they have to have union permission in order to promote black workers

Another area of little progress is the promotion of black workers to supervisory positions over whites — and into upper level supervisory jobs generally. Only 22% of companies have Asians, coloured people, or Africans supervising whites, and only 3% have Africans in these positions

Most of the companies say their minimum wage is above R150 a month, a quarter say it is above R200. But a third start their lowest-paid workers at R100-R150

Main progress areas have been the elimination of racial pay differentials (77% of the companies claimed they had integrated pay scales), desegregation of facilities, and fringe benefits. A resounding majority (88%) argue that business should contribute to society "in



Bernard Chalmers . our survey represents the best

addition to pursuing normal business activities "

Bernard Chalmers, who conducted the survey, tells the *FM* the companies surveyed are "the more concerned companies and their employment practices are almost certainly better than most "

49
177
57

SA lags in scrapping job bars — survey

By RIAAN DE VILLIERS
Labour Correspondent

SOUTH African companies are lagging behind both American and British firms in eliminating discriminatory job practices

This is one of the main findings of a major survey on black job advancement conducted by Fine Spamer Associates, human resources consultants

But according to Mr Bernard Chalmers, the director responsible for the survey, the gap is "fairly small"

About 200 companies employing just under 500 000 people took part in the survey, the second to be conducted by the organisation

Half the companies were SA owned, 21% were linked with the US and 19% with the UK

The survey has revealed that companies are making slow progress in eliminating discrimination in employment practices and that they remain

strongly opposed to trade unions, especially black unions

Among the main findings are

- Some 80% of the companies said they had policies granting equal opportunities to all population groups,

- More than two-thirds of the participants said they had an integrated pay structure for all population groups,

- About the same number said they gave equal pay for equal work, based on job evaluation systems

- More than half the participants pay minimum wages in excess of R150 per month, and most base their low level wages on a minimum determined by a cost of living index,

- More than 70% of the firms subscribe to a code of employment practice

Of the firms who do not pay equal pay for equal work, some 36% have definite plans to

achieve this goal. On average, these companies estimated that it would take between three and four years before all population groups are paid on an equal basis

But according to further information in the survey, which was released to the Financial Mail, about 60% of the companies said they would prefer not to deal with black trade unions, and more than half would prefer not to deal with any unions

Some 90% preferred plant committees to unions

Most companies said they would deal with registered unions — but only 37% said they were prepared to recognise an unregistered union

According to the Financial Mail, advancement into top jobs is also lagging behind. Only 22% of the companies have coloureds, Asians or blacks in supervisory positions over whites, and only 3% have blacks in top supervisory jobs

CLOSED SHOPS
Anti-union move?

soen onder die kragt van die wetgewing. In aantal tydelike navorsings-

Government's decision on the...
...place an embargo on...
...management has been...
...the...
...the...
...the...

Although there is no reference to the closed shop in the Industrial Conciliation Amendment Bill introduced last week, trade unionists point out that the government doesn't need legislation to stop closed shops. The Department of Manpower Development can simply refuse to publish industrial council agreements which contain them. Official sources tell the I.M. that no new closed shops will be allowed.

The union thus fears that one closed shop could cease to exist as soon as the current set of industrial agreements expires (although only new shop agreements may be prevented from negotiating closed shops). Even some of the unions who are against racial job bars are alarmed. The garment Workers Union has already come out in support of the closed shop.

And veteran shopworkers unionist Morris Kagan told an Institute of Race Relations seminar this week that while the suspension of the closed shop has been presented as an anti-job reservation move, it is in reality an anti-union move which now flows to employers.

Indeed he argued one effect of suspending the closed shop will be the weakening of any black trade unions who are able to gain registration under the new system. These will now be denied an essential source of strength.

Kagan does readily concede that some closed shop agreements are used to bar Africans from jobs. But he says this is not the purpose of the majority. In many cases, Kagan argues, the closed shop provides an incentive for employers to use African labour. Thus some closed shop clauses merely stipulate that all workers eligible for union membership must be union members. Since Africans have not hitherto been eligible, employers have hired them in order to avoid union dues.

Kagan believes that the closed shop is essential to unions because it prevents employers from replacing union labour with more pliant non-union workers.

c) Ander lede:

- Mnr K. Bosman
- Professor A. Cupido
- Mnr N. Daniels
- Mnr Achmat Davids
- Professor R.J. Davies
- Professor J.J. Degenaar
- Mnr René-de Villiers
- Dr I.D. du Plessis
- Professor J.J.F. Durand
- Professor J.B. du Toit
- Mnr A. Flederman
- Professor R.F. Fuggle
- Mnr G.J. Gerwel
- Eerw D. Guma
- Professor A. Paul Haré
- Dr Gertrud Heydorn
- Mnr F.A. Jacobs
- Mnr H.W. Middelman
- Eerw M.T.L. Moletsane
- Professor A.D. Muller
- Sheik A. Najaar
- Mnr Victor Norton
- Professor N.J.J. Olivier
- Mnr L. Phillips
- Professor H.P. Pollak
- Mnr W.J. September
- Mnr Franklin Sonn
- Mnr P.M. Sonn
- Regter J.H. Steyn
- Mnr R. Tobias
- Professor R.E. van der Ross
- Professor J.H. van Rooyen
- Mev. S. Walters
- Professor F.A.H. Wilson

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toegesprek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek.

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switserland, Swede, Israel en Zambie besoek. Hy het vooraanstaande joernaliste, Suid-Afrikaanse diplomate, senior amptenare van die Suid-Afrika-Stigting en verskeie regerings betrokke by Suid-Afrikaanse belangte ontmoet. Hy het besprekings gevoer met stigtings, truste en opvoedkundige verenigings. As gevolg van sy besoek aan Nederland het hy 'n toelae vir die Konstruktiewe Program ontvang van die Algemeen Diakonaal Bureau van die Gereformeerde Kerken in Holland.

fellow van die Konstruktiewe stansies, wat universiteite, en met verskeie handels- al, kontak opgebou.

teur die volgende konferensies

sionale Uitvoerende Komitee- die Suid-Afrikaanse Insti- tute, Kaapstad (Januarie).

Vergadering van die Religious Inter-Union (April).

Sosiologie, Uppsala, Swede. n Werkgroep 6 en vergaderings van die Internasionale Sosio- logie (April) afgevaardigde

20/11/79
111
310

Railmen say job bars serve no purpose

PRETORIA — Railway artisans decided at their conference here that job reservation no longer served a useful purpose

The president of the Artisan Staff Association, Mr Jimmy Zurich, said the 150 delegates agreed with him that job reservation was "virtually a dead piece of legislation."

Mr Zurich said the white worker must protect himself by becoming more skilled

"For whites to be competitive in the labour market the standard of skilled trades must be

raised. The education standards of apprentices must be fixed at a minimum of Standard 8 with maths"

In any case, Mr Zurich said, workers should be protected by the collective efforts of trade unions, and not by discriminatory laws

There possibly was a good case for job reservation when it was introduced in the late 50s, but with the passage of time it fell into increasingly disuse, and fewer and fewer determinations were made — DDC



Paulina Mnisi, Hendrina's woman petrol jockey — a domestic by classification.

Hundreds of blacks are working illegally in the Eastern Transvaal town of Hendrina — because the town's founder decided in 1916 that no people of "other colours" would be employed as anything other than household servants in the area.

The result is that officially the town — white population 850 — has an image of being whiter than white.

The title deed stipulation was uncovered this week when a major mining equipment manufacturer in Hendrina — the little village in the eye of the coal boom hurricane — applied to the village council for permission to employ coloured and Indian storemen.

The stipulation states that no part of the town shall be hired or sold to any "coloured" and that no "coloured" other than a household employee will be allowed to stay on or occupy it.

The term "coloured" refers to anyone who is not white.

The stipulation was set up by the town's founder, Mr Willem Joubert, before the town was officially proclaimed in 1916.

Despite the rather harsh words of Mr Joubert, hundreds of blacks move freely about the town, working in shops, filling stations and various other commercial centres.

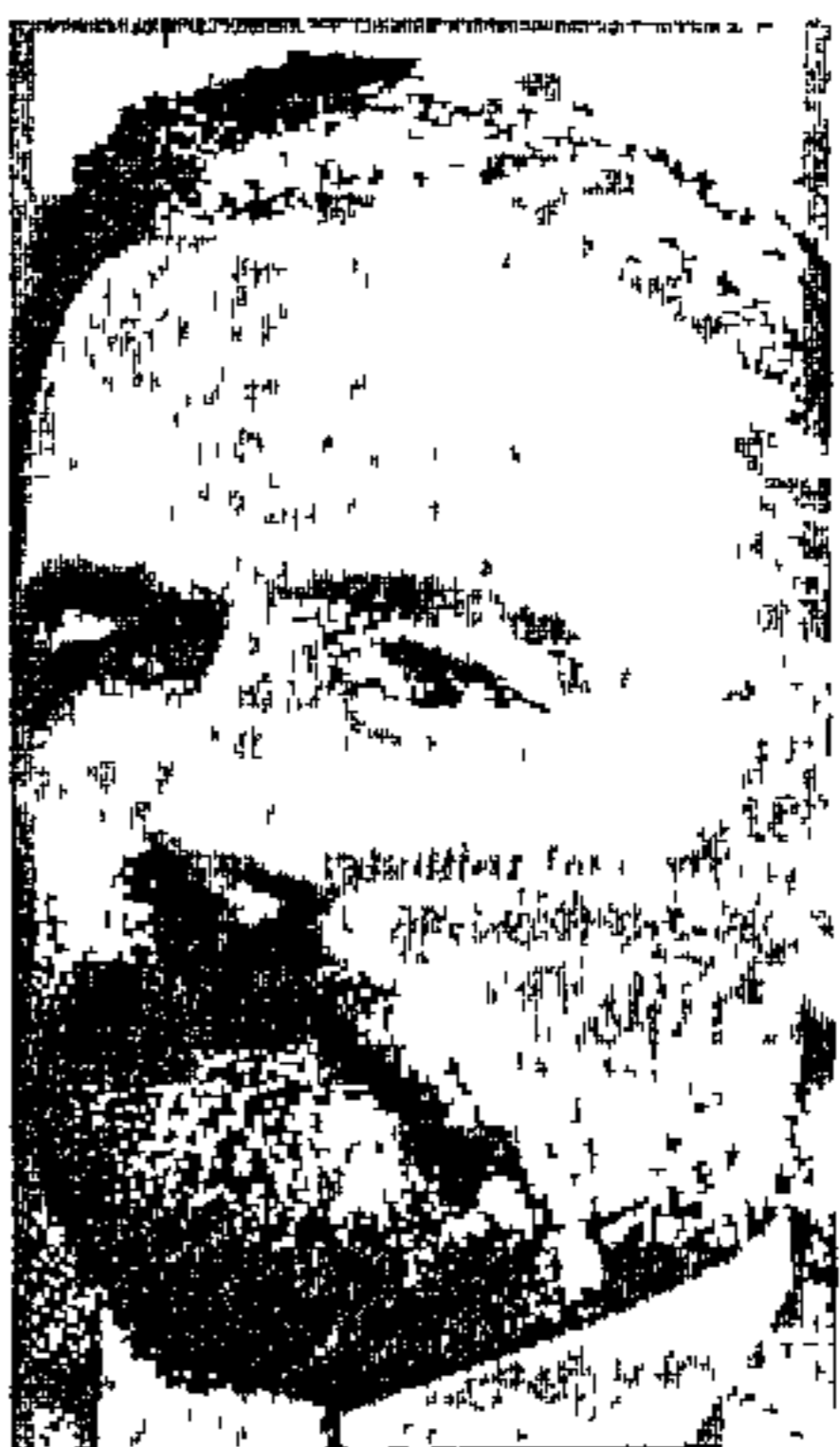
"I suppose it's the way you interpret the term 'household servant'," said the town clerk, Mr Jan Scheurkogel.

"I know what the founder actually meant — and that is that no person other than a white shall be an employer or landowner in this town.

"We do not have the power to change the stipulation — it will most probably have to be changed by parliament."

Spirit of Hendrina written in white

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servant said the town clerk, Mr Jan Scheurkogel

"I know what the founder actually meant — and that is that no person other than a white shall be an employer or landowner in this town

"We do not have the power to change the stipulation — it will most probably have to be settled in court"

A spokesman for the mining equipment manufacturers, who did not want to be identified, said he could not understand the stipulation and that if seen in the broad sense it meant a lot of whites in Hendrina were employing blacks illegally.

"And that includes myself," he said

Hendrina has also never had an Indian resident.

When a plant manager wanted to employ a few Asiatics this week, the locals talked of settling him for once and for all

"We'll possibly get one of those high school boys to climb into him," they told me when I asked them what they thought

"The blacks here are happy people," said Hendrina's one-time veteran mayor, Oom Willem Eksteen "There's a flourishing black township and they now use our sewerage system"

Oom Willem is into his 70s, and is now a retired man with a position on the village council. He has lived in Hendrina for 32 years and shares the hope with all his fellow town-folk that one day the town will boom

Will it take the impetus of a huge chainstore to push Hendrina to urban Olympus? Or will the steel ribbons of the railways do the trick?



Mr Jan Scheurkogel
court ruling needed



Mr Willem Joubert
founder of Hendrina

CHRIS MARAIS drops in on an Eastern Transvaal dorp and finds there's a strange title deed stipulation that keeps the town "officially white" — except for domestic servants

Through the years, the people of Hendrina watched the area about them grow rich and prosperous. They saw the thousands of workers flow into the eastern Transvaal as the big power stations and coal mines mushroomed — and waited, like an ailing ghost town, for their share of the black gold

Railway routes sprang up all about Hendrina, but like a dirty little urchin the village was overlooked

There was little hope of a rail link until recently, when talk began to spread about those houses that were suddenly being built in one part of the town. The locals made a few discreet inquiries and found they were destined to be occupied by railway electricians.

Two and two suddenly promised a railway line, and it's the

best news they've had in years

Mr Scheurkogel has been town clerk for 28 years

"When I started, we had a total population of 450. It is my ideal to see this town grow. Yes, we hope the railway will come to Hendrina"

Back in the pub, the boys are joking about an interesting pastime — shooting through to Swaziland for some light entertainment.

That story seems restricted to the bar though, because neither Oom Willem nor Mr Scheurkogel agreed that this was a favourite local habit

"Thousands of others from all over stream through our town on their way to Swaziland, but our young people don't go there much," said Oom Willem "We have dances here now and again, and most of the young visit each other for recreation"

One of Hendrina's "young" told me back in the bar that the town had its first discotheque recently, but he did not think it would return

Word was that members of the local freemasons would be coming for a nightcap later after their meeting, and so we waited to be able to meet them

"The local freemasons are the most influential people in Hendrina," said one of the drinkers "But I'm just as curious as you are as to what they do"

Back at the council offices, a look at Hendrina's files revealed that the town used to be a farm belonging to a Mr Gert Beukes and his wife, Hendrina, and that the settlement was started to "satisfy a spiritual need for a community and a church"

"Cars and motorcycles were so scarce here in 1919 that when one moved, people would run outside to view the strange spectacle," the records run

No one was allowed to shoe a horse or exercise an animal in the streets unless there had been "an accident"

And the town's favourite sport was shooting. So much so that a special range was built in the early 20s

"Goodbye, thanks for coming. Give us a good write-up, won't you?", were Oom Willem's last words to us



Oom Willem Eksteen, former mayor of Hendrina "Our blacks are happy here"

School for black managers

for business careers, the scheme would try to

① Upgrade the cadet's academic and learning abilities to improve his progress during university studies.

② Integrate him into his working environment.

③ Sharpen and sustain his self-confidence.

④ Prepare and motivate existing employees to ensure the efficient integration of the black graduate into head office.

TEACHERS

The academic and vocational upgrading will be in the hands of a team of specialist teachers.

A start will be made next year with about 12 cadets, who will be corporation employees from the outset.

'We are looking forward,' said Mr Oppenheimer, 'to employing blacks for careers in the significant decision-making areas of our business. We are determined to give meaning to the concept of equal employment opportunity, and in so doing, to make our own small contribution to the development of a just society in South Africa.'

JOHANNESBURG — Anglo American Corporation, said Mr H F Oppenheimer, chairman, in his annual statement, acknowledged the need to establish special programmes for black employees who have the potential for job advancement, in recognition of the various obstacles that stand in their way.

One of these programmes was a scheme, ambitious in concept and likely to be difficult in execution, to recruit, educate, train and develop high-quality black matriculants who will form a pool of potential managers in the financial and engineering fields.

It will be financed by the corporation and De Beers, and will cost more than R3-million over the next five years.

INVESTMENT

'We look upon this,' said Mr Oppenheimer, 'as an investment in the widest sense, for once the scheme has proved itself, it will be made available to other employers and educational institutions in the country.'

Initially, to overcome the inadequate preparations of most black undergraduates and graduates

c) Ander lede

Mr K. Bosman
Professor A. Cupido
Mr N. Daniels
Mr Achmat Davids

Mr H.W. Middelmann
Erw. M.T.L. Moletsane
Professor A.D. Muller
Sheik A. Najjar

4

A. Mobiliteit en Politieke Verandering in Suid-Afrika
Hierdie projek is 'n paar jaar gelede aangepak 'n Onderzoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem 'n aantal tydelike navorsings-

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, bare vergaderings toegesprek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek.

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switserland, Swede, Israel en Zambie besoek. Hy het vooraanstaande joernaliste, Suid-Afrikaanse diplomaate, senior amptenare van die Suid-Afrika-Stigting en verskeie regerings betrokke by Suid-Afrikaanse belange ontmoet. Hy het besprekings gevoer met stigtings, trusts en opvoedkundige verenigings. As gevolg van sy besoek aan Nederland het hy 'n toelae vir die Konstruktiewe Program ontvang van die Algemeen Diakonaal Bureau van die Gereformeerde Kerken in Holland.

Professor J.L. Boshoff, ere-Fellow van die Konstruktiewe Program, het met 'n aantal instansies, wat universiteite in Natal en Transvaal insluit, en met verskeie handels- en industriële firmas in Natal, kontak opgebou.

(b) konferensies

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon

Jaarlikse Konferensie, Nasionale Uitvoerende Komitee- en Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasverhoudinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April)

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosio-logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

Nats given choice: It's jobs or revolution

2/9/79

(177)

Mercury Correspondent

BLOEMFONTEIN — The Minister of Manpower, Mr. Fanie Botha, yesterday defended the Government's labour policies by stressing the danger of revolution by workless people.

One delegate at the congress asked whether Black people were ready for trade unions and another had claimed that the scrapping of job reservation was "United Party policy".

Mr Botha said he accepted that there were about 1 000 000 unemployed people in the country, and if that situation continued it would create fertile ground for revolution

During the course of his reply a 13-minute slide-tape show about the Government's new labour policies was shown to delegates. It was emphasised that the changes would protect White workers and that job reservation was no longer working

The commentator said that the fact that there were no controls over Black unions, which received money from overseas and allowed foreigners in their executives, while White and Coloured unions were registered was "nothing less than discrimination against White and Coloured unions"

Mr Botha said the training of manpower was essential. Already there was a shortage of between 30 000 and 40 000 trained artisans and professional people. "There has to be total training for the whole of South Africa"

"Let us accept that any worker wants one thing and that is security, not to be thrown out of his home tomorrow and to be able to look after his family," Mr. Botha added

Through the new policies workers would be protected in their jobs through the industrial councils, but he stressed that employers and employees had to be partners in South Africa's 13 000 factories.

Handwerk - TRAINING

177

GOVERNMENT GAZETTE, 19 SEPTEMBER 1975

No 4847 5

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 1746

19 September 1975

WET OP OPLEIDING VAN AMBAGSMANNE, 1951

Onderstaande verbetering van Goewermentskennisgewing R. 845 wat in *Staatskoerant* 4682 van 25 April 1975 verskyn, word vir algemene inligting gepubliseer

In klousule 4 (a) van die Engelse teks, vervang die uitdrukking "R40", waar dit vir die eerste keer voorkom, deur die uitdrukking "R4".

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R 1746

19 September 1975

TRAINING OF ARTISANS ACT, 1951

The following correction to Government Notice R 845 appearing in *Government Gazette* 4682, dated 25 April 1975, is published for general information

In clause 4 (a) of the English text, Substitute the expression "R4" for the expression "R40" where it occurs for the first time

overalls and a tool holder and at the end of his training period at such institution with tools necessary for the performance of the trade in which he is to receive training, which shall become his property

8 *The liability of a trainee.*—(a) The Secretary for Labour shall retain a lien in respect of the two overalls and tools issued to a trainee in terms of clause 7 hereof until such time as the trainee has completed his training in terms of the Act

(b) Should a trainee for any reason not complete the prescribed training, he shall be liable to pay to the Secretary for Labour the purchase price of the said two overalls and tools. Should the trainee fail to pay the purchase price of the said items, the Secretary shall have the right, without legal action being taken, to dispose of the said items by private treaty or public auction and to utilise the net proceeds in setting off the amount of the trainee's debt.

(c) The trainee shall absolve the State from all responsibility with regard to any loss that may result from the storage of the two overalls and tools at the training institution or elsewhere and shall acknowledge that the said items will be stored on his behalf and at his own risk

M VILJOEN, Minister of Labour

oorpakke en 'n gereedskaphouer en aan die einde van sy opleidingstydperk by sodanige inrigting, van dié gereedskap wat nodig is vir die uitoefening van die ambag waarin hy opleiding moet ontvang, en wat dan sy eiendom word

8 *Die kwekeling se verpligtinge* —(a) Tot tyd en wyl die kwekeling sy opleiding ingevolge die Wet voltooi het, behou die Sekretaris van Arbeid 'n pandreg oor die twee oorpakke en gereedskap wat ingevolge klousule 7 hiervan aan die kwekeling uitgereik word

(b) Indien 'n kwekeling om een of ander rede nie die voorgeskrewe opleiding voltooi nie, is hy verplig om die aankoopprys van die twee oorpakke en gereedskap aan die Sekretaris van Arbeid terug te betaal. Indien 'n kwekeling in gebreke bly om die aankoopprys van genoemde items te betaal, is die Sekretaris geregtig om die items na goeëdunke uit die hand of by wyse van 'n openbare veiling te laat verkoop sonder 'n regsgeeding, en om die netto opbrengs te gebruik ter vermindering van die kwekeling se skuld

(c) Die kwekeling moet die Staat vrywaar van alle verantwoordelikheid ten opsigte van enige verlies wat by die bêre van die twee oorpakke en gereedskap by die opleidingsinrigting of elders mag ontstaan, en erken dat genoemde items namens hom en op sy risiko gebêre word

M VILJOEN, Minister van Arbeid

MARAIJS - Training

No. R. 964 16 May 1975

**INDUSTRIAL CONCILIATION ACT, 1956
AMENDMENT OF TRAINING SCHEME FOR THE
CIVIL ENGINEERING INDUSTRY**

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48A (2) of the Industrial Conciliation Act, 1956, declare that the provisions of the Scheme (hereinafter referred to as the Amending Scheme) which appears in the Schedule hereto shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1975, upon all employers and employees who are engaged or employed in the Civil Engineering Industry in the Republic of South Africa; and

(b) in terms of section 48 (3) (a), as applied by section 48A (3) of the said Act, declare that in the Republic of South Africa and with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1975, the provisions of the Amending Scheme shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ

M. VILJOEN, Minister of Labour.

SCHEDULE

SOUTH AFRICAN FEDERATION OF CIVIL ENGINEERING CONTRACTORS (SAFCEC)

SCHEME

in accordance with the Industrial Conciliation Act, 1956, adopted by the South African Federation of Civil Engineering Contractors (SAFCEC), to amend the Scheme published under Government Notice R. 2352 of 22 December 1972, as extended by Government Notice R. 2362 of 14 December 1973, by the substitution of the words "offices of the Civil Engineering Industry Training Board as notified from time to time" for the words "SAFCEC office, Private Bag X1, Halfway House, Transvaal" wherever they occur in clause 7.

Signed at Bedford View on behalf of the South African Federation of Civil Engineering Contractors (SAFCEC) this 14th day of March 1975.

F. A. W. AAB, President.

S. E. DAWSON, Vice-President.

R. G. SFAKIANOS, Director of Training

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

No. R. 970 16 May 1975

LIST OF INTERNATIONAL TELECOMMUNICATION TARIFFS

By virtue of the powers vested in him by section 3 (2A) and (2B) of the Post Office Act, 1958 (Act 44 of 1958), the Postmaster General announces that the "List of International Telecommunication Tariffs" promulgated by Government Notice R. 1202 of 12 July 1974, as amended, is hereby further amended as follows.

Item 1.1—Operator-controlled calls:

Insert the following particulars alphabetically:

Service to	Basic rate		Personal-call fee
	3 minutes	1 minute	
"Falkland Islands....."	R 12,45	R 4,15	—

No. R. 964 16 Mei 1975

**WET OP NYWERHEIDSVERSOENING, 1956
WYSIGING VAN OPLEIDINGSKEMA VIR DIE
SIVIELE INGENIEURSBEDRYF**

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48A (2) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Skema (hierna die Wysigingskema genoem) wat in die Bylae hiervan verskyn, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1975 eindig, bindend is vir alle werkgewers en werknemers wat betrokke is by of in diens is in die Siviele Ingenieursbedryf in die Republiek van Suid-Afrika, en

(b) kragtens artikel 48 (3) (a), soos toegepas by artikel 48A (3) van genoemde Wet, dat die bepalings van die Wysigingskema, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1975 eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Bedryf by die werkgewers vir wie engeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M VILJOEN, Minister van Arbeid.

BYLAE

SOUTH AFRICAN FEDERATION OF CIVIL ENGINEERING CONTRACTORS (SAFCEC)

SKEMA

ingevolge die Wet op Nywerheidsversoening, 1956, aangeneem deur die South African Federation of Civil Engineering Contractors (SAFCEC), om die Skema gepubliseer by Goewermentskennisgewing R. 2352 van 22 Desember 1972, soos verleng by Goewermentskennisgewing R. 2362 van 14 Desember 1973, te wysig deur die woorde "SAFCEC-kantoor, Privaatsak X1, Halfway House, Transvaal", oral waar hulle in klousule 7 voorkom, te vervang deur die woorde "kantoor van die Opleidingsraad vir die Siviele Ingenieursbedryf soos van tyd tot tyd bekendgemaak"

Namens die South African Federation of Civil Engineering Contractors (SAFCEC) op hede die 14de dag van Maart 1975 te Bedford View onderteken.

F. A. W. AAB, President

S. E. DAWSON, Onderpresident.

R. G. SFAKIANOS, Direkteur van Opleiding

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

No. R. 970 16 Mei 1975

LYS VAN INTERNASIONALE TELEKOMMUNIKASIE TARIEF

Kragtens die bevoegdheid hom verleen by artikel 3 (2A) en (2B) van die Poswet, 1958 (Wet 44 van 1958), maak die Posmeester-generaal bekend dat die "Lys van Internasionale Telekommunikasietariewe" afgekondig by Goewermentskennisgewing R. 1202 van 12 Julie 1974, soos gewysig, hierby soos volg verder gewysig word.

Item 1.1—Operateurbeheerde oproepe:

Voeg die volgende besonderhede alfabeties in:

Diens na	Grondtarief		Persoonlike-oproepgeld
	3 minute	1 minute	
"Falklandeilande....."	R 12,45	R 4,15	—

No. R, 845

MANPOWER - Train

25 April 1975

66

TRAINING OF ARTISANS ACT, 1951 AS AMENDED

I, Marais Viljoen, Minister of Labour, acting in terms of section 2 of the above-mentioned Act, hereby withdraw Government Notice R 2309 of 15 December 1972, as amended by Government Notice R 1498 of 24 August 1973, with effect from 12 May 1975, and prescribe, with effect from the said date, the conditions hereunder for the training of trainees in the following trades.

- (i) Auto Body Repairer (vi)
- (ii) Bricklayer. (iv)
- (iii) Bricklayer and Plasterer (v)
- (iv) Carpenter (xiv)
- (v) Carpenter and Joiner. (xv)
- (vi) Electrical Wireman (ii)
- (vii) Electrician (i)
- (viii) Fitter and Turner. (ix)
- (ix) Joiner. (xii)
- (x) Motor Mechanic (vii)
- (xi) Panelbeater (including spraypainting) (viii)
- (xii) Plater/Boilermaker (x)
- (xiii) Plasterer. (xi)
- (xiv) Plumber. (iii)
- (xv) Spraypainter. (xiii)

4682

No R 845

25 April 1975

**WET OP OPIEIDING VAN AMBAGSMANNE, 1951,
SOOS GEWYSIG**

Ek, Marais Viljoen, Minister van Arbeid, handelende kragtens artikel 2 van bogemelde Wet, trek hierby, met ingang van 12 Mei 1975, Goewermentskennisgewing R 2309 van 15 Desember 1972, soos gewysig by Goewermentskennisgewing R 1498 van 24 Augustus 1973, in en skryf vanaf gemelde datum ondergemelde voorwaardes voor vir die opleiding van kwekelinge in die volgende ambagte.

- (i) Elektrisien (vii)
- (ii) Elektrotegniese draadwerker (vi)
- (iii) Loodgieter (xiv)
- (iv) Messelaar. (ii)
- (v) Messel- en pleisteraar (iii)
- (vi) Motorbakhersteller (i)
- (vii) Motorwerktuigkundige (x)
- (viii) Paneelklopper (insluitende spuitverfwerk) (xi)
- (ix) Passer en draaier (viii)
- (x) Plaatwerker/Ketelmaker (xii)
- (xi) Pleisteraar (xiii)
- (xii) Skrynwerker (ix)
- (xiii) Spuitverfwerker (xv)
- (xiv) Timmerman. (iv)
- (xv) Timmerman en skrynwerker. (v)

CONDITIONS OF TRAINING

1. *Qualifications for commencing training.*—The minimum age and educational qualifications for commencing training shall be 21 years and—

(a) Standard VII in respect of the trades Electrical Wireman and Electrician; and

(b) Standard VI in respect of all other trades.

2. *Period of training.*—The period of training shall be three years in all trades of which—

(a) twelve months shall consist of training at an institution conducted by the Department of National Education, and

(b) twenty-four months shall consist of training in employment with an employer approved by the Minister.

3. *Variations in period of training.*—(a) A trainee shall, as shortly as practicable before the commencement of the final six months of his training in employment or as soon as possible thereafter, undergo a qualifying trade test when required by the Minister.

(b) A trainee who has attained a pass at National Technical Certificate, Part II, level in the theory of the trade in which he receives training may apply to the nearest Divisional Inspector of Labour to undergo a qualifying trade test upon completion of at least 12 months of his period of training in employment

(c) A trainee who has not attained the qualification referred to in paragraph (b) may apply to the nearest Divisional Inspector of Labour to undergo a qualifying trade test upon completion of at least 18 months of his period of training in employment.

(d) If the Divisional Inspector or an officer of his staff appointed for this purpose, recommends an application in terms of paragraph (b) or (c), as the case may be, the Minister may approve the application and arrange for the trade test to be held.

(e) If a trainee fails a trade test he shall not be required or permitted to undergo a further test unless he has completed a further period of training in employment of not less than six months.

4. *Allowances and facilities.*—The Secretary for Labour shall provide the undermentioned allowances and facilities for each person accepted for training:

(a) During the trainee's period of training at an institution conducted by the Department of National Education, as provided in clause 2 hereof, he shall be paid the undermentioned allowance per week of five training days or pro rata for a period of less than one week or for a portion of a training day (of eight hours) from which an amount of R40 per week shall be deducted in respect of board and lodging to be provided by that Department:

A trainee *without* dependants R20 per week,
a trainee with *one* dependant: R30 per week,
a trainee with *two* dependants: R40 per week;
a trainee with *more than two* dependants R50 per week.

(b) The trainee shall be paid the allowance referred to in subclause (a) during periods of absence from training at the institution as a result of illness or of injuries sustained while undergoing training: Provided that deductions for board and lodging referred to in subclause (a) shall be made if furnished by the State.

(c) A rail warrant for a single second-class rail ticket shall be issued to a trainee who has been accepted for training at the institution to enable him to proceed from his normal place of residence to the institution for purposes of receiving training.

OPLEIDINGSVOORWAARDES

1. *Kwalifikasies om met opleiding te begin.*—Die minimum ouderdom en opvoedkundige kwalifikasies om met opleiding te begin, is 21 jaar en—

(a) standerd VII ten opsigte van die ambagte Elektriesien en Elektrotegniese draadwerker, en

(b) standerd VI ten opsigte van alle ander ambagte.

2. *Opleidingstydperk.*—Die opleidingstydperk in alle ambagte is drie jaar waarvan—

(a) twaalf maande bestaan uit opleiding by 'n inrigting wat beheer word deur die Departement van Nasionale Opvoeding, en

(b) vier-en-twintig maande bestaan uit opleiding in diens by 'n werkgewer wat deur die Minister goedgekeur is

3. *Wysigings van opleidingstydperk.*—(a) 'n Kwekeling moet, so kort moontlik voor die aanvang van die laaste ses maande van sy opleiding in diens of so spoedig moontlik daarna, 'n kwalifiserende ambagstoets aflê wanneer die Minister dit van hom vereis

(b) 'n Kwekeling wat op die peil van die Nasionale Tegnieise Sertifikaat, Deel II, geslaag het in die teorie van die ambag waarin hy opleiding ontvang, kan by die naaste Afdelingsinspekteur van Arbeid aansoek doen om 'n kwalifiserende ambagstoets af te lê wanneer hy minstens 12 maande van sy opleiding in diens voltooi het.

(c) 'n Kwekeling wat nie beskik oor die kwalifikasie in paragraaf (b) gemeld nie, kan by die naaste Afdelingsinspekteur van Arbeid aansoek doen om 'n kwalifiserende ambagstoets af te lê wanneer hy minstens 18 maande van sy opleiding in diens voltooi het

(d) Indien die Afdelingsinspekteur of 'n amptenaar van sy personeel wat vir die doel aangestel is, 'n aansoek ingevolge paragraaf (b) of (c), na gelang van die geval, aanbeveel, kan die Minister die aansoek goedkeur en reëlings tref vir die afneem van die ambagstoets

(e) Indien 'n kwekeling in 'n ambagstoets druip, mag daar nie van hom vereis of mag hy nie toegelaat word om 'n verdere toets af te lê nie tensy hy 'n verdere ses maande opleiding in diens voltooi het

4. *Toelaes en fasiliteite.*—Die Sekretaris van Arbeid moet aan elke persoon wat vir opleiding aangeneem word, ondergenoemde toelaes en fasiliteite verskaf

(a) Gedurende die kwekeling se opleidingstydperk by 'n inrigting wat deur die Departement van Nasionale Opvoeding beheer word, soos in klousule 2 hiervan bepaal, moet ondervermelde toelae per week van vyf opleidingsdae, of pro rata vir 'n tydperk van minder as 'n week, of vir 'n gedeelte van 'n opleidingsdag (van agt uur) aan hom betaal word waarvan 'n bedrag van R4 per week afgetrek moet word ten opsigte van losies en inwoning wat deur die Departement verskaf word.

'n Kwekeling *sonder* afhanklikes R20 per week;
'n kwekeling met *een* afhanklike R30 per week;
'n kwekeling met *twee* afhanklikes R40 per week;
'n kwekeling met *meer as twee* afhanklikes R50 per week.

(b) Die toelae soos voorgeskryf in subklousule (a) moet aan die kwekeling betaal word gedurende tydperke van afwesigheid van opleiding aan die inrigting as gevolg van siekte of beserings tydens opleiding opgedoen. Met dien verstande dat die aftrekking vir losies en inwoning soos in subklousule (a) voorgeskryf, gemaak moet word indien dit deur die Staat verskaf word

(c) 'n Spoorwegorder vir 'n tweedeklasenkeikaartjie moet uitgereik word aan 'n kwekeling wat vir opleiding by 'n inrigting aangeneem is, om hom in staat te stel om van sy gewone woonplek af na die inrigting te kom vir die doel om opleiding te ontvang.

(d) During such periods as may be necessary to close the institution referred to in subclause (a), a rail warrant for a return second-class rail ticket from the nearest railway station to the institution may be issued to a trainee to visit—

- (i) his normal place of residence, or
- (ii) such other place as the trainee may nominate

Provided that the cost of such rail ticket shall not exceed the cost of the rail ticket which would have been issued to the trainee to visit his normal place of residence had the trainee not exercised the option

(e) The provisions of subclause (a) shall *mutatis mutandis* apply during the periods referred to in subclause (d)

(f) A trainee shall, on completion of his training at the institution, be issued with a rail warrant for a single second-class rail ticket to enable him to proceed from such institution to his place of work for further training in employment.

(g) A rail warrant for a single second-class rail ticket may be issued to a trainee who has been dismissed from further intensive training to enable him to proceed to his normal place of residence or to such other place as the Secretary for Labour may approve

(h) For the time occupied in travelling to and from the institution to receive training at the institution or to receive training in employment, the trainee shall be paid an allowance at a rate of 14c for each hour or part of an hour occupied in such travelling

(i) Where no railway exists or no bus service is supplied between places in respect of which a journey is to be undertaken and in respect of which a rail warrant would have been issued, the Secretary for Labour may in any particular case pay a trainee a reasonable allowance in lieu of a rail warrant in respect of such journey or portion thereof.

(j) Where no accommodation exists at the institution, a rail warrant for a second-class rail ticket may be issued to a trainee to enable him to travel daily between the railway station nearest to his place of residence and the institution.

5. *Subsistence and travelling allowances.*—If a trainee is required to be away from his normal place of employment while attending a trade test referred to in clause 3, the Secretary for Labour shall furnish him with a warrant for a second-class return rail ticket from his normal place of employment to the place where the trade test is to be held and shall pay him a subsistence allowance at the rate of 14c for each hour of such absence. Provided that if his absence is less than 24 hours and he has to pay for sleeping accommodation he shall be paid a full day's subsistence allowance of R3,36, and if he is not required to pay for such accommodation, he shall be paid his reasonable out-of-pocket expenses actually incurred but not exceeding R3,36. Provided further that where the trainee can reasonably be said to be able to do so, he shall return to his home daily and shall for this purpose be furnished with a second-class return rail ticket each day and be paid his reasonable out-of-pocket expenses actually incurred but not exceeding R3,36

6. *Reimbursement of wages lost.*—The amount of wages actually lost by a trainee while attending the qualifying trade test shall be reimbursed to him. A claim for reimbursement of such wages lost shall be supported by a certificate from the employer of the trainee, showing the wages actually lost while attending the trade test

7. *Tools and overalls.*—Subject to the provisions of clause 8 hereof, a trainee shall, at the commencement of his training period at an institution, be supplied with two

(d) Gedurende dié tye waarin dit nodig mag wees om die inrigting wat in subklousule (a) vermeld word, te sluit, kan 'n spoorwegorder vir 'n tweedeklasretoerkaartjie vanaf die spoorwegstasie naaste aan die inrigting aan 'n kwekeling uitgereik word om die volgende te besoek

- (i) Sy gewone verblyfplek, of
- (ii) enige ander plek wat die kwekeling noem

Met dien verstande dat die koste van sodanige spoorwegkaartjie nie meer mag wees nie as dié van die spoorwegkaartjie wat aan die kwekeling uitgereik sou gewees het om sy gewone verblyfplek te besoek as hy nie die alternatiewe keuse gedoen het nie

(e) Subklousule (a) is *mutatis mutandis* van toepassing gedurende die tye in subklousule (d) genoem

(f) 'n Spoorwegorder vir 'n tweedeklasenkelkaartjie moet aan 'n kwekeling uitgereik word wanneer hy sy opleiding by 'n inrigting voltooi het, om hom in staat te stel om van dié inrigting na sy werkplek te gaan vir verdere opleiding in diens

(g) 'n Spoorwegorder vir 'n tweedeklasenkelkaartjie kan uitgereik word aan 'n kwekeling wat van verdere intensiewe opleiding onthef is om hom in staat te stel om na sy gewone verblyfplek te gaan of na enige ander plek wat die Sekretaris van Arbeid mag goedkeur

(h) Vir die tyd wat in beslag geneem word deur na en van 'n inrigting te reis om opleiding by die inrigting te ontvang of om opleiding in diens te ontvang, moet 'n toelae teen 'n koers van 14c vir elke uur of gedeelte van 'n uur wat deur sodanige reis in beslag geneem word, aan 'n kwekeling betaal word

(i) Waar daar geen spoorweg bestaan nie of geen busdiens verskaf word tussen plekke ten opsigte waarvan 'n reis onderneem moet word en ten opsigte waarvan 'n spoorwegorder uitgereik sou gewees het, kan die Sekretaris van Arbeid in 'n besondere geval aan 'n kwekeling 'n redelike toelae in plaas van 'n spoorwegorder ten opsigte van die reis of 'n gedeelte daarvan betaal

(j) Ingeval daar geen huisvesting by 'n inrigting bestaan nie, kan 'n spoorwegorder vir 'n tweedeklaskaartjie aan 'n kwekeling uitgereik word om hom in staat te stel om daaglik tussen die spoorwegstasie naaste aan sy woonplek en die inrigting te reis

5. *Reis- en verblyfstoelae.*—Indien daar van 'n kwekeling vereis word om van sy gewone werkplek af weg te wees terwyl hy 'n ambagstoets moet bywoon soos in klousule 3 bedoel, moet die Sekretaris van Arbeid hom voorsien van 'n tweedeklasretoerspoorwegkaartjie, van sy gewone werkplek af na die plek waar die ambagstoets afgeneem word, en aan hom 'n verblyfstoelae betaal van 14 sent vir elke uur van sodanige afwesigheid. Met dien verstande dat 'n volle dag se verblyfstoelae van R3,36 aan 'n kwekeling betaal word indien sy afwesigheid minder as 24 uur duur en hy vir slaapplek moet betaal, en as daar nie van hom vereis word om vir slaapplek te betaal nie, dat redelike persoonlike uitgawes wat werklik deur hom aangegaan is en hoogstens R3,36 beloop, aan hom betaal word. Voorts met dien verstande dat die kwekeling daaglik na sy huis moet terugkeer indien hy dit redelikerwys wel kan doen en dat hy vir die doel elke dag van 'n tweedeklasretoerspoorwegkaartjie voorsien word en redelike persoonlike uitgawes wat hy werklik aangegaan het en wat hoogstens R3,36 beloop, betaal word.

6. *Terugbetaling van verlore loon.*—Die totale bedrag van die loon wat 'n kwekeling werklik verloor terwyl hy die kwalifiserende ambagstoets aflê, moet aan hom terugbetaal word. 'n Eis om terugbetaling van die verlore loon moet gestaaf word deur 'n sertifikaat van die werkgewer van die kwekeling, waarin die loon wat werklik verloor is terwyl hy die ambagstoets afgelê het, aangedui word.

7. *Gereedskap en oorpakke.*—Behoudens klousule 8 hiervan, moet 'n kwekeling by die aanvang van sy opleidingstydperk by 'n inrigting voorsien word van twee

Will White

NM 28/9

(177)

jobs now be forfeit?

SIR, — I cannot allow Mr. Stringer's comments in his letter published in your issue of September 26, 1979 under the head "White Jobs will now be forfeit" to pass without comment, in view of the very dangerous underlying implications of it.

Surely Mr. Stringer does not believe that the White worker, with some 300 years of academic and technical experience behind him, who has enjoyed superior education facilities for 100 years or more, will be unable to compete on the open market with his Indian or African counterpart, whose relevant experience in many instances goes back no more than one generation and who has until now had the benefit of somewhat inferior schooling and instruction.

It is also true that the job reservation laws have had a far greater adverse effect on the White community than they have on the black or the brown because, to a fairly considerable extent, they have erased any competitive spirit among the White community, who have come to regard a job as a birthright and who are therefore to some extent imbued with the idea that the world owes them a living and it seems now to be manifestly in the long-term interests of the White community itself that this state of mind should be eradicated.

It is also true, of course, that if a state of affairs is permitted to exist whereby Indian, Coloured or Black workers can be paid a lower wage than White

workers for the same job, then obviously employers with a view to saving expense and increasing profits may, in many instances, consider it economic to employ lower-paid workers. But if there is a system whereby there is a fixed remuneration for a fixed job, then clearly the job will, or should, go to whichever of the competitive workers can best do it.

Bargaining

It seems clear, under the circumstances, that the salvation of all workers, whoever they may be, lies in their having a common platform from which they can bargain with the employer. Unfortunately, if capital can succeed in splitting labour according to racial categories, which means that there will be several different levels at which wage bargaining between capital and labour takes place, then there is a distinct possibility that Mr. Stringer's fears may be justified. But if the White worker has the confidence in himself which his heritage should give him, then I cannot see why labour, as an entity, should not insist on a common bargaining platform in the market place.

M. J. ENSOR

P O Box 1050,
Durban

What jobs for school leavers?

177 ~~178~~ ~~179~~ Sun. Post Supplement 30/9/79

WHAT job prospects do black school leavers in the cities have?

If we read some newspapers, we are told that job opportunities for black people with a matric certificate are improving all the time. But we are also told that many black people throughout the country are unemployed, and that unemployment is growing especially among young people.

Can both reports be true. In a sense, they are. There are more jobs available to black people with some education than there were a few years ago. The black matriculant of today is certainly less likely to end up as a scooter driver than he was 10 years ago.

South Africa is desperately short of skilled workers, particularly in manual jobs in the factories. Although there is still a recession in South Africa, which means that business have less work available, many employers still complain that they are short of skilled labour.

The reason for this, of course, is that there are not enough whites to do the work. Most skilled jobs have been reserved for whites only (in the factories they have been open to whites, coloured people and Asians only). So many businessmen are realising that

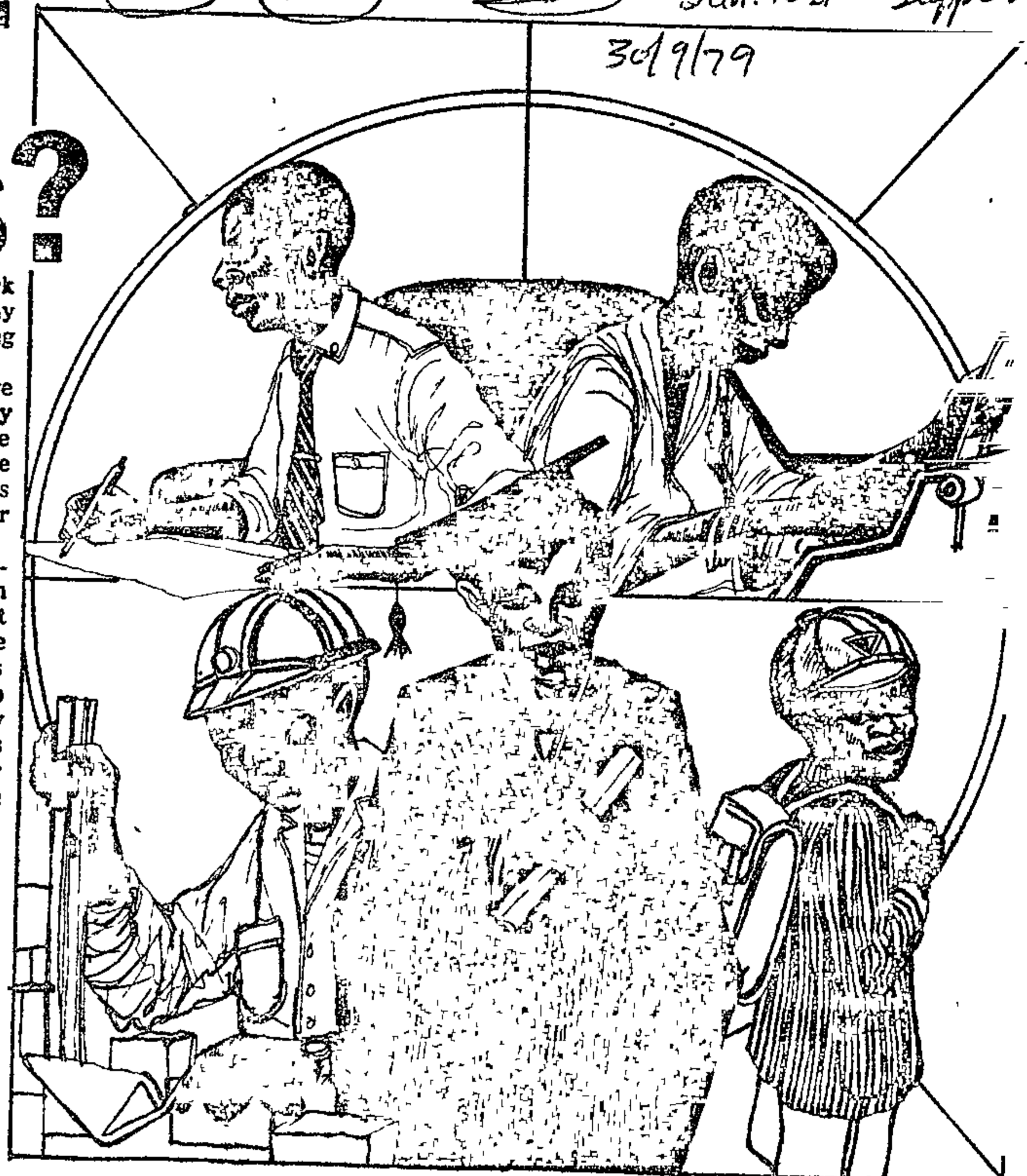
they are going to have to hire black people to do these jobs if the economy — and their businesses — are going to grow.

For some years now, Africans have had jobs opened to them which they were not allowed to do previously. The government has also realised that the economy will not grow unless Africans are allowed to do some of the higher jobs.

This is why the Wiehahn Commission recently said that job reservation should go and that the government should not try to stop black people moving into higher jobs. A law has been passed getting rid of some job reservation. At the same time, many white, coloured and Indian trade unions are agreeing to let Africans do higher jobs because there is no non-African labour applying for these jobs.

Ever since the Wiehahn Commission reported in May this year, there has been talk of Africans being allowed into jobs they have not previously been allowed to do, including skilled artisan jobs which have always been for non-Africans only (outside the homelands).

In some industries, such as the furniture and engineering industries, Africans are now officially allowed to do all jobs. Other industries are likely to follow suit.



Office jobs

But what about office and management jobs? Here, too, there has been some improvement. Many companies are now saying that there is a need to employ Africans in management jobs, and some are doing so. One of the reasons for this is pressure on the companies from overseas, but many companies say that they do not want to be accused of discriminat-

ing against black people.

So more top jobs than before seem to be available to black people. And now that the economy is improving, more companies are hiring black workers in all jobs, according to a recent report by Manpower who conduct surveys into the job market.

DIM PROSPECTS

Unfortunately, this does not mean that the job prospects for black people leaving school are bright.

As far as artisan jobs are concerned, the promised "opening up" of these jobs is not likely to affect young Africans for many years.

Firstly, the job reservation the government has abolished affected only 1% of all jobs. Other jobs are closed to Africans by other laws or by agreements between the non-African trade unions and employers. These remain for the moment and, although some non-African trade unions are allowing Africans into higher jobs, it is still up to them to decide whether this will happen.

Secondly these jobs are only opened up to Africans when there are no people of other races available to do them. Thirdly, there are no colleges yet where black people can learn to be-

come artisans (skilled workers), and it is impossible to become an artisan without this college training. The government has said it will agree to these colleges being set up, but is not yet clear whether Africans who qualify in them will be able to work outside the homelands.

So it is the more skilled jobs below that of the artisan which are becoming available to Africans.

But even here there is little cheer for the school-leaver. Almost all the better manual jobs which are being opened to Africans are going to these people already doing the lower-level jobs in the factories. In the furniture industry any African who gets promoted to a higher job must have worked in the industry for at least four years.

A LOW START

So most school-leavers applying for manual jobs will have to start in the lower level jobs. Only after a time will they be able

to become semi-skilled workers.

But of course most people with a JC or matric would prefer not to do manual jobs in the factories. They would rather work as clerks, managers, accountants and so on. Here the position is just as bad.

There is less of a shortage of white labour in these jobs. Indeed, one of the reasons why more manual jobs are being opened to Africans is that most whites now prefer to work in these better jobs.

SLOW PROGRESS

While many companies are employing black people as personnel officers, wage clerks and so on, the progress in most office jobs is very slow. And in the top management and financial jobs, there is virtually no progress at all. Even at the Anglo American Corporation, which has said it is prepared to promote Africans to any job on merit, black staff complained last year that they were not being promoted to higher jobs.

Some companies say they are not willing to employ Africans in better office jobs because their customers will complain. Others say their white office staff will complain.

Still others say that the quality of black education is so poor that very few black people are able to get the training to do these jobs. But whatever the reason, very few black people are moving into these jobs.

FIGURE DROP

Indeed, last year a survey by the government's Department of Labour found that there were less Africans in the better office jobs than there were in 1976. In administrative, management and executive jobs the African figure has dropped from 2,9% to 0,4%.

Among professional and technical workers the figure had dropped from 29% to 26% and among clerks it had stayed about the same. While these figures are over a year out of date, there is no evidence that the position has changed much since then.

Inside today

Are you a father? PAGE 4

Playing for learning PAGE 5

Chuffing along

(177) (270) FM 2/8/79

In the early Seventies the SAR administration began pushing for black job advancement. This naturally became a headline-catching bone of contention. But today — for the white rail unions at least — black advancement has become a

humdrum feature of daily routine.

When the SAR's black advancement scheme was first mooted, there was the expected spate of protest meetings and strong opposition from some of the rail unions. After all, white railwaymen are,

in the main, conservative and not given to radical change.

But today, despite periodic hardenings of attitude, the unions see themselves as equal partners in the scheme's implementation. Not that the SAR

835

Financial Mail August 31 1979

management is not jittery about black advancement. Indeed, it is so jittery that it declined to discuss the issue with the FM because it was too "delicate."

But the unions don't appear to share these forebodings. "We trust management and we know they won't move without securing our trust," says Artisan Staff Association general secretary Wallie Grobler.

This sort of co-operation leads some railwaymen to argue that the SAR's scheme could teach the private sector a thing or two. It certainly could where relations with the unions are concerned.

Rocking the boat

On the other hand, some private sector men may be tempted to reply that the SAR has not pushed black advancement hard enough, because it fears "rocking the boat."

SAR assistant GM (staff) Jannie Venter said in May last year that 22 000 previously white jobs had been handed over to blacks. GM Kobus Loubser recently told the FM the figure was 21 000. There are 150 000 blacks on the SAR altogether.

Johan Benade, general secretary of the Running and Operating Staff Union and head of the Federal Consultative Council of SAR Staff Associations (which represents all seven white rail unions), ascribes the slight decline to the general staff cutback on the SAR and to "re-evaluation of the scheme. Management initially took on more people than we needed."

Grobler agrees, although he adds that a "hardening of attitude" among railwaymen — chiefly the result of the unions' long-standing pay dispute with management — may have contributed. But he stresses that attitudes have softened again.

In addition, the SAR scheme does not aim at enabling blacks to compete for white jobs. It was born out of a white labour shortage and aims at letting blacks into those jobs for which there is no white demand. In the process, the jobs have been renamed and re-defined.

New job descriptions like "technician's assistant" (instead of "artisan"), "train marshallers" (for "shunters"), "coalman" (for "fireman"), and "ticket collector" (for "ticket examiner") were introduced. In some cases, one white job was diluted into several black ones.

In other cases, the new grade implies much the same work but with less responsibility. Special training schemes — at Germiston and Braamfontein — were introduced to cater for the new grades.

Unions have in the past opposed 'fragmentation' on the grounds that it allows the employer to replace one white with two or three cheaper blacks. But the rail unions are undeterred. "It's not cheap labour — it's an alternative method. It is more expensive, but the SAR has no alternative," says Benade.

Why did the unions agree to the dilution of jobs? "We are opposed to mixed working where it leads to friction — blacks and whites competing for the same job," says Benade. He argues that the SAR system protects white jobs more efficiently than other alternatives.

To cope with the new situation, separate "black" and "white" shunting yards were introduced (though even black yards are under white supervision).

Benade adds that white workers are also protected by certain built-in safeguards. Whites may not be replaced by black workers, white earnings or earning power may not be diminished, racial friction must be avoided, and whites must be elevated in status. The scheme, he adds, also has safeguards ensuring black job security "and dignity." Thus any white worker who supervises a team of black workers in the new categories gets a raise in status and pay. As in other industries, black advancement has meant white advancement into higher jobs.

But there's a possible sting in the scheme's tail for the white worker. Because the new grades are black jobs (although some whites do work as tech-

under "the supervision, control, direction or guidance" of whites and blacks have not yet penetrated to supervisory jobs or jobs where they are not supervised.

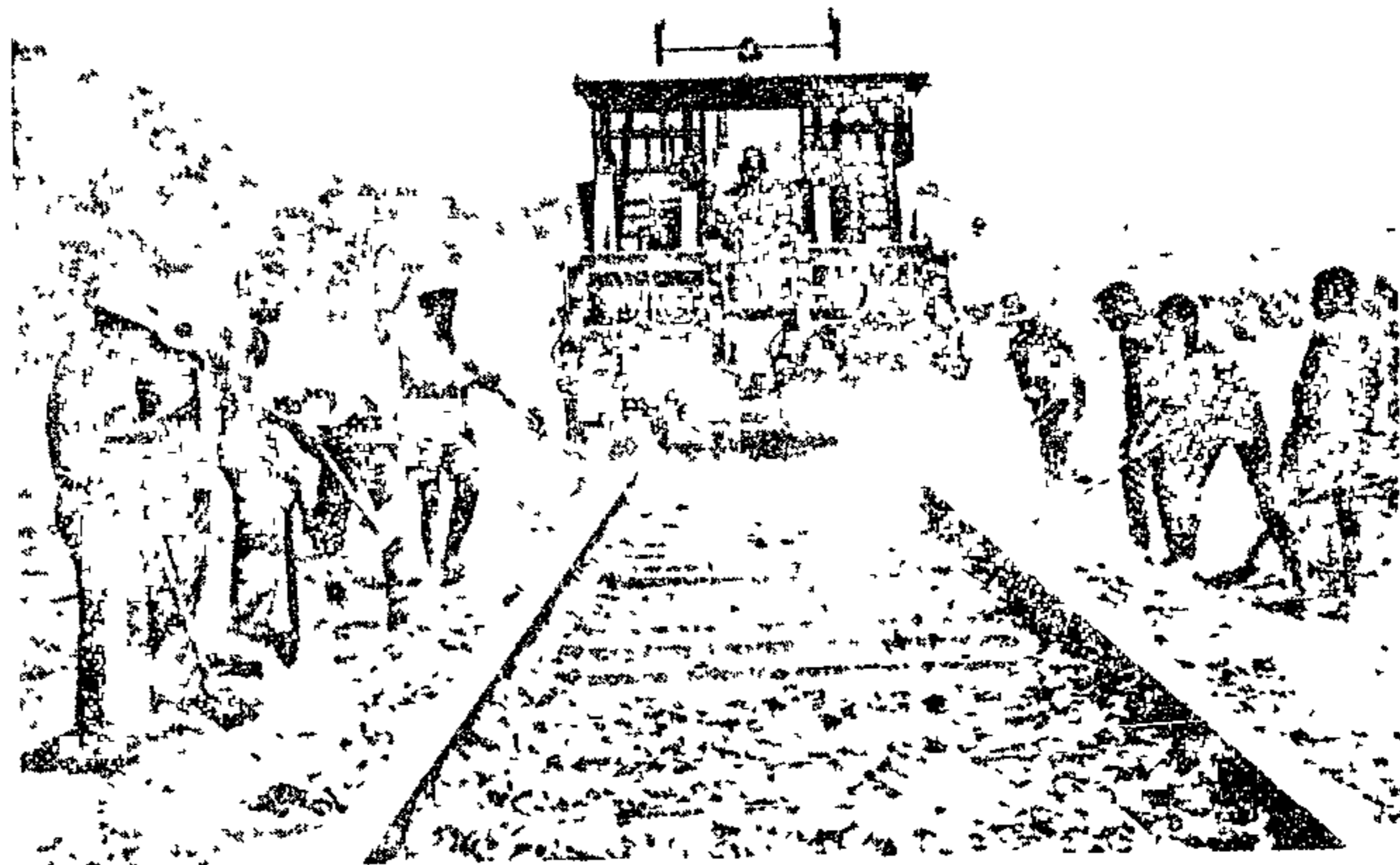
Indeed, Benade says that he is currently discussing the guards category (where there is a white labour shortage) with management but that he is dubious about handing over any of these jobs to blacks because guards operate without supervision.

There has been no management move to promote blacks to these jobs and Benade believes that that day is still far off.

There is no endless well of suitable black labour. Black workers are still not committed to the SAR. We are not yet a united work-force working towards the same goal.

Venter would appear to disagree. He has said that black workers "never failed in their task" during a crisis like the unrest of the mid-Seventies.

Grobler, however, believes that "we could well consider introducing black artisans" at some future time. "We've done it in SWA for ideological reasons and there was no friction. And while the demand for higher-grade black workers has slackened, it could pick up again. The



Not all black railwaymen are labourers. Job advancement is on the rails.

nician's assistants), they could not be reclaimed by whites in a depression.

"We say that these jobs have been handed over temporarily — but we know that once you've handed over a job, it's gone forever," says Grobler.

We wouldn't want blacks to be replaced by whites," adds Benade.

White jobs are in no danger now. Black workers in the new grades must work

SAR will need about 2 700 apprentices in 1980 and Benade says that a number of white grades are 25% to 30% below strength.

Whatever changes there are will be negotiated with the unions as before. The unions say they are not against further black progress — the scheme thus far has developed to meet the SAR's labour needs and will continue to do so in the future.

Financial Mail August 31 1979

837

SECURITY

(177) (35) (24)

11-14-76

MINE WAGES

Paulus charges again

After a period of relative quiet, the Mine Workers' Union has come bouncing back with attacks on the Chamber of Mines and

Iscor. It accuses both of trying to supplant white workers with blacks

The MWU's attack on the Chamber is a further blast in its campaign for a shorter working week, and follows the union's decision to break off negotiations with the Chamber on the 11-shift fortnight experiment, which is now in operation. The latest issue of the union journal *The Mineworker* publishes for the first time the Chamber's proposals to the union in the recent negotiations.

They do not advocate promoting black workers to higher jobs. But they do suggest changes in work practices which MWU general secretary Arrie Paulus interprets as an attempt "to drastically cut back some categories of white workers"

The Chamber suggested that the working of the 11-shift fortnight could be improved by extending the industry's 1976 agreement, which allowed blacks a greater role in charging up operations, to stoping, doubling the number of contracts night-shift cleaners (white union members) are allowed to take charge of, and increasing the amount of work union members and black workers may do on Saturdays, when some union men are not working due to the 11-shift fortnight.

The Chamber would also like the changes in work practices agreed between it and the union thus far to be enshrined in

the Mines and Works Act, instead of being permitted by exemption only as at present. Paulus rejects this, arguing that "exemptions can be withdrawn, but once changes are in the law they are there to stay"

More concessions

He also rejects proposals allowing black miners greater responsibility, because he believes this will open the way for demands for further concessions. And the proposal to double the permitted contracts of night-shift cleaners is an attempt, he says, to halve the white workforce in these jobs. "They say they won't fire anybody because of the changes but they can still refuse to replace people who leave"

Paulus says the mines "were not offering anything in return for concessions". Indeed, the Chamber wanted the 11-shift fortnight extended for three years, thus shutting out any possibility of a union demand for a full five-day week. But Paulus says he is going back to the Chamber "soon" to ask for a full five-day week.

The union's attack on Iscor follows the "leaking to the MWU" of an internal Iscor document arguing that job advancement in Iscor works would have the "advantage" that blacks would not have to be paid the same minimum wage as whites.

Iscor is presently negotiating with unions at its works to allow black job advancement on the same lines as those set out in the steel industry's industrial agreement.

The document's author, Iscor personnel manager J H Scheepers, has insisted that the corporation is not looking for cheap labour. He argues that Iscor spends more on the housing of black workers than it does on whites — "They have to be fed properly, otherwise they would not work properly" — and that it could thus pay blacks a smaller cash wage than whites while still spending the same amount per worker.

Iscor employs contract labour from the homelands, and these workers are housed in Iscor-owned compounds and fed by the company. "Whites pay up to R80 a month for Iscor housing, blacks only pay R8", claims Scheepers. (Although the whites, presumably don't live in compounds) He adds that blacks have free medical aid service whereas whites must contribute.

If we didn't do this they would never come to work." He thus claims that Iscor would be paying more for black labour than for whites if it paid both groups the same cash wage.

Pupils told colour won't secure jobs

177 DD 17/10/79
EAST LONDON — Mr H J Groenewald, a former principal of Grens High School, said whites were no longer offered jobs and security simply on the basis of the colour of their skin.

He was speaking at the annual prizegiving of the school last night Mr Groenewald, who was the guest speaker, was principal at the school from 1954 until he retired in 1963.

He said greater vision and belief was necessary to lead the youth in today's turbulent times.

"We are living in dangerous and difficult times," he said.

Older people were not providing the youth of today with a beautiful future in a peaceful country.

"The country we are living in is full of

restlessness and this restlessness is getting bigger and bigger."

He said when he was young the fact that one was white provided security and a job. This was not the case today. The colour of one's skin was no longer the main factor. As well as white scholars there were thousands of black and Coloured pupils also writing matric this year.

At the prizegiving, William Pretorius, a Std 10 pupil, was named as the Dux student for the year. Rene Nortje, also in Std 10, was named as the girl Dux student for 1979. She was also presented with an award for being a sportswoman of the year.

The sportsman of the year award went to Frans Lubbe, the captain of the school's first rugby team and a member of the Border Craven Week side.

DDR

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.

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.

SPRING GREEN SALAD

May Bennett, Ridgeworth

1 medium size lettuce
2 onions
parsley

1 cucumber
mint (fresh)
scallions

Wash and shred the lettuce, chop onions finely and parsley; keep a few pieces for garnishing. Wash cucumber peel and cubes. Wash scallions, and cut tops off leaving a short piece of the green left on. Toss the lettuce, parsley, cucumber, onion and scallions together, salt and pepper. Pour over a little French dressing and serve in a glass bowl. Garnish with a few sprigs of mint and parsley.

CURRIED GREEN BEAN SALAD

Mrs Futter, East London

2 lbs sliced green beans
2 chopped onions

1 d salt, level
2 cups water

Boil the beans (sliced) with salt and onions till cooked, then pour off the water.

Sauces:
1 1/2 cups sugar
1 d curry powder

1 heaped T flour
1/2 bottle vinegar

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.

APPLE TUNA TOSS SALAD

May Bennett, Ridgeworth

1 medium head lettuce, torn in bite-size pieces (4 cups)
2 cups diced apple
1 11 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

1/3 cup coarsely chopped walnuts
1/2 cup mayonnaise or salad dressing
2 t soya sauce
1 t lemon juice

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.

Reforms to aid women in fight for job equality

Star 25/10/79. (177)

By Sieg Hannig,
Labour Reporter
The labour reforms recommended by the Wiehahn Commission have given women new leverage to overthrow sex discrimination in employment. Addressing a women's conference in Johannesburg today, Professor S M Swart, director of UNISA's Institute of Labour Relations, said:

● He was sure the new National Manpower Commission would have to give increasing attention to the role of women in the labour market
● Greater participation by women in collective bargaining, made possible by the Wiehahn Report, could improve their relative wages and help them to break down barriers
The proposed minority

protection and fair employment practices — together with the new Industrial Court — were probably of the greatest significance to women

The Human Sciences Research Council estimated that by 1981, white women would represent 37 percent of the total white labour force

But 83 percent of white

working women were confined to nursing, teaching, clerical work and sales work.

In addition, white women were suffering more than women of other races from "labour market discrimination" — the differences in pay that could not be accounted for by age or education

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Jobs, home-ownership 'essentials'

Staff Reporter

HOME-OWNERSHIP and accommodation which could be rented were needed to create and maintain a happy community in the Cape Province, the Administrator, Mr Eugene Louw, said this week.

Speaking at the 50th anniversary of the Citizens' Housing League at a City hotel, Mr Louw said the man who earned a decent living and used some of his earnings to pay for his house, was the man who took pride in his property and also disciplined the members of his family. Two further essentials were needed to create a happy community. The provision of job opportunities so that a man could "pay his way" in life, and the provision of educational facilities. Mr Louw said he was extremely perturbed about the ever-increasing rate of unemployment in the Cape. "Some drastic steps will have to be

taken by private enterprise, and particularly by the central government, in order to draw more commercial and/or industrial development to the Cape." Mr Louw said that during the past year, because of the difficult economic climate, far too few houses had been built. If houses were not provided soon enough, the imbalance, caused by greater demand than supply, could lead to exorbitant prices for houses and

house-rent. The present position could be made so much easier if building societies could arrange an excess of cash on hand, Mr Louw said. It appeared to him that future housing, seen against the background of expensive plots, new municipal services and expensive building costs, would pivot increasingly on the principle of more complexes of less luxury housing or cluster housing.

C. Jones 2/11/79

(177) (197)

A door to open?

The most contentious of SA's five remaining job reservation determinations may well be on the way out. It is determination 27, which covers surveyors, samplers and ventilation officials on the mines.

This follows the announcement by the Underground Officials' Association — whose members are protected by the determination — that it will agree to the determination's abolition on condition that it can open its doors to black workers who enter these jobs.

Determination 27 is one of the five determinations which government has pledged to "phase out" in consultation with the unions involved. It is the most contentious of the five, as the Mine Workers Union has demanded its retention, although its members are not affected.

Underground Officials' general secretary Doc Coertze says he will now inform government and the Chamber of Mines of his union's decision and invite them to discuss the terms the union wants in exchange for its scrapping.

Chief among these is the right to organise blacks who enter these jobs "so that we can ensure that they are not exploited and that our members are not undercut."

He believes a non-racial union wouldn't present this problem. "By the time there are enough blacks in these jobs to outvote us we will have got them round to our way of thinking."

MWU general secretary Arrie Paulus has challenged Coertze to relax the closed shop his union enjoys, thus allowing dissatisfied white members to leave. How great is dissatisfaction likely to be? "Certainly, I expect complaints from mem-

Financial Mail November 9 1979

bers. But we'll just have to show that the determination isn't protecting anyone," says Coertze.

Will the MWU intervene as it did in 1969? It would certainly like to — Paulus makes no bones about the fact that he is angry at the Underground Officials' decision. But, as Coertze points out, "The climate is very different to that in 1969 — they won't get much sympathy from government."

Paulus tells the *FM* that he is by no means convinced the Underground Officials' demands for a mixed union will be met. But if they are and determination 27 goes? "We'll watch the situation and take them to the industrial court," says Paulus, adding that the court has the power to declare job changes an "unfair labour practice" and thus order the retention of the *status quo*. "This could well be the court's first case," he says.

to the directors of the company, to without the authority of shareholders, as the Court

final judicial management order, may at any time order on the application of the Master, the final order on behalf of the general body of creditors of liquidation passed by a majority in value and number of creditors.

—A judicial manager shall, subject to the provisions of the company concerned in so far as they are not inconsistent with the relevant judicial management order—

(a) be a judicial manager and assume the management of the company;

(b) subject to the orders of the Court, in such manner as to be most beneficial and most promotive of the interests of the company;

(c) be appointed by the Court made in the final judicial management order and of the Master's letter of appointment under cover of the prescribed form,

(ii) in the event of the judicial management order being cancelled, a copy of the order cancelling it,

within seven days of his appointment or of the cancellation of such judicial management order, as the case may be;

(e) comply with the requirements of section 173 with which the company would have been obliged to comply if it had not been placed under judicial management;

(f) keep such accounting records and prepare such annual financial statements, interim reports and provisional annual financial statements as the company or its directors would have been obliged to keep or prepare if it had not been placed under judicial management,

(g) convene the annual general meeting and other meetings of members of the company provided for by this Act and in that regard comply with all the requirements with which the directors of the company would in terms of this Act have been obliged to comply if the company had not been placed under judicial management,

9/11/79

JOB RESERVATION

Cosmetic change

ss.

Minister of Manpower Utilisation Pame Botha is keeping his word. He has started phasing out the five remaining statutory job reservation orders. But it hasn't been difficult for Botha to fulfil his promise since the reservations are purely cosmetic according to many employers and unionists.

On December 1, three of the five orders will be scrapped. Two apply to the motor assembly industry and one to building. According to Jaap Cilliers, Secretary of Manpower Utilisation, very few people are covered by these determinations because there have been so many exemptions.

Recently Gert Beetge, general secretary of the White Building Workers Union, asserted that job reservation in the industry is meaningless — the authorities do not enforce the Act and the job reservation order does not effectively protect workers. According to Beetge, the only effective protection comes from industrial agreements in which there are provisions barring African job advancement.

On the other hand Basie Pretorius, director of the Witwatersrand Master Builders Association, says he welcomes the move. We have been battling for this for a long time. And right now the building industry needs people, he claims. But he adds, the Black Building Workers Act which prohibits Africans from doing

skilled work in white areas, must be repealed.

Those in the motor industry confirm the determinations afforded white workers little protection and the scrapping will not have much impact on the composition of the labour force. At Ford because of exemptions granted by the authorities blacks comprise over 10% of supervisory staff. And a large number which is climbing, are welders.

The two remaining determinations are determination 27, which covers surveyors, samplers and ventilation officials on the mines, and the bar on black ambulance drivers and traffic police in Cape Town. The Underground Officials Association has agreed to the dropping of determination 27 on condition that blacks filling these jobs can join their union. Cilliers says government is presently negotiating with the union.

During the next parliamentary session Botha will be meeting with the SA Association of Municipal Employees to discuss the abolition of the Cape Town job bar. According to a spokesman for SAAME, it has been necessary to get this reservation and it is important but with the new legislation we may come to an understanding with the Council. Again some exemptions have been granted watering down the effectiveness of this bar.

Cilliers is quick to point out that workers have not lost all their protection. He says protection will now be provided by the Industrial Court.

954

Directors' emoluments and pensions.—(1)

In so far as the information necessary

for the purpose is contained in the records of the company or is otherwise available to it, contain particulars showing—

- (a) the aggregate amount of the directors' emoluments;
- (b) the aggregate amount of directors' or past directors' pensions; and

continued on page 701

HONEY CAKE

- 1 cup flour
- 4 t baking powder
- 2 T butter
- 1 egg
- 1/2 cup sugar
- 1/4 t salt
- 1/2 cup milk

Sift dry ingredients. Heat milk and 2 tablespoons butter until melted. Beat egg and add to milk and butter. Mix with dry ingredients and bake in buttered fairly deep pie dish approximately 20 minutes at 350°F or 180°C.

Melt honey and 1 1/2 tablespoons butter and pour over hot cake before serving. Serve with whipped cream.

NUT CAKE

- 4 eggs
- 1 lb sugar
- 1 lb ground almonds (or hazelnuts)
- 1 t baking powder
- 1 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. Serve with whipped cream.

Margaret

Jan

- 3 T honey
- 1 1/2 T butter

But this contract for 2500 houses will certainly be welcome to them and we have already sent off letters to those 500 asking

The new contracts for the three firms mean fresh hope for those workers laid off during the past six months as the present housing contracts began to be completed. Model Morris had to lay off 500 workers during the past six months, 'about 90 percent of our staff,' said Mr Fred Harris of the company.

If it is too thick. Chill in a large bowl. Before

JOB'S FOR 1500 AGAIN AT PLAIN

ALAN COOPER Property Editor *Weekend Argus 17/11/79*

THE award of Mitchell's Plain housing contracts worth R9-million to Besterecta, Ilco Homes and Model Morris means New Year jobs for about 1 500 men who were laid-off — and headaches for other builders looking for staff and materials.

them if they want their jobs back

'This new contract will also allow us to employ some of the graduates we have sponsored through university' Already six graduates helped by Model Morris were working for the firm

'It has been a bad time for us,' said an Ilco spokesman 'We have had to put off about 500 men because our housing contract was running down at the Plain In fact we geared down our programme to keep construc-

tion going to the end of February next year If we had not, we would have been forced to get rid of all our staff by now.'

As it was, 500 had been paid off by his firm in the last two months He said that the delay in awarding these new contracts at the Plain also meant that there was no continuous work available to keep on these men

The original contract for 3900 houses was extended to 11440 after months of negotiations be-

tween the National Housing Fund and the City Council which administers the Plain.

Under the new contracts Besterecta have 6540 houses to build at the Plain, Model Morris 2500 and Ilco Homes 2500 The contracts mean employment at least for the next 30 months — the period of the contracts—for hundreds of workers while more money will come into circulation from wages.

Besterecta, the other firm to win a large contract at the Plain, will be able to give full employment to 3000, including sub-contractors In all, there will be jobs again for about 1500.

But there are two unfortunate repercussions from the award of these contracts. Firstly, the new jobs for these 1500 men will not start until the new year. Secondly, the three large firms have signed fixed cost contracts. No escalation charges can be added to the tender price.

With this in mind, stockpiling of basic items, cement, bricks and so on, has brought shortages for builders in other fields.

177

PRESS STATEMENT BY DIE HONOURABLE S.P. BOTHA, MINISTER OF
MANPOWER UTILISATION, FOR RELEASE ON MONDAY, 26 NOVEMBER 1979

EMBARGO: 18h00

177

It is hereby notified for general information that the Industrial Tribunal, in accordance with my direction, investigated the desirability or necessity for the continued existence of the remaining five job reservation determinations. After consultation with the interested parties the Tribunal found that three of those determinations, viz No. 16 and No. 26 which apply in respect of the Motor Assembly Industry and No. 28 which is binding in the Building Industry, have served their purposes and consequently recommended that those determinations be cancelled.

In the light of -

- (a) discussions which I had with a view to the cancellation of the determinations;
- (b) the fact that the new Industrial Court will come into being on 1 December 1979 and that this Court will, in addition to the other measures embodied in the Industrial Conciliation Amendment Act, 1979, afford more effective protection to workers; and
- (c) the Government's decision that determined efforts be made to phase out the existing determinations,

I have decided that the time is now opportune to cancel the said three determinations with effect from 1 December 1979. Notices to this effect will appear in the Government Gazette of 30 November 1979.

ISSUED BY THE INFORMATION SERVICE OF SOUTH AFRICA AT THE
REQUEST OF THE MINISTRY OF MANPOWER UTILISATION

PRETORIA
26 NOVEMBER 1979

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 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Employers welcome ending of job bars

By Steg Hannig, Labour Reporter

Confirmation of the scrapping of job reservation in the building and car assembly industries was welcomed today as badly needed relief by spokesmen for both industries.

"We hope the Government will move as quickly and efficiently on the Black Building Workers' Act," said Mr Z. L. Pretorius, director of the Witwatersrand Master Builders' Association.

This Act still prevented the employment of skilled blacks in white areas, he said.

Mr S. S. Lemmer, personnel director of South Africa's biggest car group, the Sigma Motor Corporation, said: "It was virtually impossible to run our business without coming into conflict with the law."

He did not foresee any replacement of white by blacks.

A sole protest came from Mr Gert Beetge, general secretary of the White Building Workers' Union.

He said the new labour legislation did not reveal any new protection as claimed by the Minister.

"No court will prevent the replacement of whites by non-whites," he said.

But Mr Wessel Bornman, secretary of the 200 000-strong white Confederation of Labour, denied this.

Mr Beetge had stated that job reservation did not work even before the Wiehahn Commission recommended its scrapping and new job protection by way of the industrial court, he countered.

"I have no reason to believe that the new court will not deal with matters objectively if the situation should be abused (by employers)," Mr Bornman said.

are the actual numbers for those groups which total population, for different demographic proportions in Fig. 1, and this process and 'coloureds' between 1941 and 1970 are, unimportance.

are presented in Fig. 6. This is speculative and is

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different expectations of life have been included: (1) e_0 - the expectation of life at birth, and (2) e_{45} - the expectation of life at 45 years of age.

Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at e_{45} 'coloured' females have a better expectation of life than white males. What is perhaps of some concern is

that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whom Male:Female

deficit of 1,0 years in 1941 at e_0 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.

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.

Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females

Planning and Monitoring, Oxford University Press, London.

- White, K.L. and Henderson, M.M. eds. (1976) : Epidemiology as a Fundamental Science, its Uses in Health Services Planning, Administration, and Evaluation, Oxford University Press, New York.
- South Africa (1929-1940) : Report on the Vital Statistics of the Union of South Africa. Annual 1926-1938, Government Printer, Pretoria.
- South Africa (1961-1965) : Bureau of Census and Statistics, Report on Deaths, South Africa and South West Africa, Reports UG 26/1961, RP 17/1961, RP 45/1965, RP 63/1965, Government Printer, Pretoria.
- South Africa (1971-1977) : Department of Statistics, Reports of Deaths, Reports 07 - 03 - 01 to 07 - 03 - 12, Government Printer, Pretoria.
- South Africa (1948) : Official Year Book No. 23, 1946, Chapter XXIX, Government Printer, Pretoria.
- Van Tonder, J.L. and Van Eeden, I.J. (1975) : Abridged Life Tables for all the population groups in the Republic of South Africa (1921-1970), Report S-34, Human Sciences Research Council, Pretoria.
- Preston, S.H., Keyfitz, N. and Schoen, R. (1977) : Causes of Death: Life Tables for National Populations, Seminar Press, New York.
- Sadie, J.H. (1970) : S. Afr. J. Economics, 38, 1.
- Doll, R. (1976) : Monitoring of Government Statistics, in Seminars in Community Medicine, Volume 2. Ibid.

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 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-cause mortality rates require emphasis.

Firstly, whilst being affected by the incidence of the diseases in question, these rates are also influenced by their fatality rates, for example, a decrease in the mortality related to Tuberculosis will not only be influenced by a decreasing incidence of this disease but also by improved prevention at primary, secondary and tertiary levels. The incidence of this disease will consequently decrease the fatality rate.

Secondly, it should be apparent that the important for comparative underlying population, for example, are also of importance.

contribute a comparative example 'coloured' children files of the two communities provides an indication of the changes in this distribution which occurred between 1941 and 1970 are, for the purposes of the present study, of relative unimportance.

Jobs bar over by 'end of the year'

Any job reservation in the council should be eliminated by the end of the year, the chairman of the Management Committee promised last night.

Mr J F Oberholzer, MPC, said any gaps between the salaries of black and white employees in comparable posts would be closed.

"When that has been done, any person will be able to apply for a post of, say, health inspector. There are not enough whites in this country or city to cater for the needs of all the people."

Mr Oberholzer was reacting to criticism from PFP opposition councillors about several items on the monthly council agenda which they saw as "blatant discrimination."

Mr Winston Hertzberg said that, while the council has taken the progressive step of allowing weekly paid black staff to accumulate leave, they still had less leave and sick leave than whites.

He also criticised the fact that other races would not be recruited for 13 vacant health inspector posts in the Health Department.

Mr Oberholzer had promised that all jobs would be open to all races soon, but the council also had actively to recruit staff of other races.

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The expectations of life for 'coloureds' and whites are presented in Fig. 6. Although data has been published for Africans⁵, this is speculative and is not considered to be of sufficient reliability to warrant inclusion. Two different expectations of life have been included: (1) e_0 - the expectation of life at birth, and (2) e_{45} - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at e_{45} 'coloured' females have a better expectation of life than white males. What is perhaps of some concern is that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whom Male:Female deficit of 1,0 years in 1941 at e_0 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.

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.

Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either e_0 or e_{45} , have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it would appear that the 'coloured' life expectancy is levelling off at a much lower age than has occurred in the white community.

3. South Africa (1929-1940) . Report on the Vital Statistics of the Union of South Africa. Annual 1926-1938, Government Printer, Pretoria.
4. South Africa (1961-1965) : Bureau of Census and Statistics, Report on Deaths, South Africa and South West Africa, Reports UG 26/1961, RP 17/1961, RP 45/1965, RP 63/1965, Government Printer, Pretoria.
5. South Africa (1971-1977) : Department of Statistics, Reports of Deaths, Reports O7 - 03 - 01 to O7 - 03 - 12, Government Printer, Pretoria.
6. South Africa (1948) : Official Year Book No. 23, 1946, Chapter XXIX, Government Printer, Pretoria.
7. Van Tonder, J.L. and Van Eeden, I J (1975) : Abridged Life Tables for all the population groups in the Republic of South Africa (1921-1970), Report S-34, Human Sciences Research Council, Pretoria.
8. Preston, S.H., Keyfitz, N. and Schoen, R. (1977) : Causes of Death: Life Tables for National Populations, Seminar Press, New York
9. Sadie, J.H. (1970) . S. Afr. J. Economics, 38, 1.
10. Doll, R. (1976) : Monitoring of Government Statistics, in Seminars in Community Medicine, Volume 2. ibid.

by 1970, this figure had decreased to 15, improved disproportionately to the 'coloured' 1 to 4 years of age, during the period 1970-71, experience as a percentage of the 'coloured' 7,1%. It should be noted that the 0 year olds are higher than the corresponding IMRs. This is due to the former is the number of live births while the latter is the number of live births under one year of age.

Fig. 4 provides an indication of the proportion of causes of death to the overall mortality in the white and African communities.

During the period 1929 to 1970, the whites have experienced a mortality which is classically associated with infectious diseases have become less important. Infectious diseases related to Cardiovascular diseases are increasingly related to Cardiovascular diseases in 'coloureds' and Africans, however, have a high proportion of deaths caused by infectious diseases. This 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'

Unions warn of jobs unrest

Pretoria Bureau

RIGHTWING trade unionists and politicians yesterday warned of serious labour unrest if all statutory protection for white workers was removed.

They were reacting to the announcement earlier this week by the Minister of Manpower Utilisation, Mr Fanie Botha, that three of the five remaining job reservation determinations — two in the motor assembly industry and one in the building industry — were to be removed.

The leader of the Herstigte Nasionale Party, Mr Jaap Marais, said. "This and other moves in the sensitive labour field can only increase the risk of unrest and generate resistance from white workers."

White workers resisting the moves would have the support of the HNP, he said.

Job reservation had given white workers a sense of security. Now that it was being removed, fuel would be added to the already simmering and widespread discontent.

"This coming on top of the efforts being made to integrate toilet and eating facilities in some organisations, although

this is still not legal, would be a source of grave discontent," Mr Marais said.

The Secretary of the Blankebouwerkers Vereeniging, Mr Gert Beetge, said the Minister was being less than truthful when he claimed he had consulted all interested parties before scrapping the determination in the building industry.

"He never consulted us and we certainly would never have agreed to the removal of the measure," Mr Beetge said.

Mr Beetge also warned of labour unrest.

The secretary of the SA Iron and Steel and Allied Trades Association, Mr Wessel Bornman, said when the government accepted the recommendations of the Wiehahn Commission, including the removal of job reservation, the Minister undertook to protect white workers, which he had honoured so far.

But, Mr Bornman, who is also secretary of the Rightwing SA Confederation of Labour, warned that should white workers in the motor assembly industry be prejudiced by the scrapping of the determinations, he would take the issue to the Industrial Court.

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During this period, the 'coloured' IMR has decreased from 164,8/1 000 to 132,6/1 000, a change of only 19,7%.

This is of particular concern when it is appreciated that the greater the IMR, the more easily should improvements be accomplished. The decrease in SMRs between 1941 and 1970 were 28,4% and 25,7% for whites and 'coloureds' respectively.

The age specific mortality rates are summarised in Fig. 4. Since death is inevitable, it is to be expected that decreases in the mortality experience of younger age groups will give rise to a corresponding increase in mortality amongst elderly persons. Thus, although it is to be expected that for both whites and 'coloureds' the mortality rates for persons over the age of 65 years have shown a rising trend, it is of some concern that the mortality rates have also increased between 1960 and 1970 for 'coloureds' in the 25-44 and 45-64 years age groups.

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

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, Asians and 'coloureds'. Ischaemic Heart Disease is the Asian communities, Cerebrovascular Diseases in the 'coloured' communities.

Similarly, if the Accidents, F... in greater detail, motor vehicle accidents in whites, 'coloureds' and the white community is significantly higher. For Africans, the rate is...

The expectation for life at birth for 'coloureds' is summarised in an expectation of life for a large measure of migration.

of life for women in comparisons. However, what is of interest is the life for the three communities. The ratios are 1:0,91:0,76 for males and 1:0,91:0,26 for females. The 'coloureds' are less disadvantaged than males and females, a difference in infant mortality rate in the Asian females have the worst communities, which is in part due to the fact that the women have the highest mortality rates, genito-urinary and contribute to this arcualous

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),

The Natal Mercury

WEDNESDAY, NOVEMBER 28, 1979

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.

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

ANY "job reservation," in the Johannesburg City Council should be eliminated by the end of the year, the chairman of the Management Committee promised last night.

Mr J F Oberholzer MPC said any gaps between the salaries of black and white employees in comparable posts would be closed.

"When that has been done, any person will be able to apply for post of, say,

Jobs bar to go

177 211

health inspector. There are not enough whites in this country or city to cater for the needs of all the people," he said.

Mr Oberholzer said he could not introduce changes like this overnight. The Staff Board was investigating the situation.

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MANPOWER-Reservation of
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as it would have the liability for breach of him as trustee, any powers, author.

Black job ^{STAR}
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Own Correspondent ⁽¹⁷⁷⁾

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The Government plans to lift the Group Areas Act restriction which requires employers to obtain a permit before appointing blacks to managerial positions over whites in white areas.

A spokesman for the Department of Community Development said in Pretoria today that his department was busy drawing up a proclamation to remove the restrictions presently in force all over South Africa.

Community leaders of all races have welcomed the announcement.

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t day of January, 1953, so long that provision or who is after-on (3) remains a trustee under

ht to be indemnified in respect m while any provision referred

(3) So long as any trustee under a trust deed remains entitled to the benefit of a provision saved by subsection (2) (b) or (c) the benefit of that provision may be given either—

(a) to all trustees under the deed, present and future; or

(b) to any named trustee or proposed trustee thereunder,

by a resolution passed by a majority of not less than three-fourths in value of the debenture-holders present in person or by proxy at a meeting summoned for the purpose in accordance with the provisions of the deed or, if the deed makes no provision for summoning meetings, at a meeting summoned for the purpose in any manner approved by the Court.

124. Power to re-issue redeemed debentures in certain cases.—(1) Where a company has redeemed any debentures previously issued, not being debentures convertible into shares of the company, it shall, unless its articles or the conditions of issue of such debentures expressly otherwise provide or the debentures have been redeemed in pursuance of any obligation on the part of the company to redeem them (not being an obligation enforceable only by the person to whom the redeemed debentures were issued or his successors in title) have and be deemed at all times to have had power to keep the debentures alive for the purpose of re-issue, and, where a company has purported to exercise such a power, it shall have and be deemed at all times to have had power to re-issue the debentures either by re-issuing the same debentures or by issuing other debentures in their place, and upon such a re-issue the person entitled to the debentures shall have and shall be deemed at all times to have had the same rights and priorities as if the debentures had not previously been issued.

(2) Where with the object of keeping debentures alive for the purpose of re-issue, they have been transferred to a nominee of the company, a transfer from that nominee shall be deemed to be a re-issue for the purposes of this section.

(3) Where a company had deposited any of its debentures to secure advances from time to time on current account or otherwise, the debentures shall not be deemed to have been redeemed by reason only of the account of the company having ceased to be in debit whilst the debentures remained so deposited.

N.M. 9/1/80

Jobs at the top

166
177

NOW that the Government has effectively given the green light for Blacks to be appointed to positions of authority over Whites one must conclude that the last stage in the dismantlement of the job reservation laws has been reached.

From now on it will be left to employers to decide whether Blacks should be given positions of authority in their enterprises, and it will be up to them to set the pace in this dramatic new development on the South African labour scene. If they tend to move cautiously, then that will be understandable. After all the country has adhered for more than 30 years to a convention which has made

authority in the hands of Blacks virtually unthinkable.

However the accession of Blacks to stations of responsibility should be a natural sequence now that doors have been opened to them in so many sectors of commerce and industry. It is a question of how quickly people can adapt to a changing order.

At this stage we must be thankful that the discriminatory legislation which precluded this Black advancement has been removed. As long as it remained on the statute books it simply made nonsense of the Government's professed intention to move towards equal opportunity for all.

Br

Warnings on plan for immigrants

Own Correspondent

JOHANNESBURG — Plans to ease restrictions on overseas immigration to South Africa evoked warnings yesterday on the need to proceed carefully to avoid black resentment and with it a consequent deterioration in race relations.

Details of the plans were published in a Sunday Times report quoting the Minister of the Interior, Mr Alwyn Schlebusch. A similar report was published in Rapport under the heading 'SA oils gears for immigrants'.

The shortage of skilled workers and the rising tempo of economic growth were given as two reasons for the decisions to

facilitate speedier overseas immigration.

Mr Schlebusch was not available for comment yesterday, but according to both reports he is expected to announce soon an increase in the present travel grant of R275 to immigrants, as well as waiving a requirement that overseas artisans have firm employment offers before being allowed into the country.

Warning of the danger of black resentment at a sudden inflow of white immigrants, Mrs Helen Suzman, Progressive Federal Party MP, said:

It must be made absolutely clear that the move is to relieve the present shortage of

skilled workers and not to delay permanently black advance.

She suggested two steps to avoid misunderstanding — an immediate advance in the training of black workers, and a publicity campaign to explain the motive as economic growth in the interests of all.

She said that even with accelerated training of blacks for skilled work there would be an interim shortage of skilled workers, which would have to be made good through overseas immigration.

But immigration of overseas skilled workers should be in addition to, not instead of, training of black workers, she said.

The Prime Minister's economic adviser, Dr Simon Brand, said: "Past experience has shown that when the growth rate reaches about five percent there are severe difficulties in the supply of skilled labour."

Projections of future economic growth, he said, identified skilled labour shortages as one of the constraints that had to be overcome.

Even if the highest priority were given to the training of black workers, it would take some time before the supply would match the demand in an expanding economy.

Dr Brand, who has repeatedly recorded his concern about rising black unemployment, emphasized that to reduce unemployment, a higher rate of economic growth was needed and to get faster economic growth the shortfall in skilled labour had to be made good.

Dr Francis Wilson of the University of Cape Town had a different perspective — that importation of skilled workers from overseas was a stop-gap measure to avoid a fundamental restructuring of South Africa in the direction of a non-racial society.

"As long as South Africa relies on overseas skilled workers, for so long are we going to avoid restructuring of our education and training system to provide our own skilled workers," he said.

South Africa should be aware of the political dimension to any programme to encourage overseas or white immigration.

This was that the new, white immigrants would be eligible to qualify for South African citizenship at a time when South Africa in horn blacks were being stripped of theirs in terms of the homeland policy.

One of the fundamental problems was the industrial colour bar, which restricted the levels to which blacks could rise and therefore put a ceiling on the number of skilled black workers, Dr Wilson said.

Bishop Desmond Tutu, secretary-general of the South African Council of Churches, said of the prospect of accelerated overseas immigration: "It will exacerbate already tense race relations. The new whites will soon enjoy rights which indigenous people are denied."

He agreed with Dr Wilson that increased immigration should not be viewed as a temporary measure to solve a problem but as a means of avoiding the real problem of training blacks and removing the colour bar.

A 1978 amendment to the Citizenship Act reduced the period of residence for an immigrant to become a South African citizen from five to two years.

Any male immigrant under the age of 25 automatically becomes a citizen by naturalization after two years unless he specifically declares his wish not to become a citizen (in which case he loses his permanent residence permit).

Citizens by naturalization after two years become liable for military service in terms of an amendment to the Defence Act made at the same time as the Citizenship Act amendment.

The Cape Times

TUESDAY, JANUARY 22, 1980

(177) (234)
(177) (152)

South Africans first

THE government would be advised to move with great circumspection in stepping up the rate of immigration. It would be unfortunate in the extreme if a new immigration policy was seen to be filling jobs with men and women from abroad while born-and-bred South Africans, because of the colour of their skin were not being offered the opportunity to do the jobs in question. The priority should remain the scrapping of racial restrictions and the rapid expansion of training of young black and brown South Africans in the requisite skills. If there is still a shortfall, as the economy revives, there will be a good case for selective and tightly controlled immigration of people equipped with the specialist skills the country needs in an expanding economy. There are certain categories of skilled worker, no doubt in which there is simply no prospect of the demand being filled locally. Some skilled workers, such as those engaged in the manufacture of machine tools, are indispensable in an expanding economy. And they create new jobs. In such instances, there can be no objection to selective recruitment abroad.

But any thought of a policy of mass immigration — a new wave of 1980 settlers, as some have gushingly suggested — should not be entertained. In the Western Cape particularly, it is difficult to convey how much bitterness and resentment would be generated by such a policy.

In the Cape Peninsula, for all the talk of an economic boom, the rate of growth remains modest. Coloured school-leavers, holders of matriculation certificates, are having great difficulty in finding good jobs in the Peninsula. Coloured school-leavers generally have a very limited choice available to them. If these young people had easy access to fields which have hitherto been barred to them, by customary or statutory apartheid, and if there was always access to the appropriate technical and tertiary education, the situation would be rather better. But it takes little imagination to gauge the effect on inter-group relations of workers being imported from abroad to jobs which could be done as well by born South Africans, if it were not for racial discrimination.

Immigration policy, like all other matters of importance to all sections of the population, should be executed in consultation with community leaders, including black community leaders, so that any policy which is embarked upon rests on a broad basis of consent — and will not undermine the inter-racial atmosphere. Those immigrants who do come to these shores should be received with appropriate warmth by all communities, and made to feel at home as soon as possible. If they are seen to be taking the bread out of the mouths of blacks, however, their value to South Africa will be dubious indeed.

rural areas or cause of deaths' according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Africans were not registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans

METHOD

The following indices were calculated

- 1 Crude Mortality Rates.
- 2. Standardised Mortality Rates Two standard populations were used England and Wales representing a developed population and Mexico 1960

vent this stipulation by pointing out that, because black workers are not yet receiving skilled training in large numbers, there is no skilled black labour available

The unions are also worried, Mr Van der Watt said, by the fact that foreigners may not become members of trade unions in terms of legislation passed last year.

Mr Alec Erwin, general secretary of the Federation of South African Trade Unions (Fosatu), which has predominantly black affiliates, said the change was "short sighted. Our resources should be spent on training South African workers" - DDC

Skilled labour suffers - Sash

23/1/80 (177)

employers today
The engineering unions successfully opposed the employment of Korean welders at the Sasol II site last year and "our objections to the use of foreign labour remain unchanged

"We believe our own people should be trained," Mr Ike van der Watt, secretary of the South African Boilermakers Society, said

He described the assurance by the Secretary for Immigration that foreign workers would only be employed when local labour was not available as "an inadequate safeguard

Other unionists complained that employers would be able to circum-

JOHANNESBURG — Skilled black workers from the homelands have been refused the right to work in cities because officials say "there are enough skilled workers here", the Black Sash reported yesterday

"We have handled numerous cases of this sort. In fact, it is often harder for skilled workers to find jobs in the cities than it is for their unskilled counterparts," a Black Sash representative said yesterday

The Black Sash's claim came as black and white union leaders reacted angrily to the announcement that immigration rules were to be softened to allow an influx of skilled foreign workers to enter South Africa

Influential unions in the steel and engineering industry which employs about half a million workers, are planning to raise the issue with

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DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1
The interpretation of these figures is confounded by the differences in the underlying structure of the population. The population pyramids of the various groups were pictured in part I with the exception of the urban Africans, which appears in Fig. 2. This population shows an excess of healthy working males and lack of elderly persons as a result of the migratory labour situation.

The standardised mortality rate provides a survivable figure for the mortality experience of a population which can only be fully expressed in terms of a series of age specific death rates. The S.R. is calculated by multiplying the age specific mortality rates in the observed population by the corresponding ratios in the standard population, adding the number of deaths so obtained and dividing the total standard population. While this figure is independent of the age structure of the observed population, the choice of the standard population will affect the very thing given to the death rate in various age groups. The choice of an underdeveloped population as a standard will give great weight to deaths and will tend to reverse the position. The choice of standard population affects the ratio of the mortality between the observed groups. There is no 'true' answer. As the Dupa of Wellington said "There are two, curved lines, and statistics".

Infant mortality rates are summarised in Fig. 3. Once again, difficulty is experienced in obtaining data for Africans. Birth statistics for Africans are not published by the central government. The various medical officers of health⁹ have estimated the infant mortality rates for these urban areas. These show considerable variation. (See also ref.15). A rear figure and the range are given in Fig. 2. These de facto figures should be interpreted with caution as sick infants are often brought to the cities from rural areas. An indication of the situation in the rural areas is given by a sample survey carried out in Cape Town and Transkei among Xhosa-speaking Africans.¹² An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

'Wrab blocks workers from jobs in cities'

By STEVEN FRIEDMAN
Labour Reporter

THE Department of Co-Operation and Development's regulations do not prevent skilled homeland black workers from working in the cities, a department spokesman said yesterday.

And cases handled by the Black Sash advice office indicate the workers are being prevented from doing so as a result of administrative directives issued by the West Rand Administration Board — not the department.

The department spokesman, Mr Johan Eyssen, was reacting to reports that skilled workers from homelands had been turned away by labour officers who said there were sufficient skilled workers in the cities.

Mr Eyssen said any black worker from the homelands could be registered for employment in the cities if an employer indicated he needed the worker.

He added, however, that the relevant homeland government would have to agree that his services were not needed in the homeland.

"If they say he is needed there, the request would be refused," he said.

Mrs Sheena Duncan of the Black Sash said yesterday that, although it was correct to say that official regulations did not bar jobs to these workers, the local administration board

could issue a directive to its labour officers not to register them.

This appeared to be what was happening, she said.

She added, "The suggestion that these workers might be needed in the homelands is strange. They come to the cities precisely because they can't find jobs in the homelands."

Even if these workers were to be registered, it is not yet clear whether they would be able to work in "white" areas. This is not illegal, but until recently, Government policy allowed skilled black workers in the urban areas to work only in the townships.

This policy is no longer explicitly in force, but there are no black artisans working legally in "white" areas at present.

According to Mrs Duncan, however, "the issue never gets that far. These workers have been refused registration, so they have not been able to test it."

The Rand Daily Mail Pretoria Bureau reports that Public Service Commission sources expect shortages of skilled and professional workers in the public sector to increase as the economic upswing gains momentum.

They pointed out that this had happened in the past and would inevitably happen again if forecasts of increased growth turned out to be accurate.

The sources said that because the training of public service staff was of a high quality, they were wooed by the private sector when shortages of skilled workers developed.

The Secretary for Justice, Mr J P J Coetzer, said staff losses in his department had increased over the past two years.

The problem was now being studied by the Public Service Commission, and he expected it would take into account the qualifications of Justice officials in trying to counter the resignation drain.

A Public Service Commission official said the high quality of training available to employees in the Department of Justice "makes them very acceptable to the private sector."

And he said the position in other State departments was the same.

Mr Coetzer was reacting to a claim that the legal sector of the public service was heading for a crisis because of the economic upsurge.

He said it was a continual source of concern that professionally qualified staff were attracted into the private sector.

It was particularly regrettable because some of them obtained their qualifications with State aid or in State time, and with the support of their colleagues.

243
RDM 23.1.80
177

Reversal ^{Star} of labour ^{3/1/50} reforms ⁽¹⁷⁾ to ⁽¹²⁾ be sought

By Sieg Hannig,
Labour Reporter

Calls for complete reversal of thorny labour reforms will be debated at the two yearly congress of the 200 000-strong white Confederation of Labour in Pretoria next week.

The calls appear in a "strictly confidential" report compiled on instructions of the confederation's executive by a special committee headed by Mr P. J. "Arrie" Paulus, leader of

the Mineworkers' Union.

The report is down for debate next Thursday, a day after the opening speeches which are to be heard by Dr Nic Wichelin, chairman of the commission responsible for the labour reforms.

The most controversial recommendations from Mr Paulus's committee are:

1. That the confederation continue to reject the granting of trade union rights to blacks.

2. That the Minister (of Manpower Utilisation) be seriously requested to restore the principle of job reservation to the Statute book or to provide legislation ensuring security to the white worker.

3. That the Minister be requested to prohibit supervision over whites by people of other races.

4. That the confederation express itself strongly against the training of black apprentices in "white" areas — and consider action to be taken if the Government permits this.

5. That the Government be asked to have black strikers sent back to their homeland or country of origin summarily and that they be prohibited from re-entry to South Africa.

6. That the confederation demand that white workers' industrial councils remain white as long as Parliament remains white.

7. That legislation be demanded to prohibit existing and future "mixed" and "parallel" trade unions and federations of unions.

8. That the existence of any organisation which appears to be a trade union be prohibited unless it is registered in terms of the law.

9. That the confederation urge the Government to prohibit all foreign labour codes which have not been approved by the State, since foreign companies should not upset South Africa's social order.

The five-man committee which compiled the report supported the creation of the National Manpower Commission and the Industrial Court.

It deplored, however, that the commission included races other than white and group interests other than the State, employer and workers' bodies.

It also called for the term 'unfair labour practice' to be defined in law rather than being left to the Industrial Court's discretion.

BUSINESS MIRROR

Big black advance foreseen

Deputy Financial Editor

THE advance of the black worker will run like a scarlet thread through the economic and social fabric of the eighties, Mr Roland Freales, executive director of the Natal Chamber of Industries, said yesterday.

He was speaking to the Chartered Institute of Secretaries.

Mr Freales said that the differential between the average earnings of a white person and a black person in industry was 4,57 times.

This had decreased from the figure in 1973 when whites earned 5,76 times the amount earned by blacks.

He said this figure was an index of frustration. It was not caused by discrimination, because this was not built into industrial council agreements.

Problem

The problem is that the black worker has been able to reach a certain point and go no further, Mr Freales said.

He believed that the factor would be slashed. The last vestiges of job reservation were being phased out, and while the barriers of blacks by passing whites were still present as well as problems with apprenticeships, they were receding.

The situation of black people would improve if there was an 'unprecedented' expansion of education and training facilities. There was a great deal to be done and industry had failed to act adequately in this sphere in the past decade.

Recent decisions by the Government to encourage

immigrants showed up the shortfall in training against the background of a million or more unemployed black people.

Mr Freales said it would be much better if the Government decided to spend R250 million on expanding training so that the need to import skilled workers would be reduced in future.

Growth

Another factor was the development of trade union rights for black people. The decision to limit multi-racial unions was wrong and the current unracial trade union provisions would promote polarisation.

Thirdly, there was a need to have a backdrop of satisfactory economic development. Actions such as removing job reservation, influx control, changes to legislation and so on would be of little use if the country was stagnating.

It was necessary to have a growth rate of 5,5 to 6 percent, and the seventies were marked by the failure to reach the level set by the planners.

Mr Freales said that a year ago the required growth rate seemed a remote target but the outlook has certainly changed and is now almost within reach this year and can be expected to continue, at least, until the latter part of 1981.

Paulus predicts white confrontation with Nats

STAR 1/2/80 (24) (177) (138)

By Sieg Hanng,
Labour Reporter

Everything points to a confrontation developing this year between the white worker and the National Party, says Mr P J "Arrie" Paulus, general secretary of the Mineworkers' Union

He wanted more from the Government than promises that the white worker would retain his due share, he told reporters after the annual congress

of the MWU

He said guarantees applicable to everybody on the basis of merit were not acceptable

He wanted special safeguards applicable to whites alone.

Mr Paulus was replying to what he called the "ultimatum" given at the opening of the congress by the Minister of Mines, Mr De Klerk

"My congress feels very aggrieved that the Minis-

ter said here frankly that whatever we decide he will continue with the exemptions (for black training) in Bophuthatswana and that the Government will continue with the training of coloureds, Indians and blacks in South Africa," he said

"The white mineworker was shot dead in 1922 by an SAP Government Two years after that a National Party Government was put

into power which protected the white in South Africa

"And everything indicates — and we don't want it — that a confrontation will develop in 1980 between the white worker and the National Party this time"

On black advancement in Bophuthatswana, Mr Paulus said a letter would be sent to the Minister as soon as possible. This would have to be followed by many discussions with the Minister

But he declined to say what the union had decided.

He said the firm decisions had been taken on matters such as action (optiede) to be taken if the Wiehahn Commission made certain recommendations concerning the Mines and Works Act (which denies blacks a blasting ticket).

Asked whether the MWU had adapted any of its known policies on the labour situation, he said "If you can't break them, join them and they will break themselves"

Asked whether a stage might be reached where opposition might change to co-operation, he said plans had been made for the future. The union knew how to get the most advantages for the white worker at the least sacrifice

Union rejects assurance by mine management

STAR 1/2/80

241

138

177

By Sieg Hannig,
Labour Reporter

One of the most enlightened mining unions has rejected an assurance by mine managements that the jobs and pay of every "current employee" will be secure when changes are made in "labour utilisation"

The undertaking accompanied the January pay cheques of whites employed on mines which are members of the Chamber of Mines

The assurance is "disturbing in the extreme," says a circular which the Mine Surface Officials' Association (MSOA) has

sent to its 14500 members.

The circular questions the good faith of mine managements and says their assurance implies that jobs will be downgraded

To guard against this, the MSOA called for an urgent investigation into the possible creation of non-racial employment safeguards of the kind adopted in the steel and engineering industries

The MSOA said it would not stand in the way of fair employment practices which opened avenues of employment equally to all races But such a process

had to be based on equal pay for work of equal value, appointments on merit and open to all

"It (the MSOA) cannot allow salaries and conditions to be diluted in any way — not even for the sake of the optimum use of manpower resources," said the circular

Referring to its efforts to organise coloured miners so that their employment conditions can be brought in line with those of its own (white) members, the MSOA says

"The mere fact that this needs to be done draws the good faith of management into doubt"

ARRIVE'S ALL-WHITE DREAMS SHATTERED

BY MAUREEN GRIFFIN

THE rift that split the 200 000-strong white Confederation of Labour this week was caused by one man's impossible dream: architect Arrie Paulus thought he could keep trade unions white.

This was in spite of the Wiehahn Commission's recommendations and subsequent legislation granting union rights to blacks.

While all around him were howling to the inevitable, the general secretary of the whites-only Mineworkers' Union was announcing to anybody who'd listen, "I'm a racist for my men." He accused the Minister of Manpower Utilisation, Mr. Pame Botha, of committing "treason" towards white workers by accepting the recommendations of the Wiehahn Commission.

Never reticent about his feelings, his outspoken condemnation of the Government and his undisguised determination to oppose it have now resulted in the almost certain disintegration of the SA Confederation of Labour, the conservative umbrella body whose affiliates are in many instances unions representing either Government or quasi-Government concerns.

Union leader predicts

Paulus extremists

will quit Confederation

His union is one of the largest affiliated to the confederation. He enjoyed the support of its head, Atte Niewoudt, and the comradeship of right-wing hardliner Gert Beetge, HNP supporter and secretary of the Blanke Bouwerkers Vakbond (White Building Workers' Union).

Together Paulus and Beetge led the confederation's verkrampte faction with their 18 000 NIWU members and about 6 000 BBWV members solidly behind them and the president, "White Attie", firmly on their side.

But when Paulus — a good unionist when it comes to protecting white miners from what he sees as the encroachment by blacks upon once exclusively white-held jobs — drew up a report urging fellow unions to oppose Government labour reforms, the confederation began to crumble.

According to Sarel van den Berg, general secretary of the Johannesburg Municipal Employees' Association,

the report — marked "strictly confidential" — was attached to the agenda of the confederation's annual conference in Pretoria about three weeks ago.

"It urged the confederation to revert to complete opposition to Government labour reforms, and astounded most of us as we had assured the Minister of Manpower Utilisation that the confederation had voted 13-11 in favour of his implementation of the Wiehahn recommendations," said Mr van den Berg.

This week the South African Association of Municipal Employees, with 41 000 members, summarily withdrew from the confederation.

SAAME's president is Atte Niewoudt, and he has been forced out of the position of president of the confederation by virtue of his union's withdrawal. SAAME has disassociated itself from the Paulus report.

There is s...

the five Railways Staff Associations affiliated to the conference will be the next to withdraw. They have a joint membership of about 50 000.

Mr. Andre Malheroe, president of the Trades Union Council of South Africa, said his umbrella body would welcome any unions that broke away from the confederation.

"It is very heartening to me that the executive of SAAME and obviously the membership are enlightened enough to see that change is necessary and inevitable."

Arrie Paulus, the man who started it all, could not be contacted for comment.

Atte Niewoudt refused to comment when the Sunday Tribune called him at his office.

"There is nothing I can say, I have decided to make no comment at this stage."

● See Union leaders walk out on Bifta — Page 17



Trade Union Leaders Walk Out on Bill to Give Coloured Youth Educational Standard

... accused of bullying

TWO trade union organisations have torpedoed advanced plans for the introduction of black artisans into the building trade — despite the huge lack of skilled manpower in the industry.

And now Bob Stevenson, president of the Building Industries Federation of South Africa (Bifsa) says that if the Government does not do something the building industry will grind to a halt.

Bifsa had been negotiating with the Building Workers' Union and the Johannesburg-based Amalgamated Unions of the Building Trade Workers over the past four months on the question of the gradual introduction of black artisans into white areas. It had expected to reach an agreement at a meeting on February 11, but to its shock and amazement representatives of the two unions staged a walk-out at the meeting.

Stevenson said in an interview that walk-out had put Bifsa in a difficult spot as the building industry was suffering from a huge lack of young men to be trained as artisans. Pressure had increased, especially in the Witwatersrand boom since late last year.

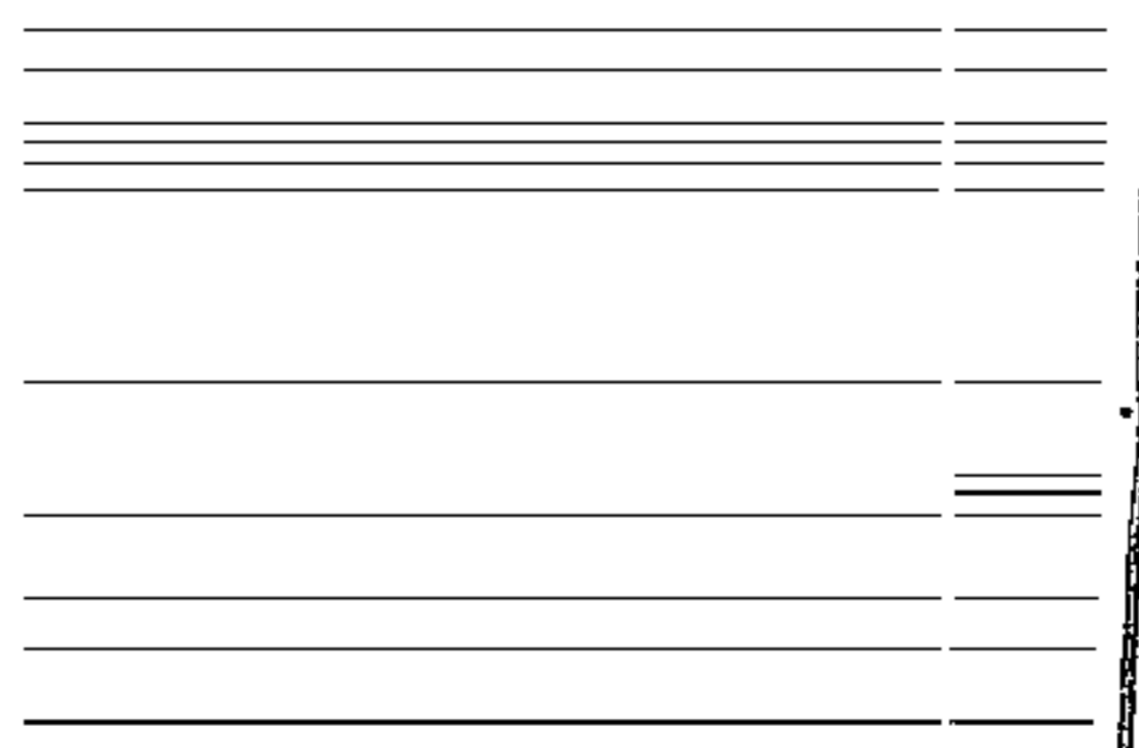
"I am disappointed they stalled us for four months. I had been pressured by my members that we should go ahead but I wanted to bring in the unions so as to avoid any friction," Stevenson said that Bifsa was under the impression that Gerit Beech, president of the all-white Pretoria union, had come under the influence of the Communist Party of Labour and that he was under instructions to adopt an obstructive attitude.

He did not know why R Beech, president of the Johannesburg-based union, also had the same attitude. He said that because of the "about-turn" attitude of the union officials he had no opinion but to 1. Write to the Minister of Manpower

the required educational standard. They were fortunate in Natal because now even matriculated Indian youths were joining the trade.

"We have asked the unions to provide us with white artisans but they have not produced a single candidate," he said. Asked to comment, Beech said he had walked out because Stevenson had adopted "a bullying attitude". "He spoke to me as if he was the senior and I was a junior. I am a trade union official and I expect to be treated as an equal," he said.

The Deputy Secretary, Sakie Els of the all-white union said "This union is not prepared to sell out white workers in the building industry or in any other field in the Republic of South Africa."



WHY IMMIGRANTS FROM EUROPE BUT NOT GAZANKULU, ASKS BLACK SASH

SUN EXPRESS 24/2/80

Skilled men are still endorsed out

SKILLED Black workers who have found jobs in Johannesburg, or who apply to re-register for their old jobs under the call-in system, are being endorsed out of Johannesburg "in great numbers," Mrs Sheena Duncan of the Black Sash advice bureau said this week.

"The focus has entirely changed since last year, when it was the unemployed who had problems," she said.

"Since January, when industry started hiring again after the Christmas break, we have found that the people with permit problems are those who actually have jobs.

But they are being ruthlessly endorsed out when they apply for re-registration under the call-in system.

"In many cases they don't even get as far as being asked whether they have accommodation — they are either given 72-hour stamps or just told to get out.

"When we query this, we are



o Mrs Sheena Duncan
ruthless action

By JEAN LE MAY

told the reason is that they must work in their homelands.

It makes no difference whether the employer asks specifically for a particular worker to be re-registered. His application is refused and he is told to apply to the local labour bureau for workers.

Industry, particularly the

building industry, is crying out for workers. We are not knocking the importation of immigrants but why should a skilled worker be allowed to come from Germany but not from Gazankulu?"

Another Black Sash spokeswoman said she had dealt with the cases of semi-skilled metalworkers and panelbeaters who had been refused permission to work in Johannesburg although they had jobs.

"One man was intending to commute daily from Sharpeville where he had a house and was refused permission although the Rieker Commission recommended that African labour should be mobile.

Mr A Steenhuisen, director of labour for the West Rand Administration Board, said it was

impossible to comment on the endorsements-out unless he had particulars of individual cases.

Every case is treated on its merits but the general rule is that preference is always given to local labour," he said.

The call-in system is that by which a worker from outside Johannesburg who has been legally registered must return to his home every year and apply for re-registration.

The Sunday Express disclosed last year during the three-month moratorium during which illegal workers were allowed to register, that the registrations would be valid only for the current year.

That this has in fact happened is shown by the Black Sash announcement this week.

Work prospects are pretty grim

IF AN African artisan is endorsed out, what jobs are available — and at what pay — in the "Black areas" where the Government decrees he must sell his services?

A Sunday Express investigation has shown that it is in many cases almost impossible to get in touch with the proper people in the homeland areas to inquire about jobs and even when they are contacted it is often impossible to get a clear reply.

o In the Lebowa homeland, Mr E Bolton, Secretary for the Department of Works, said there was need for "a few metal workers, plumbers and electricians."

There were no jobs for painters, plasterers and others trained in the building industry.

"We have our own training programmes and trade schools, but find that many of the men we have trained leave us to get work with private contractors in Pretersburg and other towns," he said.

"Pay scales laid down by the Public Service Commission of Lebowa start at R3 000 a year — R250 a month — but men who go to private industry can start at R50 to R100 a month more and we can't compete."

o Mr B Viljoen, Secretary of the Department of Works in Gazankulu, said very few positions were available for skilled workers in the Shangaan homeland.

"There are several big construction projects on at the moment, but the construction companies bring all their skilled workers with them," he said.

Another spokesman said the construction companies took on unskilled labourers locally, and there was always a rush for those jobs.

o Mr S K Marumo, Basotho

Qwa Qwa's Minister of Works, said opportunities for skilled labour in Qwa Qwa were minimal. The homeland was still using White workers with Black trainees working under them.

But it's efficiency we're after. We do not concern ourselves with the colour of the man's skin," he said.

o The only homeland with a need for skilled workers is KwaZulu, where Mr Secretary of Works said there was a definite shortage and his department could take on 500 men right away.

"One problem is that where we can afford to pay a skilled worker, say a plumber, only R400 a month. He could get R600 from a private contractor in one of the many towns bordering on KwaZulu," he said.

He attributed the demand for skilled workers in KwaZulu to the fact that KwaZulu was in so many scattered pieces that it was very easy for a man to live in KwaZulu and travel daily to a White area to work.

"Compared to the R400 or so a month that skilled Blacks in the building and allied industries could earn in the limited homeland jobs available to them, they could earn almost twice as much — more than R700 — if allowed to compete in White areas."

Mr Pretorius of the Master Builders' Association said that Black workers were now earning only 10% less than Whites in comparable jobs.

Since the starting rate plus benefits for a skilled White was about R800 a month, this meant that qualified Black artisans working in White areas, if job reservation were done away with completely, would start at more than R700 — almost two and three times respectively what they could earn in the homelands.

liminary Draft : No portion of this paper

be quoted without permission of Saldru,

chool of Economics, University of Cape Town.

New education deal

NM 3/3/80

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956

RECENT Government moves to improve the content and quality of black education are a source of encouragement to all who have the interests of South Africa at heart

As the nation moves into a predicted era of unprecedented industrial expansion and prosperity there is a manifest need for the manifold skills which flow from a sound schooling system

Today's shortage of trained manpower stems largely from legislation which prevented blacks from performing virtually any kind of specialised work, but the position is now thankfully being ameliorated by the phasing out of job reservation

The Prime Minister's next priority, and one that will undoubtedly invest his vetligte policies with greater credibility, is the implementation of the Government plan to introduce compulsory education in black schools as soon as adequate classroom accommodation, qualified teachers and school books become available

The process will undoubtedly be protracted, but it is crucial enough to warrant sacrifices by the taxpayer. And the least one can expect of the

students who are going to benefit is that they should co-operate rather than call for boycotts

The fact that Botswana with its limited resources has introduced free education only 14 years after becoming independent illustrates the importance with which the Khama Administration views the matter. Industrialised South Africa will rely even more heavily on the schools for their future factory personnel

During the 1978-79 financial year the Government spent ten times more on the education of each white child than on each black child, and in the same period the number of black secondary school pupils in the Johannesburg area alone more than doubled, with an average of nearly 700 scholars per school

This microcosm shows how urgent is the need for a crash programme not only to expand the overall development of education for blacks meaningfully in order to meet their entire training requirements, but also to set aside the large sums required to build the thousands of classrooms that will phase out double sessions and improve teacher-pupil ratios

80 000 STAR
4/3/80

workers

to get

pay rise

Eighty thousand workers in the civil engineering industry are to get a pay rise.

The increases ranging from 3c to 5c an hour, came into effect yesterday and take the top minimum wage in the industry from 61c to 66c an hour and the lowest from 39c to 42c an hour.

The pay proposal was made by the 200 member South African Federation of Civil Engineering Contractors (Safec) in terms of the Black Labour Relations Act of 1973.

It was sanctioned by the Department of Manpower Utilisation in consultation with the Wage Board and Central Black Labour Board.

ATTACK

The pay rise follows an increase in September when the previous minimum wage of 33c an hour came under sharp attack from the former president of the Steel and Engineering Federation (Sefisa), Mr Dou. Ellis.

Today the director of Safec, Mr Kees Lagaay, said his federation wished to reduce the gap between wages in the civil engineering industry and building and metal industries.

The increases affected unskilled workers, he said. Wages paid to trained workers — such as plant operators — went higher to R1 or R1.50 an hour.

A ladder of promotion in the industry ranges from labourers through four grades to operator Grade 1, he said.

INFLATION

Mr Lagaay said inflationary pressure still existed and a second increase later in the year was possible.

In Bloemfontein, the president of the South African Association of Municipal Employees, Mr A. J. Nieuwoudt, said yesterday the deletion of section 77 of the Industrial Conciliation Act meant that the crisis now had arrived for white workers.

Whites could no longer turn to the Minister of Manpower Utilisation if an employer appointed a person of a different colour to a traditionally white post.

Such a case would now have to be taken to a conciliation board or an industrial council or if necessary to the Industrial Court, Mr Nieuwoudt said.

White jobs may get more protection

177
RDM
7/3/80

By STEVEN FRIEDMAN
Labour Reporter

THE Government is considering tighter legal provisions for safeguarding white jobs to quell white fears of black job advancement in the wake of the Wiehahn report

According to informed sources, the change will take the form of an amendment to the definition of "unfair labour practice" in the Industrial Conciliation Act

The first inkling of new legislation was given yesterday by the Minister of Manpower Utilisation, Mr Fanie Botha, in a message to the congress of the Mine Surface Officials

Mr Botha is apparently reacting to widespread fears among white workers after the Wiehahn report

Before Mr Botha delivered his message the MSOA's president, Mr Alex Leslie, sharply attacked employer moves towards "the full utilisation of manpower"

He said there were fears this meant "little more than the downgrading of jobs at the cost of our members"

The MSOA is regarded as one of the more moderate white unions on black advancement

Although any new legislation would be nonracial it is likely to protect chiefly white, coloured and Indian minority groups

Mr Botha reminded the surface officials he had said last year he "would not hesitate" to introduce legislation if he felt protection measures introduced after Wiehahn failed or that the legislation was being "abused"

He continued: "Because I want to be true to my word, I examined the legislation during the recess and found that there is room for improvement."

"I can inform you that I am considering amendments in this respect at present"

He went on to assure workers that "we will not allow these rearrangements in the labour field to be abused or to threaten their job security"

According to official sources, the Minister is considering an amendment to the "unfair labour practices" definition

If a change in labour practices is found to be "unfair", the industrial court can order an employer to restore the status quo

Non-black workers who were replaced by blacks could petition the court, arguing that

this was "an unfair labour practice"

At present, the Act says "an unfair labour practice is any labour practice which, in the opinion of the industrial court, is an unfair labour practice"

This has been criticised from both right and left for giving the court "law-making powers"

The Government is now likely to produce a specific definition to tighten up protection and reduce the court's discretion

Mr Botha also called for the introduction of an industrial council in the mining industry, a move which has been strenuously opposed by the Mine Workers Union in the past

In later discussions at the meeting, an official in his department, Mr Mike van Noordwyk, offered Government help in setting up such a council

Another official, Mr Nic Hitchcock, argued that black unions should be represented on such a council.

It also became apparent from discussions at the meeting that the MSOA would be allowed to become a racially mixed union if it wanted

Black Building Workers Act may be repealed

By STEVEN FRIEDMAN
Labour Reporter

CONTROVERSIAL changes allowing black building workers to do skilled work in 'white' areas -- if only on a temporary basis -- are on the cards

It is understood that Government labour advisers will soon recommend the repeal of the Black Building Workers Act, which prohibits skilled work by blacks in 'white' areas

And employers are likely to soon be granted exemptions from the Act which will operate until the Government responds to this proposal

If the Government accepts, the colour bar in the industry will become a matter for negotiation between employers and registered trade unions

Registered unions would, therefore, still have some power to forestall change through industrial agreements with

employers

Such a move would have immediate political implications. One of the registered unions in the industry is the White Building Workers Union, whose general secretary is Mr Gert Beetje of the Herstigte Nasionale Party

The union is certain to fight any attempt to repeal the Act

Although employers expect the repeal of the Act, the Building Industries Federation has asked for temporary exemptions to allow employers to train black artisans

A Government decision on this request is now imminent

Recently, talks between employers and trade unions aimed at securing a relaxation of job reservation in the industry, collapsed when trade unions walked out of negotiations

Yesterday, Die Vaderland reported that Mr Fanie Botha, Minister of Manpower Utilisation, was investigating allowing blacks to perform skilled work in the 'white' areas on a temporary basis

It said that the Minister was considering granting temporary exemptions to try to save the situation in the industry

The matter was enjoying 'the highest priority', it said

A spokesman for the Department of Manpower Utilisation said yesterday that a statement on the matter would be issued soon

It is understood, however, that some form of exemption is certain

(177)

1/66

2/2

RDM 20/3/80

STAR 24/3/80
Meeting is watershed

By Elizabeth Wilson,
 Labour Reporter

The Minister of Manpower Development Mr Fanie Botha, has called leaders of the two national building unions to a meeting in Cape Town on Wednesday.

This is believed to be in response to a letter sent to the Minister by the two trade unions in which they expressed grave concern at rumours of the imminent removal of the Black Workers Act from the statute book.

Mr Richard Beech, general secretary of the Amalgamated Building Trade Workers, said today that his union planned to submit a memorandum outlining its opposition.

Mr Beech said he would be attending Wednesday's meeting. It was possible Mr Gert Beetge would represent the White Building Workers' Union.

Mr Beech said he viewed Wednesday's meeting as "a watershed" crucial to the future of the building industry.

NO	FILE NO	DESCRIPTION	DATE	BY	PAGE
1	15423-9	EXAMINATION REPORTS	29 02 80		1
2	15423-10	SAVING			15, 16
3	15423-11	SAVING			15, 16
4	15423-12	SAVING			15, 16
5	15423-13	SAVING			15, 16
6	15423-14	SAVING			15, 16
7	15423-15	SAVING			15, 16
8	15423-16	SAVING			15, 16
9	15423-17	SAVING			15, 16
10	15423-18	SAVING			15, 16
11	15423-19	SAVING			15, 16
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91	15423-99	SAVING			15, 16
92	15423-100	SAVING			15, 16

177

Home-grown sanctions 176

For the Anglo American Deputy chairman Mr Gavin Reilly has put it, South Africa is caught lacking the skilled manpower needed to take advantage of an economic upswing. Berating the private sector, the trade unions and the Government equally for their lack of foresight and planning, Mr Reilly called for rapid and radical expansion of industrial training for all races at all levels.

His chairman, Mr Harry Oppenheimer, has warned that the shortage of skilled manpower could prove to be the main threat to South Africa's economic growth. A National Manpower Commission has described manpower as our most precious resource. A top-level conference will shortly launch Manpower 2000.

But we have already missed this boom and all the signs are that we have missed the next one too. The Wiehahn and Riekert reports amount to recommendation-without-implementation. Black unemployment is already 2-million, while the shortage of office, technical, semi-skilled and skilled workers, in 10 years will exceed 2-

million. While one branch of government plans to bring in skilled immigrants, another endorses out skilled black workseekers. Private industry indulges racial prejudices instead of advancing black labour and wages as far as the law will allow.

Even the expected building boom is met with union objections to introducing black artisans into white areas. The Government is expected to bow to such "bleed-mindedness", as Mr Reilly labels such attitudes, by issuing temporary permits. Of course blacks cannot be trained overnight. That is why a dynamic effort should have been made years ago. But the watchwords have always been protection, restriction, separation.

There is only one way to change them to progress, productivity and competition. Train black and white in the same institutions, the same standard, let them join the same unions and compete for the same jobs in the same industry.

It's the only way to bust the home-grown racist sanctions on a potentially powerful economy.

EXAMINATION RESULTS IN FACULTY NOTES

YEAR: 1

NO	COURSE	DESCRIPTION	SYMBOL	MARKS
3-454V	MCCARTHY	SURVA E	FINOT MA 35	911102
3-965K	WENTL	MELISSA JANE	911102	911102
3-7093D	AFACORDIO	A. ESTE ELISABETH	107102	912103
3-5747G	JOHAEELS	GIANGANLUO	107101	912103
		KAREV		

COURSE	DESCRIPTION	SYMBOL	MARKS	PAGE
911102	MATHEMATICS IA	3 (50)	159454V	5
107102	GENERAL INTENSIVE	AHS (27)	152965R	7
912103	APPLIED BIOLOGY (HALF COURSE)	F (30)		
107101	HISTORY I	ABS	1570950	1
103101	SOCIOLOGY I	ABS	1557470	1
107101	PSYCHOLOGY I (PRE-1940)	SNX (50)		
114101	CULTURAL HISTORY OF W.E. I	UP (50)	154499Z	1
107101	PSYCHOLOGY I (PRE-1900)	UP (59)	1578150	1
115105	ITALIAN INTENSIVE	SNX (42)		
114101	RELIGIOUS STUDIES I	UP (62)	150190P	1
110101	HISTORY I	UP (50)	150783V	1
112120	ORAVA I	AAS	157521U	1
107101	ENGLISH I (PRE-1980)	SNX	137933G	7
115101	PSYCHOLOGY I (PRE-INTENSIVE)	F (61)	157560L	1
114101	PHILOSOPHY I (PRE-1900)	UP (54)	155924H	1
117101	POLITICAL SCIENCE I	UP (52)	157913V	1
114101	PHILOSOPHY I (PRE-INTENSIVE)	UP (57)	155478H	1
104101	PSYCHOLOGY I	5 (52)	162116N	7
114101	HISTORY I (PRE-1900)	3HX (40)	154477V	1
102103	AFRICAANS EN NEDERLANDS I	UP (50)	154286C	1
905104	CHEMISTRY I	F (49)	156134L	1
117101	ENGLISH I (PRE-1940)	3NX (50)	150134L	1
115102	ENGLISH INTENSIVE	F (40)	133406G	1
115101	ENGLISH INTENSIVE	UP (54)		

UJET

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Govt talks
to Mangope
on mine job
strictures (177)

Political Correspondent

CAPE TOWN -- The Thursday issue of the Mineworkers Union resistance to the advancement of black miners in Bophuthatswana was the subject of further talks between the Government and President Lucas Mangope in Cape Town this week.

The Minister of Mines, Mr. F. W. de Klerk, said today that he had informal discussions with President Mangope during the President's state visit on Wednesday and Thursday.

Further negotiations between other parties involved are now under way and I will give my attention to the matter again when I get back from Europe at the end of April,' Mr. de Klerk said.

The Minister threw down the gauntlet to the right-wing Mineworkers' Union in January about their refusal to aid advancement of black miners, especially those in Bophuthatswana.

He said he had undertaken to provide an answer to President Mangope by April on proposed exemptions from job reservation and training restrictions.

31/3/80
CANC-712-13
32
126
177

New black labour rights

Own Correspondent

JOHANNESBURG — Government concessions allowing blacks to do skilled work in "white" areas will be announced this week

They are expected to spark off protest from non-black unions in the industry, one of which is the White Building Workers Union, whose leader is the HNP veteran Mr Gert Beetge

The concessions are a response to representations made to the government by the Building Industries Federation (Bifsa), which asked the Minister of Manpower Utilization, Mr S P Botha, to grant exemptions from the Black Building Workers Act. The Act prohibits skilled work by blacks in "white" areas.

Bifsa approached the minister after talks between it and building unions on the relaxation of job reservation in the industry had broken down.

The Secretary for Manpower Utilization, Mr Jaap Cilliers, said yesterday that a decision on the Bifsa recommendations would be announced this week.

While he was unwilling to give details of the concessions, he said that the department was "acutely aware of the need for more hands to do the work in the industry".

Observers regard his remark as confirmation of earlier suggestions that concessions would be granted.

According to some sources, the concessions will be of a "temporary" nature as the Black Building Workers Act is expected to be repealed soon.

The concessions will be opposed by both Mr Beetge's union and the Amalgamated Union of Building Trade Workers, which represents white and coloured workers.

Observers regard the pending concessions as evidence of the government's increasing alienation from sections of the white trade union movement and its increasing sympathy with employer representations on labour issues.

Builders hail black curbs removal

STAR 10/4/80

32 33

177

178

179

By Sieg Hannig

The building industry was overjoyed today at the news that major restrictions on the use of black labour in "white" areas are being lifted in the face of trade union opposition.

"It's the greatest news for the building industry ever," said Mr Bob Stevenson, president of the Building Industries' Federation (Bifsa).

Mr Z L. "Basie" Pretorius, director of the Master Builders' Association, said "This is particularly welcomed by our association as we are the hardest hit of all areas."

The restrictions lifted are those under the Black

Building Workers' Act

Mr R Beech, general secretary of the 19 500-strong Amalgamated Union of Building Trade Workers, said the building industry was now no better — or worse — off than any other.

Restrictions under the machinery provided by the Apprenticeship Act had allowed only four blacks to become indentured in "white" areas so far, he pointed out.

But Mr Lou Davis, executive director of Bifsa said "We are now able to use our wealth of training facilities in extending the labour force we so critically need."

"Now the use of black labour in white areas depends solely on cordial

negotiations between trade unions and employers.

"We are confident that the unions, within the limits of their philosophies and ideals will assist us to the benefit of the whole building industry to broaden the availability of labour."

Mr Beech said many coloured youths would become building apprentices given the opportunity — but employers wanted blacks.

Mr Davis denied this. "My industry will make a place for anybody."

He also promised "fair reward for adequate skills."

The lifting of restrictions is to be published in the Government Gazette tomorrow.

The Minister of Manpower Utilisation, Mr Fanie Botha, said the shortage of building artisans had become so acute that certain building projects were in jeopardy of being suspended or delayed.

This could have had a serious effect on the economy.

Mr Botha said the number of building apprentices had dropped from 1 597 in 1975 to 473 last year.

He had consulted the trade unions but these had refused to agree to overcome the shortage by training blacks.

If any worker feared unfair competition or improper labour practices, he could resort to the protection of the Industrial Conciliation Act.

Unions plan firmer grip on artisans

33-157-177 ADM 11/4/80
By STEVEN FRIEDMAN
Labour Reporter

ANGRY registered unions in the building industry yesterday warned that the Government's decision to allow blacks to do skilled building work in white areas would endanger peace in the industry

Unionists also said the decision "blatantly broke a promise that blacks would not become artisans in white areas" and said they would attempt to increase their control over jobs in the industry as a reaction to the decision

But in a further development yesterday, it emerged that black workers will not become building artisans in the "white" areas — at least for some years

And there are no plans as yet to train blacks as apprentices

The two registered unions in the industry still have the power to control change through building's industrial council

While stressing that the unions were angry about the decision, Mr Richard Beech, general secretary of the Amalgamated Union of Building Trades Workers

(AUBTW) said yesterday they still controlled access to the job and would "work out ways to increase our control"

The director of the Building Industries Federation, Mr Lew Davis, yesterday said employers would consult the unions before introducing changes, making clear the need for more skilled workers. They were confident the unions would agree

But he stressed that employers were not planning to train black apprentices

Rather, the industry's existing "modular" training scheme would be stepped up, where blacks are trained to do parts of an artisan's job only. They gradually learn more parts of the job until they have full artisan skills

This could take from three to 10 years, "depending on a man's proficiency"

The industry's plans have fuelled suggestions that a segregated "two-tier" skilled training system will be introduced throughout industry

Observers believe the black scheme will be inferior although Mr Davis said

yesterday "We are not interested in colour, only in a man's merit"

A joint statement from the AUBTW and Mr Gert Beege's white Building Workers Union yesterday expressed "deep dismay" at the change. "The trade unions are convinced that the only motive for the demand for blacks is cheap labour," the statement said

It added that the decision "places in danger the peace which has characterised the industry for more than 30 years" and accused the Minister of Manpower Utilisation, Mr Fanie Botha, of "weakening the trade unions' bargaining power"

The unions said that there was no shortage of artisans in the industry, but that there was definitely a shortage of building materials and accused employers of not training sufficient artisans over the past 10 years.

The Minister's announcement, published in the Rand Daily Mail yesterday morning, had in fact been embargoed for late yesterday afternoon. Unfortunately the embargo notice was dropped in transmission. The Labour Reporter wrote his report in good faith.

25 177
Barriers

12/4/80

to change

THE exemptions announced this week to allow black building workers to do skilled work in "white" areas are an illustration of how the Government hopes to introduce change through economic expansion — and also of the limitations on that policy.

It is clear that Mr P W Botha, having got bogged down by verkrampste resistance on the political front, has decided to leave that till later and lead off instead on the economic front.

His strategy, epitomised by the Budget, is to stimulate growth which will increase the need for skilled manpower, which in turn will force down racial barriers and lead to increased economic integration.

In time this will create a *de facto* socio-economic situation, to which the political system will then have to adjust.

The lifting of barriers on black building workers is the first example since the Budget of this strategy at work.

The Minister of Labour, Mr Fanie Botha, stressed in his announcement that it was the economic upswing which made the exemptions necessary. The increased growth rate, he said, meant "the shortage of artisans is becoming so acute that certain building projects are in serious jeopardy".

But if this move showed the strategy at work, it also showed up its limitations. Because the process is already running into difficulties.

The trouble is that there are so many institutionalised layers to the apartheid system that as soon as one gets through one barrier one crashes into the next. And since most of the barriers are entrenched in the legal system, they can only be removed by political action. A Catch 22 situation.

In this instance the process has run immediately into the barrier of white trade union resistance — and the fact that these unions can use their position on the building industry's industrial council to block or control black advancement.

They can also refuse to train black apprentices.

Secondary barriers are beginning to appear elsewhere in industry too. The Government wants to increase technical training for blacks but the apartheid system prevents their admission to the technical colleges. They must go to separate institutions, which means they will get a separate training — which inevitably will mean a two-tier system of first and second-class artisans.

There are enormous dangers of frustration and anger in such anomalies, as people have their expectations raised only to be blocked again.

In the end Mr Botha will simply have to face the fact that change must come on the political front too.

Builders can build anywhere, but . . .

By RIAAN DE VILLIERS
Labour Correspondent

BLACKS and whites may now perform building work of any nature in any area in South Africa, according to a notice published in the Government Gazette yesterday

The notice followed an announcement by the Minister of Manpower Utilisation, Mr Fanie Botha, earlier this week that restrictions on blacks doing skilled building work outside the 'black' areas in terms of the Black Building Workers' Act would be lifted by exemption

In the notice, the Minister

said he had given his consent to all employers in the building industry in the Republic to employ blacks on skilled work, also in urban areas outside black areas, and to employ whites otherwise than as supervisors or instructors on buildings in black areas

The notice grants exemption from Section 15 (1) of the Act to the effect that blacks may perform skilled work in urban areas outside black areas, with immediate effect

Despite the nature of the exemption it has emerged that blacks will not become building artisans in 'white' areas for

some time

The director of the Building Industries Federation of SA (Bifsa), Mr Lew Davis, said earlier this week employers would consult unions — which have strongly opposed the exemptions — before introducing changes

He stressed employers were not planning to train black apprentices and the industry's 'modular' training scheme whereby blacks are trained to do parts of an artisan's job only, would be stepped up

Blacks would gradually learn more until they had full artisan skills, which could take from three to 10 years

RDM 12/4/50

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Argus 15/7/80
Matie call
to scrap

coloured

job policy

Tygerberg Bureau

THE Department of Sociology at the University of Stellenbosch has called on the Government to scrap its policy that coloured job seekers should enjoy preference over blacks in the Western Cape

A lengthy report, compiled by Professor S P Cilliers and Professor S B Bekkers after a two-year investigation, said the policy did not hold advantages for the coloured people as was originally intended

THE REQUEST

The report was compiled at the request of the Department of Co-operation and Development in 1978 to investigate the labour situation of blacks in the Western Cape, and particularly in the Peninsula.

According to the report, the policy could hamper the economic progress of the Peninsula and cause increasing frustration among trained black job-seekers in the area

RESTRICT FLOW

There was no reason to believe that open competition with skilled blacks would be detrimental to coloured people

The report said the Government started applying the policy in 1962. The object of this was systematically to restrict the flow of blacks to the Western Cape and to replace black workers with coloured.

However, the vast majority of employers in Cape Town agreed that a restriction on black workers would hamper economic progress.

DD 19/4/80
(177)

Scrap Coloured job policy says report

STELLENBOSCH — The government's policy of favouring Coloured unemployed workers over blacks in the Western Cape should be scrapped because it was not to the Coloureds advantage as originally envisaged claims a report issued by the University of Stellenbosch's department of sociology.

It said the policy could hamper economic progress, particularly in the Peninsula, and could cause increasing frustration among trained black workers

The lengthy report was completed after two years

of investigation by Mr S P. Cilliers and Prof S B Bekker

The report recommends that the Riekert Commission suggestions for the fuller utilisation of the country's manpower and for removing unnecessary friction, conflict and discrimination should also be applied to the Western Cape.

It is also recommended that "rights and privileges accorded to settled blacks in other parts of the country should be extended to settled blacks in the Western Cape" — DDC

Jobs policy becomes a labour of love ...

Argus 24/4/80

177

179

166

176

THERE is nothing like the Government's reformist labour policies to achieve near-consensus in the Assembly and yesterday's budget debate on the manpower utilisation vote had traditional political enemies showering each other with compliments and praise.

It is true that in no other area, with the possible exception of sport, has the Government taken such visible strides towards normalisation and the removal of racial discrimination.

AMUSED

But insofar as many of the changes flowing from the Wiehahn and Riekert Commissions are what the opposition has been preaching for decades the spectacle of veteran Government speakers preaching the wonders of labour reform is not without its irony.

View from the Gallery by John Battersby

As Mrs Helen Suzman (PFP Houghton) put it she could not help being wryly amused at the National Party's chief labour spokesman, Mr Jood Henning, underlining the necessity to train black workers after he had ardently supported job reservation for many years.

'Year after year I have listened to him play on the fear and prejudice of white workers,' Mrs Suzman said

IRONIC

'Now he and the honourable member for Stilfontein (Mr Koeks Rossouw) are cooing like doves about the training of black workers.'

It was indeed ironic to see the former miner, and colleague of the fiery leader of the Mineworkers' Union, Mr Arrie Paulus, speaking up for racial equality and rebuking Mr Paulus for his intransigent stand

The veteran, Mr Rossouw, is one of the characters of the Assembly and, although his permanently hoarse voice and gruff manner help in creating a certain distance between him and the opposition, he speaks with a sincerity which made his remarks all the more astounding

And even the distance between Mr Henning and Mrs Suzman seemed to close fractionally

While he indicated by

way of interjection that he was just as disgusted with her as he had been in 1970, she replied by saying that she was not as disgusted with him yesterday as she had been then

Mrs Suzman also congratulated the verligte MP for Randburg, Mr Wynand Malan, for his remarks on the closed shop principle, during which he rebuked Mr Paulus, and referred him to thoughts on the subject by the former leader of the HNP, Dr Albert Hertzog.

Even the opposition's interjector-in-chief, Mr Horace van Rensburg, who draws moans of disapproval from the Government benches every time he rises to speak, had only praise for the Minister of Manpower Utilisation, Mr Fanie Botha, and his department

'The Minister's speech rose up like a light in this House,' Mr van Rensburg began.

Building unions in 'change of heart'

STAR 5/5/80
177
177

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 Mr Z L "Basic" 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.

'10 000 blacks in ^{21/5} white, ²⁶⁹ ¹³⁴ railway jobs, ¹⁷⁷

Pretoria Bureau

MORE than 10 000 blacks have "smoothly and harmoniously" advanced into jobs previously reserved for whites on the South African Railways, the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said yesterday

And he emphasised that the process was continuing and would probably increase because of the acute shortage of white skilled workers

Mr Zurich was speaking after recent talks with management on the success of the system

Because of the shortage of suitable white staff over the past 15 years, blacks, coloureds and Indians had been allowed to advance into jobs such as train drivers' assistants and shunters

They had also been allowed to penetrate into semi-skilled areas in his own union, the Artisan Staff Association, said Mr Zurich

During the past 15 years there had been no friction or resentment because "non-

whites" were being allowed to do white work

This was because the system was based on full consultation between management and the staff associations, he said

Another reason for the success of the scheme was the narrowing of the wage gap

Mr Zurich said every move to advance blacks was done after discussions between the unions and a special committee with the Railways' Assistant General Manager (Manpower)

"If the unions say no, then it's no. The unions are also assured that if a stage is reached where whites become available for jobs now held by blacks, then blacks would have to go"

However, Mr Zurich said, this had happened only once in his own area. Soon after whites were re-appointed, a shortage again developed and blacks were allowed into the job

He added that other unions need not fear the advancement of blacks in their industries if they had the same organisation and control which had worked for the railway unions

STAR 10/6/80

Union objects to British TV stars

Own Correspondent
 British actor Jack Hedley who was to take a lead role in the local TV series "Westgate," will no longer do so because of a work permit dispute.

Hedley who made his debut in "Room at the Top," and starred in the BBC series "Who Pays The Ferryman" which has been popular in several

countries accepted the role of Warren Bartlett, managing director, in "Westgate," which is being produced by Hancock Films for SABC-TV

Theatrical agent Moonyeenn Lee said today that Hedley did so on condition he was granted a blank work permit during his stay in South Africa

"He was given a permit for 'Westgate' but the SA Theatre Union (Saftu) objected to a blank permit because it would mean work would be taken away from local actors," she said

"That's nonsense. How much work can an actor do in a short time?"

"Saftu is being very small-minded. Having an

international name in 'Westgate' would have given it an incredible chance on the overseas market

Hedley is currently holidaying in South Africa before returning to Britain. Gordon Mulholland, originally cast as a corporate tycoon, will now play Bartlett

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Govt goes colour blind on labour

15/6/80
SUN
TRIB

By MAUREEN GRIFFIN

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177

THE GOVERNMENT this week committed itself to the colour-blind development and use of labour and mobility of black workers on a scale never before reached.

A Government White Paper embodying acceptance of most of the recommendations of the second Wiehahn report on labour legislation says labour, regardless of race, colour or sex, must be developed, used and conserved to the optimum extent.

And new regulations announced on Friday give effect to Riekert Commission recommendations, including the granting of rights to urban blacks to work in other areas.

Recommendations of the Wiehahn Commission include:

- That the National Manpower Commission and others encourage a levy system (on employers) to promote and finance industrial training and training in industrial relations;
- That consideration be given to the sharing of existing training facilities (across racial barriers) where no such facilities are readily available to "certain apprentices or trainees;
- That approved trade testing facilities be utilised for the testing of all apprentices, including blacks;
- That employer organisations devise ways of providing accommodation such as hostels for apprentices;
- That serious consideration be given to the deferment of compulsory military training for apprentices in key trades.

In a message on Friday, Dr Piet Koornhof said the aim of the amended black labour regulations stemming from recommendations by the Riekert Commission is to improve relations between employers and black employees and also to improve the quality of the lives of black employees.

The amendments include:

- The provision of detached labour bureaux that could be employment offices in black residential areas or labour assembly centres to be established in the vicinity of national states;
- The abolition of statutory obligation on an employer to have himself registered as an employer and to notify vacancies;
- The abolition of the obligation on an unemployed black to have himself registered as a workseeker at a labour bureau;
- The adjustment of the procedure whereby a labour bureau is advised of employment, making it unnecessary for the employer and employee to go to the bureau in person;
- Established black workers (those with qualifications under Section 10 of Act 25 of 1945) need not report to the labour bureau on every change of employment. They may also be employed in another prescribed area, whether in the same or in another administration area, provided that they satisfied the relevant conditions in the other

• Pupils and students will be able to take up employment outside school or over weekends without having to be registered.

• A registered worker can be employed by another employer while off duty without further registration.

The Wiehahn report's recommendations on the training of black apprentices came in for wide criticism when observers interpreted them to mean that the bulk of black apprenticeship training would take place at separate centres.

Spokesmen for the Labour Party and the Natal Indian Congress rejected the principle of providing separate training facilities

The amended black labour regulations were also criticised yesterday as benefitting about 10 percent of South Africa's blacks, while remaining meaningless to many thousands more and increasing the hardships suffered by the rest

Mr Halton Cheadle of the Centre for Applied Legal Studies at the University of the Witwatersrand said the amendments meant that job opportunities for blacks without residence rights were more than ever reduced.

"These amendments apply to the urban middle-class black worker, while excluding all others Rural blacks will increasingly be forced to seek work in homelands, where unemployment is high and where available jobs are generally low-paid"

He dismissed the amendment that allows urban blacks more mobility "provided he satisfies the relevant labour bureau that suitable accommodation is available in the other area" as an example of the Catch 22 situation

"We all know how scarce accommodation is in urban areas where black people are concerned. So there are very few blacks who will benefit from this."

Dr Alex Boraine, PFP labour spokesman, said the regulations did not change the principle of influx control. "This vicious system is not affected, yet it is at the very heart of the deeply felt anger and grievances of black workers and blacks in general

"The increased mobility of a small portion of the labour force is announced with a blare of trumpets, yet it is a simple basic right that should have been extended to black workers years ago"

Mr Taffy Adler of the Federation of South African Trade Unions said "While one would welcome any attempts by the State to relax the very stringent controls that apply to black workers, we are not happy with the increasing separation of the work force between urban and rural works R u r a l w o r k e r s are increasingly forced back into the worst paid jobs because influx control regulations made their position so tenuous in the urban areas"

22/1/80 SUN TIM
Blacks battle
for holiday jobs

235 BY KERRY SPENCE

THE SOUTH African economy is on the upswing, yet black students who are forced to pay for their own education are struggling to find holiday jobs.

Mrs Ina Perlman, general secretary of the SA Institute of Race Relations which is attempting to place black students in employment, says few firms have responded to their appeals

"Many black students," she said, "depend on holiday employment to pay their way through school and university"

Mrs Perlman says it is far easier for a white student to get a job, although young black people have a much greater need

Young black girls find it particularly tough to find jobs because employers prefer either whites or older black women

Mr John Lewis, managing director of Thaba, a Johannesburg black placement agency, said temporary jobs did not often come the way of blacks

But he stressed that the lack of holiday jobs was not a sign of a white political backlash

Mr Bheki Sibecko, of the Race Relations Youth Department, appealed to firms to relieve the "desperate" situation

The majority of black student drop-outs, he said, were from poverty-stricken families

"Jobs prune them for the future and teach them to stand up for themselves," said Mr Sibecko

(Argument about wages & education in Phillipino course)

Call to end labour preference

Argus
1/7/80
177
W

Argus Correspondent

JOHANNESBURG — The immediate scrapping of the coloured labour preference policy in the Western Cape was called for today by the South African Institute of Race Relations

All South Africans should be allowed to accept work offered in any part of the country, the executive of the institute said in a statement released by Mr John Rees, the director

'The policy was a 'gross injustice' to the African population in the demarcated area — both to those African families who had lived in the Cape for generations and to those who came there to sell their labour, the statement said

The institute drew attention to the following facts

● The coloured labour preference policy had severely militated against Africans in employment opportunities and educational facilities and was responsible for 'racial shortages and inadequacies in housing'

● It had led to a serious wastage of manpower in the Western Cape, where an increasing number of highly educated Africans had no hope of matching their qualifications with appropriate employment in the area

● It was a factor in the inferior growth rate in the Western Cape compared to the upswing in the economy elsewhere

● It had recently been discarded as a justifiable

policy by Dr Erika Theron, head of the Theron Commission, and the secretary of the commission

'Above all, this coloured labour preference policy is a relic of a gross form of discrimination and is the cause of accumulating bitterness and frustration among the growing African population in the Western Cape'

First coloured firemen

Staff Reporter

ELEVEN coloured firemen, the first in the Republic to complete the Junior Firemen's Examination, received diplomas yesterday and resumed duty — this time as fully-fledged junior firemen

At the ceremony at the Ottery training centre for traffic officers in Strandfontein Road, the chairman of the Divisional Council of the Cape, Mr I N G Hampshire, who handed each fireman his diploma, said. "I hope each of the firemen present today will take their studies further to the highest level possible, so that they will become eligible for higher promotion"

Junior Firemen C E Saunders, J J Davids, E Anthony, C C Wilson, H Adams, T J Bailey, R R Jacobs, B Bell, G Cleophas, B

M Pretersen and L Oncke wrote the examinations last September. They have been stationed at Ottery Fire Station for the past two years

When they joined the service they knew nothing about fire-fighting but for two years drilled, attended lectures and studied in their own time.

The examination they passed is the junior fireman's examination of the South African Fire Services Institute. The institute offers further examinations — for senior firemen and graduates

Asked what attracted him to a fireman's career, Junior Fireman Clive Saunders, 23, of Athlone, said it was the "security"

Black managers in white areas—still against the law

By BEN TEMKIN

(177)

WITH so much being said and done about black training, it is interesting to note that every time a black becomes a manager in a white area, the law is being broken.

In an in-depth inter-

view in the annual report of the Johannesburg Chamber of Commerce, the president, Bill Yeowart, focuses on this problem. He points out that the manpower crisis exists insofar as there is a pro-

blem with skilled labour that cannot be solved overnight. Whether Wehahn or Kieker are implemented in full or not.

"But," he adds, "there is also the other matter which is the repealing of Section Three of Environmental Planning Act.

There are still problems about employing blacks, coloureds and Asians in managerial positions in white areas. We find it very difficult to understand how we can build up a managerial class of blacks if they can't be trained for these positions in white areas."

Yeowart argues that all races should be allowed to trade and practice a profession on equal terms in the CBD (Central Business District). This is, of course, an argument for amendment of the Group Areas Act. As

long ago as 1960, the chamber argued that the full benefits of free enterprise would be obtained only when the free market was allowed to determine where and how capital and skills should be employed.

The reverse of this argument is, of course, that if black traders are allowed into the centre of a city such as Johannesburg, then white traders should be allowed to operate in black areas such as Soweto.

Yeowart agrees with this view, but points out that it is impossible to follow through in practical terms now. "I think it's self evident," he says, "that if the white chain stores and white business houses, with their great capital strength, with their know-how and knowledge of the market, were allowed to

move into Soweto and the other black domestic/urban areas, they would obliterate black businesses. What we would advocate is that on an interim basis—and I think this falls in with Natoro's thinking—there should be partnerships, joint black/white enterprises, which would ensure that the black situation was protected until such time as sufficient expertise, experience, and, importantly, capital have been built up. Then obviously one throws the whole thing open."

Freehold

In the interview Yeowart also comments on such aspects of black problems as freehold rights, the provision of a proper residential infrastructure and the payment of appropriate wages.

He points out that the chamber monitors wages continuously. Based on the minimum requirements of the family of five, it calculates every six months family unit costs as reflected by prices used in compiling the official consumer price index, home rents and transport costs. The result is the minimum financial requirement for a family of five living in Soweto.

Revenue

Yeowart concludes the interview by calling for the additional revenue being produced through the economic upswing to be used to create an environment which will be self-fulfilling and self-repeating, creating jobs and ensuring a base for further growth.

"There is a powerful and totally proven case," he says, "for multi-million rand expenditure on education and urban renewal. We have the wherewithal to do it, the need has never been greater, and the financial circumstances more auspicious. It is a matter of great urgency and opportunities have a habit of not staying around too long."

SUGAR INDUSTRY TO GET ITS FIRST BLACK UNION

17/8/80 **SON TAPS**
By JACK BRICKHILL (F.W.)

SUGAR millers are in for a bumpy ride with Natal's first registered black trade union. The final nod from the Registrar of Trade Unions is expected next week, but Selby Nsibandé, secretary general of the National Union of Sugar Manufacturing and Refining Employees, is washing his hands of the matter to the employers.

black mill manager, foreman, chemist or fitter Blacks are only advanced as maintenance workers," he says.

new skills (177) Other bones of contention include wages, housing and leave conditions. The free housing and food perks have limited appeal to workers who need money to send home to their families. Nsibandé is looking for substantial pay increases in the industrial agreement which

will be renegotiated soon. Another grievance is the use of coal stoves which make living conditions unbearable in summer, especially for late shift workers who have to sleep in the morning. Bonuses for blacks are pegged at 7.5 percent from December, while whites receive 10 per-

cent. Leave for blacks is only two or three weeks while higher grades, occupied by whites, receive four weeks.

"We are now well organised to face this abominable discrimination in the industry," says Nsibandé, who has 4,200 members or about half the mill workers.

of the Sugar Manufacturing and Refining Employers' Association, says Nsibandé as leader of a delegation from the industry's works and liaison committees has been a willing partner to the existing conditions laid down in the last two industrial agreements in negotiations in the Industrial Council expected to start soon are

the time and place for Mr Nsibandé to put forward his views and contentions," he says. The official registration of the union will change the industrial arrangement from a gentlemen's agreement to a legally-binding agreement and could well lead to a hardening of workers' demands in Natal.

are also known to be involved in organising themselves along similar lines. A sugar industry source says much of the dissatisfaction over black advancement is attributable to job reservation. But a combination of enhanced trade union rights and revocation of labour laws should bring significant changes.

Only six weeks ago the first five blacks were appointed in the sugar industry and the process is bound to accelerate. Previously blacks could only be appointed in the homelands. So far eight black unions have registered with the Department of Manpower Utilisation and another 17 are in the pipeline.

Selby Nsibandé, who leads the first registered black union in Natal, is throwing down the gauntlet to the employers. His prime concern is the elimination of discriminatory practices in the sugar mills. His union is likely to be the forerunner of many other similarly organised unions in Natal.



266 (177) 28/8/80 PE STAR

Colour bar shot down in flames

East Rand Bureau

Black firefighters will soon swell the ranks of Edenvale's all-white fire department.

A recommendation making this possible was accepted by the town council at its monthly meeting last night

Edenvale's eight black ambulance-drivers and assistants will undergo training in firefighting and will be used as assist-

ant firemen in emergencies. Black ambulance-drivers and assistants will also be used to man white ambulances in an emergency

The recommendation emphasised, however "It will be the duty of the fire department in the case of calls for ambulances to make it clear to the public that such ambulances will be manned by black men, and it will then be the choice of the

caller to either be served by black men or call an ambulance from a neighbouring town"

The recommendation concluded "The council lays down the principle that apartheid or separation of races in its ambulance service will in the future fall away when an emergency situation exists"

Management committee chairman Mr Steve Bosch said this morning "This

is not a political move but a practical one.

"We had reports that these people were just sitting around and waiting for ambulance calls, whereas they could be used in cases of emergency

"As far as we are concerned manpower is short and expensive and we must therefore use it"

Mr Bosch added the resolution would have immediate effect.

Paulus lashes out

FM 29/8/80
Moves by white unions to open their doors to black coloured and Indian workers have highlighted the conflicts in the white

labour movement. Not surprisingly, Arrie Paulus is once more in his role of leading the right-wing backlash.

Events this week pointed to the growing dissent between white unions who feel a need to move according to the times and those who are determined to remain exclusively white.

On Tuesday the South African Confederation of Labour (Sacla) expelled one of its affiliates, the SA Technical Officials Association, because the TOA had received government permission to open its ranks to coloured members. Sacla's constitution is restricted to whites only.

Although Paulus, general secretary of the 19 000-strong Mine Workers Union welcomed the expulsion it was not greeted with unanimous enthusiasm. The only unions to support the move whole-heartedly were the MWU, Die Blanke Bouverkersakbond and the Transvaal Frisportwerkersunie — out of a total of 20 unions.

Says Henry Mallet-Veale, TOA general secretary: 'If the decision had been left to a vote we would never have been expelled. The result was inevitable because the constitution had to be implemented but the majority of the executive would have stayed the decision had it been possible.'

Constitutional change

According to vice-president Brian Currie, steps to amend Sacla's constitution will be taken at the organisation's next congress. The chances of this appear high as Sacla's membership has shrunk from 250 000 three years ago to a meagre 119 000. Sacla's constitution states that the organisation must dissolve if it represents less than 100 000 workers.

At the beginning of the year the Durban Municipal Employees Association and the SA Association of Municipal Employees — with a total membership of 45 000 — withdrew their membership.

Mallet-Veale says the *reclamping* elements within Sacla have forced affiliates to leave the umbrella body. He says white unionists, on the whole, are becoming more and more aware of the need to organise 'the entire work force — irrespective of colour'.

Meanwhile Paulus has been baring his teeth in the MWU's mouthpiece, *The Miner's Voice*. He attacked Roelof Coertze, general secretary of the independent Underground Officials Association, because the union has opened its ranks to all black workers.

By opening the UOA's ranks, Coertze has paved the way for the abolition of the last remaining job reservation — Determination 27 which restricts the jobs of surveyor, sampler and ventilation official to whites.

The repeal of Determination 27 is presently being discussed by the Chamber of Mines.

'It's been apparent for some years that this association was prepared to surrender to a black majority,' charged Paulus.

We are told that our officials are not happy with the mixed status of the UOA. Some shift bosses say nothing will come of it because the MWU members will refuse to work under black bosses.

Responding to the attack Coertze says: 'People claim to be protecting the interests of the white worker. But we are convinced the only way to ensure the white man retains his position is to treat blacks in exactly the same way. We have to employ the whole labour force to survive. Wanting reservations is just foolish.'

'Closed shop' backed

STAR 24/7/8 (177)
DURBAN — The multiracial 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 Laef 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 shopworkers, 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

REPRODUCTION PROHIBITED BY THE PUBLISHERS

Job reservation will be abolished by the end of the year, says the Minister of Manpower Utilisation, Mr Fanie Botha.

Addressing the Pretoria Press Club last night, Mr Botha said that of the 28 categories originally protected only two remained.

These were for certain posts in the Cape Town

municipality and the mines.

He said less than one in 900 people were affected by job reservation. He had granted extensions to the two categories because of certain problems they had faced.

Mr Botha said one of the biggest challenges facing education was aimed at

ing South Africa was the development and training of all sections of its population.

At present about 38 percent of the people employed in industry by the private sector did not have any formal training.

In-service training and education was aimed at

cutting this figure, but if South Africa wanted to develop its full potential then ideally this figure should be brought down to nought.

At the moment 96 000 people out of a total of 5.5-million untrained workers were being

Job reservation over soon

STAR 25/9/80 (177)

At this rate it would take 60 years to wipe out the backlog, and training programmes would in the future have to be stepped up to train 500 000 or one-million people a year.

Mr Botha said changes to legislation had allowed for all workers on the factory floor to be represented, but the country could not allow two systems to operate

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.

Interactions of Nuclear Radiations

(particles) having kinetic energies between 0.1 MeV and a few \times 10 MeV. The interactions of these are basic to many phenomena and to technology. Examples are the absorption, the design of radiation protection of radiation dose.

With matter

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 ($-dE/dx$)

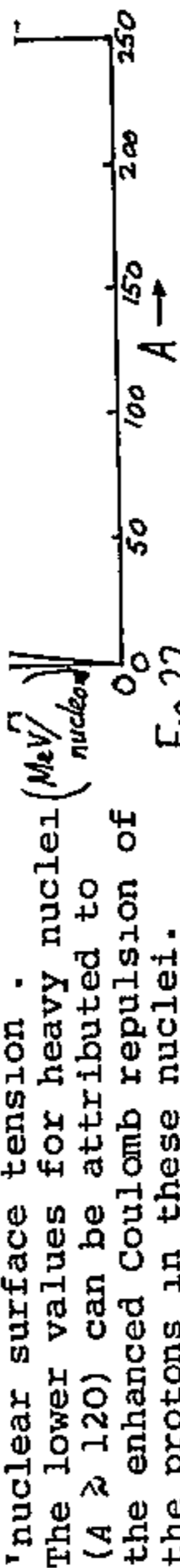


Fig 22

If we fuse light ($A \lesssim 10$) nuclei into medium nuclei or if we split (fission) heavy ($A \gtrsim 200$) nuclei into medium nuclei our final system will therefore be more tightly bound than the initial system (fig.22). In other words, there will be a further release of energy (like latent heat) which will be liberated as the kinetic energy of the reaction products. In order to produce fusion one or both of the initial nuclei must have sufficient energy to overcome their mutual Coulomb repulsion, so as to reduce the nuclear separation to within the range of the nuclear force. Fission occurs spontaneously in some very heavy nuclei and is thus a form of radioactivity in these cases. It may also be induced as a nuclear reaction, for example by bombarding a heavy nucleus such as ^{235}U with neutrons (fig.23). The product nuclei (fission fragments) produced exhibit a range of A values, average $A = 117$, are initially highly excited and are usually unstable in their ground states and therefore radioactive. Two or three neutrons are also released in the fission process and these are important in the production of self-sustaining fission chain reactions. Most of the energy released in each fission (~ 200 MeV) appears as the kinetic energy of the fission fragments.

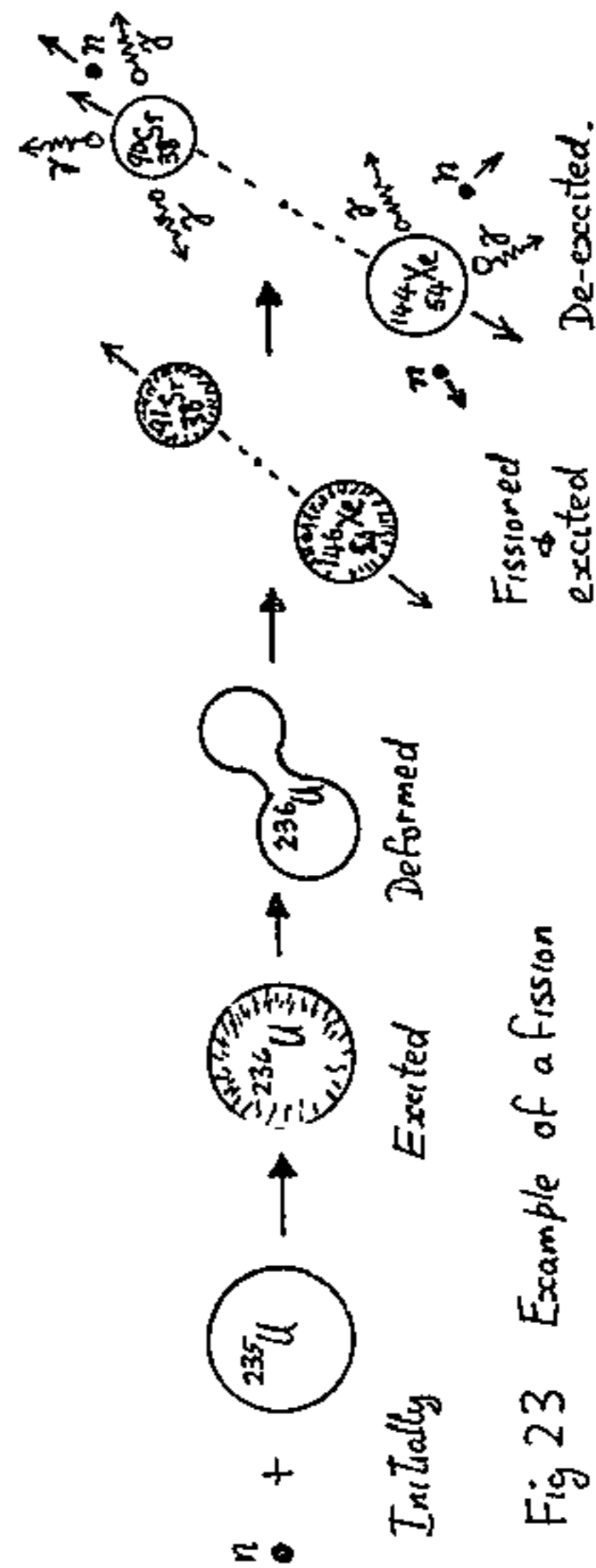


Fig 23 Example of a fission

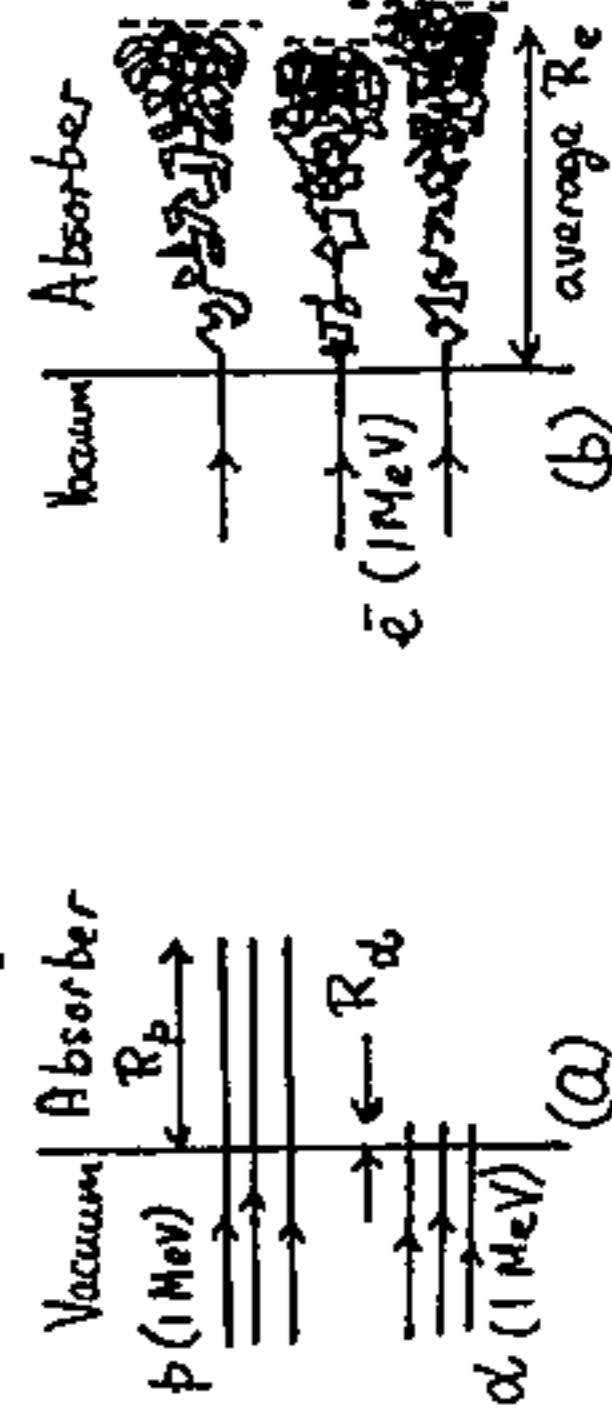


Fig. 24

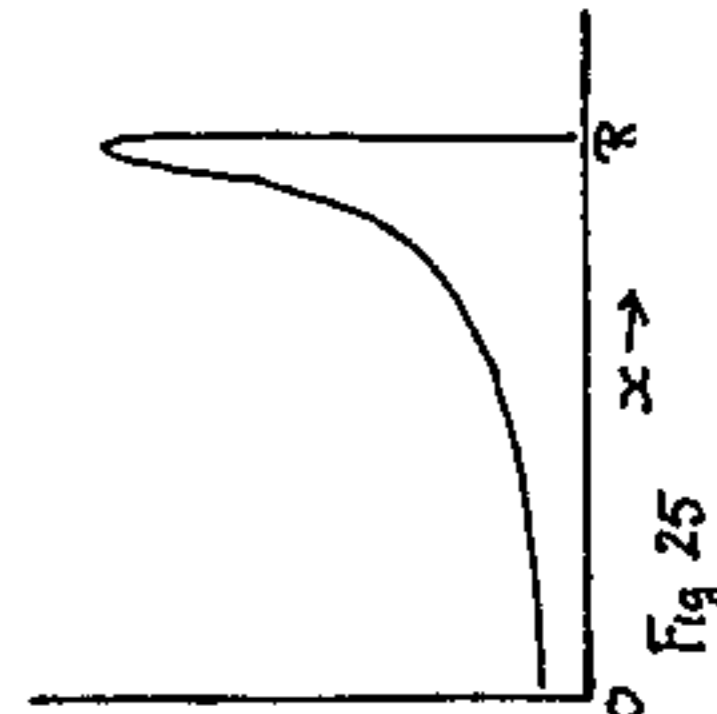


Fig 25

Mines deal for black artisans on the cards

By STEVEN FRIEDMAN
Labour Reporter

A "PACKAGE deal" which will allow blacks to work as artisans on the mines for the first time is being discussed by the Chamber of Mines and mine artisan unions.

Although it should take some time before final agreement is reached, informed sources say it is highly likely that an agreement allowing blacks into skilled mining jobs will result from the talks.

It is understood that the two parties are discussing several proposals which will allow the unions to agree that artisan jobs on the mines can be thrown open to all races.

Chief among these is a "security of employment" document which will protect white artisans from being dismissed simply to make way for black workers.

The two parties are also working on proposals for machinery to safeguard the job

security of white artisans who fear that they would be replaced by 'cheap black labour' if skilled jobs were opened to all races.

Although they have not taken the same tough stand against job changes as the Mine Workers' Union, the artisan unions have always been unwilling to allow blacks into skilled jobs unless their members were assured that they would not lose their jobs as a result.

In addition, the mines are willing to agree to artisan union demands for an "11-shift fortnight" which would give artisans every second Saturday off and which is seen as a precursor to the five-day week miners have been demanding for more than three decades.

Artisan unions have been demanding this change for some years now, but have previously withdrawn their demand arguing that the chamber was asking 'too high a price'. It had asked the unions to agree to job

changes in exchange for the 11-shift fortnight.

Other long-standing bread and butter demands raised by mine artisan unions may also form part of the package deal according to sources close to the negotiations.

A Chamber of Mines spokesman yesterday declined to comment, saying that to do so could prejudice negotiations. However, he confirmed that a package deal was being discussed with artisan unions.

The negotiations are being conducted between the Chamber of Mines and the Federation of Mining Unions, which represents mine artisans. The Mine Workers' Union is not a member of the federation.

They are being conducted amid increasing calls from mining employers for union agreement to the training of black artisans. Employers have argued that the industry has a skilled manpower shortage which can only be solved if black workers are trained.

Diamond bosses' deal for blacks is rejected

By STEVEN FRIEDMAN
Labour Reporter

AN attempt by employers in the diamond cutting industry to increase the range of work which can be performed by semi-skilled coloured Indian and black workers has failed.

This follows the declaration of a dispute between the Diamond Workers Union, which represents white artisans in the industry, and employers.

The dispute was referred to the industrial court for its first arbitration hearing.

White diamond cutters struck for 11 weeks in 1976 in protest against employer plans to introduce semi-skilled coloured and Indian "operators" into the industry.

The strike was settled when the two parties agreed that operators could be introduced provided they only handled rough diamonds up to 1.69 carats in weight and sawn diamonds of up to 0.85 carats.

Since the strike, black operators have also been allowed to work in the industry.

Recently, employer attempts to adjust these limits in order to allow the "operators" to work on larger diamonds led to the declaration of a dispute.

Employers argued that the limits should be moved upwards because the industry was short of skilled manpower.

Moving the limits would also have conferred greater responsibility on the semi-skilled coloured, Indian and black workers.

The union opposed this because it feared that, by increasing the work non-artisans could do, employers were trying to phase artisans out of the industry altogether and to open their jobs to "cheap" semi-skilled workers.

Artisan unions have generally opposed moves of this sort, known as "job fragmentation", seeing them as threats to the position of skilled workers.

Yesterday, a spokesman for the industry's industrial council told the Rand Daily Mail's Durban correspondent that employers and the union had agreed to extend the present demarcation agreement until October 31 next year.

This means that the present limits on the work which operators can do remains in force.

According to the spokesman, both sides accepted there could be no change to the present limits because of the industry's "sorry state".

More than 600 workers in the industry were laid off earlier this year.

New deal for black artisans

JOHANNESBURG — Conditions under which blacks will be admitted into artisan jobs on the mines are being discussed as part of a package deal which could give mine artisans an 11 shift fortnight

This was confirmed yesterday by Mr J E "Tubby" Faure, one of the leaders of the artisan unions in the Federation of Mining Unions

"Change is inevitable and blacks are going to be brought into positions throughout all industries where there is a shortage of whites," said Mr Faure who is national chairman of the Amalgamated Engineering Union

"We are trying to ensure that this change will be orderly and to nobody's detriment

"This includes specific precautions against any form of exploitation, including cheap labour"

If the present discussions were successful, artisans in the industry stood to gain an 11 shift fortnight and a double cheque — benefits previously attained in similar trade-offs by other unions

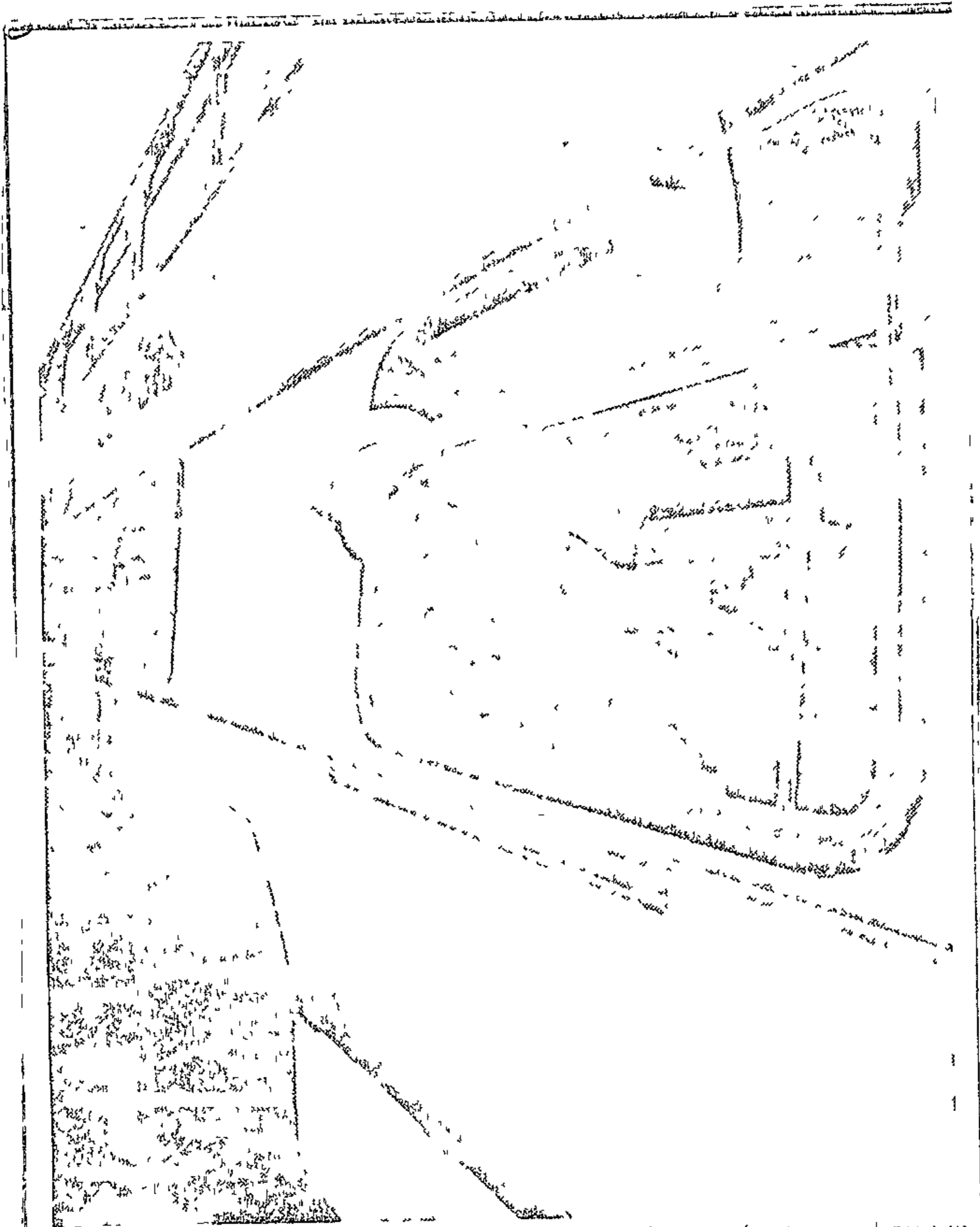
STAR 2/12/80
**White machine
workers strike**

White machine workers have gone on strike at Pellew and Co, in Selby, Johannesburg

A spokesman for the 15 striking workers said this morning that they had laid down their tools yesterday to protest at "being forced to teach blacks to take over from us"

The strikers, he said, decided to stop work when management "would not listen to our grievances"

2/11



Women bus drivers will have to fill in during Pretoria's driver shortage because the white union is blocking employment of blacks. Mrs F L S de Lange is one of 70 teacher drivers about to complete a crash course

Women to fill driver gap to keep union white

By Josephine de la Harpe
Pretoria Bureau

THE Pretoria City Council has employed 10 white female bus drivers in spite of opposition from the drivers' union and a serious unemployment problem in the city.

Mr Philip Nel, chairman of the council's management committee, said today that the white Transport Workers' Union would block any attempt by the council to employ black drivers to overcome the shortage.

But Mr Nel added that if the driver shortage in the Pretoria transport department got worse the council would definitely have to consider employ-

ing blacks.

In the meantime, 10 white teacher drivers are doing a crash course in driving buses. Mrs F L S de Lange is one of 70 teacher drivers about to complete a crash course.

Mr Nel said the council had no intention of appointing black bus drivers. "It is not a woman's job," he said.

Mr Breet said the union would oppose any moves to appoint black bus drivers because "they want to keep our union white".

The women were appointed by the council in the transport section. It was a policy matter and the council had to decide on it.

Mr Nel said the main problem in the appointment of black bus drivers was that the union involved would not accept such a move.

"I can foresee no other problems in this regard," he said.

177

SWA/NAMIBIA FM 26/12/80

Job bars go

In a significant but oddly unpublicised move, the interim government of SWA has eliminated the last remaining piece of statutory job apartheid in the mining industry. Discriminatory work reservation

and other racial exclusions in the territory's Mines and Works Ordinance of 1968 have been repealed by administrative fiat in Proclamation 179/80.

Although SWA has been "governed" by a political grouping committed to statutory desegregation for nearly two years, the removal of apartheid provisions in the mines and works law was treated gingerly because of fears that their repeal could have repercussions among white mineworkers. For a long time therefore, SWA mine owners were allowed to operate under a system of exemptions applied somewhat arbitrarily according to some owners.

The 1968 ordinance contained a number of provisions which effectively blocked black job advancement in the mining industry. By employing a familiar Catch 22 device, vertical advancement was blocked by a number of clauses with a preamble to the effect that if the owner of a mine was a "European" holder of key posts all the way down the line would also have to be "Europeans".

The range of job exclusions described in the ordinance started with manager and ran to underground and section manager, shift boss and mine overseer, ganger, engineer, surveyor, winding-engine driver and signaller. Blacks were also barred from mining because they were prevented from obtaining blasting certificates.

Workplace apartheid was also enforced by regulations forcing owners to provide

separate toilet and changeroom facilities, while security regulations exempted whites from body searches (presumably where precious stones, stores and equipment were concerned). Blacks were also discriminated against in respect of employees' records, time tickets and first aid instruction (now all workers have to attend first aid classes).

The exclusion of blacks from key posts had long gone unnoticed because the mining industry's labour force was based on the recruitment of migrants from the northern regions. There was not a great deal of job continuity or security for that matter, so the scope for advancement was limited. Although exemptions were granted in many cases, it was done in such an arbitrary manner that it inhibited owners from introducing formal training schemes for black workers.

Since 1973, however, when RTZ began to develop its uranium prospect at Rossing, owners appear to have been honouring job apartheid in the breach. There are no records of owners having been prosecuted. Progressive owners introduced formal training schemes to equip blacks with skills for top jobs. Thus they did without unseating a single white.

Earlier this year, owners petitioned the DTA, the majority party in the National Assembly, to repeal discriminatory provisions in the Mines Ordinance, cautioning that public exposure of their existence on the statutes could be highly embarrassing

not only for the DTA, but also for multinationals operating in the territory.

If white mineworkers and officials are aware of the scrapping of their job protection, they have not protested against it. The repeal notice (AG 179/80) was published a week after the recent white elections.

Academic pleads for end to job bars

Political Staff

A PRETORIA academic, Mr S J H Louw, has called for the removal of barriers to black advancement in South Africa's public service

He has recommended that an appropriate range of training and educational schemes be set up to provide black public servants with the necessary skills

Mr Louw, a researcher of the Bureau for Economic Policy and Analysis at the University of Pretoria, has made his proposals at a time when the Government is reported to be planning to employ more coloured and Indian people in the public service

LITERACY

In a study of job advancement in South Africa, Mr Louw listed three major barriers to black advancement in the public sector. These were

- ① Lower literacy level stemming from 'the lack of universal black education'
- ② White resistance to black advancement
- ③ A white monopoly on the highly skilled and responsible positions in the public sector and academic life

Mr Louw said the low literacy level of blacks made it extremely difficult for the vast majority

(Continued on Page 3, col 8)

(Continued from Page 1)

of unskilled workers to acquire skills

In spite of efforts to upgrade workers through training programmes, a considerable number of black workers in the lower categories of employment were untrainable

On the barrier of white resistance, Mr Louw wrote 'It would not be unexpected to see resistance from the white public servant if a black, appropriately qualified, is advanced in parts of the public service'

'This resistance would be partly based on fear that many unskilled and semi-skilled whites will find themselves unemployed or replaced by trained and educated blacks'

Mr Louw said the white monopoly on highly skilled and responsible positions in the public sector was not in existence in the national states or in specific community services elsewhere

It could be expected that in due course, with more trained blacks becoming available, that the remnants of this monopoly would disappear — the same as was the case at present in the private sector

Mr Louw said the principle of equal pay for equal work meant that all jobs should be open to any worker who possessed

Job barriers

suitable qualifications, irrespective of racial or other distinctions. Similar wages should apply to the same type of jobs

The adoption of the principle of equal pay, however, would be meaningless if black public servants were kept in inferior jobs

That the barriers to black advancement had to be taken down was 'obvious'. At present the public sector was experiencing a serious shortage of manpower

Fewer and fewer whites were inclined to make the public service a career.

'This shortage is expected to become worse, not better. Therefore more and more positions will necessarily open up for blacks'

PRIORITIES

Mr Louw said the Government's principles for manpower utilisation acknowledged that skills rather than colour should determine engagement priorities, even in the public sector

Given time and opportunity, this policy would lead to the disappearance of discrimination in job advancement in the public sector.

MANPOWER —

RESERVATION OF WORK

14 | 1 | 81 — 31 | 12 | 81

Plan aims to ditch job bars on mines

By Craig Charney

The Government has been presented with a detailed plan to wipe out job reservation in the mining industry.

The proposals envisage allowing blacks to move immediately into skilled jobs the industry cannot fill, while protecting its existing white workers. Later the plan is to allow some responsibilities of white miners to pass to lower-paid, semi-skilled black workers.

Sources within the industry say the plan involves repealing legislation which excludes blacks from certain mine jobs and negotiating an end to closed shop agreements with white trade unions.

It also involves an overhaul of the mining industry's labour relations structure to recognise the possibility of trade unions for black miners.

Details of the plans have apparently not yet reached any of the white unions in the industry, some of which are powerfully opposed to giving blacks more responsibility.

Although informed sources indicate the plans have influential support, a final decision will not be taken until after the publication of the last two parts of the Wiehahn report which is expected later this year.

Safety

They are likely to attract strenuous opposition from the white Mine Workers' Union which regards black advancement as a threat to the position of its members.

Advocates of the new deal argue that there is already a shortage of about five percent of the artisans and miners needed and predict the position will worsen.

The chart shown in Fig. 4.5 is based on revenue and asset items are those normally used by the Du Pont Company (see Fig. 4.2.3 The Du Pont Chart for a Company)

lock-up of funds or capital it is important between owned, leased and hired plant plant is reflected in the balance sheet. Some fixed assets, such as small items of equipment and site buildings, may be more completely charged to the contract over as part of the current assets of a site plant.

In consequence, they say, safety regulations are often violated, as unskilled blacks do work the hard-pressed white miners are too busy to handle.

But, they say, while skilled blacks must be allowed to make up the shortfall, the position of whites now employed must also be preserved. In the long term, they add, changes in manning and responsibilities should be negotiated and not imposed by management.

The reformists clearly recognise the possibility that black trade unions will develop on the mines.

They call for the creation of an industrial council for the industry to combine management, unions and officials. They see it negotiating and monitoring agreements and outlawing strikes unless its procedures are followed.

Black unions would pose insoluble problems under the present system of mine labour relations, the reformists say.

There is now no negotiating machinery for black miners, who are expected to accept the uniform wage offered them by all mine companies.

● Page 17 — From ally to pawn.

BACKGROUND

The reservation of skilled job for whites has been the most sensitive labour issue in the mining industry for 75 years

Fears that cheap black labour would undercut high-paid white workers led to strikes in 1907, 1913 and 1914.

They also provoked the bloody Rand Rebellion of 1922

National Party governments came to power in 1924 and 1948 with crucial aid from white miners promising them improved protection in return

They quashed the modest 1979 strike which emerged in the aftermath of the rebellion — that black advance would occur only with the consent of white miners

The miners' strike of 1979 — again over the same issue — gave a clear indication that the Nationalist Government's position had changed

The crucial expression of support from the Government was never forthcoming and the strike collapsed

White miners fought long and hard for job reservation — but the Nationalist Government which gave it to them is now seriously considering abolishing it. **CRATF** CHARNEY examines the background and the implications.

From ally to pawn: the role of the white miner

The plans now under discussion to abandon job reservation altogether provide further evidence of the reversal of alliances

As Stellenbosch historian Heermann Gilmore has noted the Government has dropped the white workers, moving closer to business and mining interests

Doing so here has been made easier by the fact that mining is now largely controlled by two groups — and one of them is in Afrikan hands

At the same time, soaring gold prices made

wage increases possible for black miners, while changing conditions in the labour market necessitated them

Strikes pushed wages up elsewhere, while political considerations diminished the flow of foreign migrants and tightened the labour market

But while the background was favourable the actual politics of the move against job reservation was a masterpiece of the "divide and rule" tactic so often used against blacks

The first Wehahn report set the powerful white mineworkers safely

aside, inveighing instead against job reservation elsewhere

Now that all the other white unions have been forced to accept its ending, the stage is set for the Government to turn on the isolated mineworkers

But what would the proposed changes mean? In the short term, relatively little

Blacks could be allowed to fill vacancies, and presumably the proportion of non-migrant black mineworkers would edge up from its present three percent.

But the proposals under study would provide a plethora of safeguards against the wholesale firing of whites.

But in the long run, the proposals could lead to a substantial restructuring of the industry's labour force, with a major impact on wages and profits

Eventually, white miners' jobs could be "fragmented" away, with portions given to lower-paid blacks

At the same time, a substantially larger percentage of the latter would become settled, non-migrant workers

In the past, Government and mineworkers have been dead against black mineworkers' unions, brutally smashing the strikes black workers attempted in 1920 and 1946

But now it appears they recognize that black unions could play an important part in promoting the changes they desire

In the Industrial Council envisioned by the reform, black unions would provide a stronger counter to white unions, pushing for expanded responsibility for their members and the higher pay it would bring

At the same time, council procedures would offer controls to minimise the likelihood that they would strike

Even to consider proposals along these lines is an indication of how far the Nationalist Government has come from the days when it regarded mine owners as fat, rapacious Hoggheheims

Enmity has given way to alliance

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Cautious reaction to end of job curbs

210/211
177 STAR 15/1/81

By Bob Davis

Mining companies and unions have reacted cautiously to The Star's disclosure that job reservation is to be scrapped in the industry

A spokesman for the Transvaal and Free State Chamber of Mines said negotiations with the representatives of mine workers were at a delicate stage and could not be finalised until parts five and six of the Wiehahn Report had been published

"Even then ongoing negotiations will be affected by the attitude of both Government and white workers to the Wiehahn Report."

The general secretary of the Mine Workers Union, Mr Arrie Paulus, said his union was not in favour of trade unions for black workers in any industry in South Africa

He also did not see eye-to-eye with industry



PROFESSOR NIC WIEHAHN

sources who wanted to do away with job reservation on South African mines as had been the case in certain other industries

Mr Paulus also disputed allegations that there was a shortage of white artisans or miners anywhere in the country



MR ARRIE PAULUS

He rejected a statement that safety regulations had been violated in the mines because of job pressure on white miners

He said while his union did not favour the scrapping of job reservation on the mines, he found an industry statement that

blacks were excluded from "certain mine jobs" to be too vague for specific comment until the final report of the Wiehahn Commission of Inquiry into labour legislation had been published.

But regarding safety regulations, Mr Paulus said South African mines had the best safety record in the world

"And the people to thank for that are the white mineworkers"

He said there were enough white miners presently employed and in training to do all the jobs that had always been done by white mineworkers

Mr Paulus said it was the function of his union to represent white miners in all facets of employment

Senior clinical staff at the Johannesburg Hospital have also confirmed that standards at the hospital have deteriorated because of junior staff taking over responsibilities for which they were not trained.

A doctor said the only alternative was to close more beds, so that the trained staff could be used more effectively and resources less strained.

A nurse at the Johannesburg Hospital said that at the moment there was a waiting list of four to five months before patients could be admitted to the medical wards. Only emergency cases are being accepted on arrival, because of the severe shortage of trained nurses.

PFP spokesman on health, Horace van Rensburg, commenting on the health crisis, said: "It is undoubtedly true that medical services have suffered and that the quality of medical services has been drastically reduced in some areas. This must of necessity jeopardise health and even the lives of patients."

"The Government must realise that the only solution to the problem is an immediate and dramatic improvement in the salaries paid to nurses and para-medics."

"It is not necessary for the Government to delay the matter by further investigations and debate, since the problems confronting the medical profession have been clearly and repeatedly articulated. It all revolves around the fact that medical personnel are underpaid and cannot make a decent living or care for their families adequately on the salaries they are paid."

"This results in low morale, dissatisfaction, resignations and a reduction in the number of people entering the profession."

"South Africa cannot afford the undermining of its medical services, which will eventually result in the loss of man hours to the economy — with drastic consequences to our stability and rate of growth."

S F Richardson
Management.

For the best student
LTA Prize
dissertation in Building a first class pass for

R W Kohne
For the best final year
George Strachan Prize
student of the degree

R W Kohne
Fourth Year

B de Jong
Third Year

C S Jones
Second Year

J A L Chapman
First Year

National Development
for the Building in
Book Prizes
For the best student
year of study of the
course.

R Stubbs Award
For the best project
structure and design
M R I Ness

J G Kirkman
design work.
best use of bricks
For the student who
S A Brick Association

Miss M F J Sandilo
first year.
For the best work
Mrs. Thornton White

Colour bar

S. Tribune
must

18/1/81
go Tobias

By WILLIAM
SAUNDERSON-MEYER

THE dean of the faculty of medicine at the University of the Witwatersrand, Professor Phillip Tobias, said this week that to maintain medical standards, it was essential that the nursing colour bar be dropped.

He was reacting to a Sunday Tribune report that patients are dying in some Transvaal provincial hospitals because the nursing shortage has led to a sharp drop in the quality of medical care.

Understaffed hospitals are using insufficiently-trained staff increasingly as a stop-gap measure. Nursing morale and standards are at their lowest and patients' lives are being endangered.

Prof Tobias said a major threat to the maintenance of South Africa's high standards of medical practice was the shortage of trained white nurses.

He said the solution, apart from the urgent need for an all-round improvement in nurses' salaries, was for provincial and private hospitals to use nurses irrespective of their race. There would also have to be a single salary rate, with no discrimination on the basis of sex or race.

"Although there is a continued resistance from some provincial authorities to the idea of white patients being nursed by staff of another race, there has been a very gratifying tendency especially in Natal, for private hospitals to integrate their staffs."

He said the shortage of trained staff was becoming so acute that full integration would probably occur within the next three or four years.

Blacks move to skill jobs faster

RDM 21/1/81

177

e new government agent
profit from renting the

GERALD REILLY
Pretoria Bureau

INTEGRATION of black workers at skilled and semi-skilled levels will accelerate this year as never before, say labour leaders and economists — and by the end of the century blacks will dominate the levels.

The president of the South African Railways' Artisan Staff Association (ASA), Mr Jimmy Zurich, said the Railways were now using more than 20 000 blacks in jobs reserved previously for whites — because of the shortage of white workers

He said there were strong indications that white population growth had reached zero and, proportionately, their contribution to the country's labour needs would continue to decline

He added that educationists had forecast that by the end of the century there would be 3.5 black matriculants to every white one

"The process has begun, and not only on the Railways," said Mr Zurich. "It is happening throughout industry, where greater dependence on black labour is accepted as inevitable"

He stressed that there was no alternative. If South Africa wanted to continue to grow economically, all job race barriers would have to be dropped — and the rate-for-the-job paid

He said that last year ASA asked the Railways management to introduce the rate-for-the-job immediately. But it was claimed that this would cost R200-million a year — a heavy cost in terms of Railways finances

However, the management had agreed to close the wage gap completely over five years

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucsa) and a member of the Wiehahn Commission, said that as long as there was growth in the economy, it was inevitable that the proportion of black workers would increase. Whites would, to an ever-increasing extent, be unable to supply all the skilled and semi-skilled labour needed

"We will see this trend clearly again this year, even to an accelerated extent," he said. With more blacks being educated to a higher level, and vocational training being made available, the economy would lean more heavily on them, he said

Barclays Bank's chief economist, Dr Johan Cloete, said there would be a speed-up in work integration, but he felt that there were still too many hindrances in the way of black labour mobility, and these would have to be removed if the country were to get the labour supply it needed

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d fishing could be limited id share in the potential ly collected by the boat sence of private-property ent is appointed to con- men

the eighth person on board sacrificed marginal product, A seventh causes a loss: his sacrificed marginal fish (his marginal prod person on board cause would gain by joining fish, until with eight per other people so long a each newcomer (ignor average) is reduced as the average is four, E cause the average is 5 ple the average catch will go on board, the s four fish). So a sixth, (where the marginal e no longer exceeds the board) people crowd of the total catch to sharing equally in it the data in Table 9-1 It is easy to see with of congestion) board (instead of th caught, because the happened to the e is better off than before with four fish each to our example, eight people would be on board catch (which each gets) exceeds that on shore in

Now anyone can board the boat, just as he can use streets, parks, and the beach. People will crowd onto the boat as long as the average catch (which each gets) exceeds that on shore. In our example, eight people would be on board with four fish each to is better off than before happened to the e caught, because the board (instead of th of congestion) It is easy to see with the data in Table 9-1 sharing equally in it of the total catch to board) people crowd no longer exceeds the (where the marginal e four fish). So a sixth, will go on board, the s ple the average catch cause the average is 5 the average is four, E average) is reduced as each newcomer (ignor other people so long a fish, until with eight per would gain by joining person on board cause fish (his marginal prod his sacrificed marginal A seventh causes a loss: sacrificed marginal product, the eighth person on board of eight fish. The total (= 2 + 4 + 8) as compared

14 fish when the crew size is four (or five) people ceived as profits by the owners) is entirely displaced by overcrowding the boat

5 (1912) (24) (27) (77)

MWU to tackle job reservation

By Bob Davis

The highly contentious issue of job reservation on South Africa's gold mines features prominently on the agenda of the general council of the Mine Workers' Union which meets in congress in Johannesburg on January 27 and 28.

Former Transport Minister Mr Louwrens Muller will deliver the opening address.

The general secretary of the MWU Mr Arie Paulus, has expressed regret that the Wiehahn Commission's sixth report, which deals with labour on the mines, will apparently not be available to the congress because it will not have been tabled in Parliament.

"If the report had been available to us the Minister (of Mineral and Energy Affairs, Mr de Klerk) would have known at

once what the highest authority of the Mine Workers' Union has to say about it."

In addition to the Wiehahn Commission's report, the congress agenda features the retention of white miners in Bophuthatswana, pensions, salary increases and "other contentious matters, including the future of white workers in general and what the Mine Workers' Union should do to counter the Government's policy of promoting blacks to the detriment of whites."

In a message to union members, Mr Paulus said many retired miners had not contributed to a pension scheme for a large portion of their working lives but that the Government should provide them with pensions because of the vast income it enjoys from taxing the mining companies.

28/1/81
 Capitalists
 are given
 preference,
 miners told

If black mineworkers were ever allowed to qualify for blasting certificates in South Africa, the Government alone would be held responsible for the consequences — and I'm thinking in particular of 1922" — the president of the Mine Workers' Union told the general council of the union's congress in Johannesburg yesterday

Mr P C C de Jager reminded delegates that the sixth report of the Wiehahn Commission into Labour Affairs — he referred to it as "Wiehahn treason" — was due for release in Parliament in the near future and said delegates would be expected to take the lead on the various mines on reaction to the report

"If the careers of white miners are to be jeopardised, they will look to you for leadership.

"And if you fail them, you will have disappointed our people in their most desperate hour"

CHEERED

Mr de Jager was cheered when he added: "If legislation is amended to allow blacks to have blasting certificates, the Government alone will be responsible for the consequences.

"And I'm thinking in particular of 1922.

"If blacks are given blasting certificates they will soon be mine captains and shift bosses and no job will be safe any more

"If you don't fight for your future nobody else will do it for you," Mr de Jager said.

CAPITALISTS

He accused the Government of being unsympathetic to white miners and said the Minister of Manpower Utilisation, Mr S P Botha, apparently preferred to listen to capitalists and trade unions which insisted on favouring blacks

This was in contrast with the Government which had assumed power in 1948 with the help of white mineworkers and which had taken note of what was said by white workers

He said the Wiehahn commission's reports had resulted in numerous amendments to labour legislation — all aimed at giving more rights to blacks.

NE ART & ARCHITECTURE

Cape Provincial Institute
 of Architects' Prize
 For the best student in :-

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

Arch

Surv

of

D H

Gen

For

S A

"And we have heard that yet more amendments are to come before Parliament this session to give yet more power to blacks."

Mr de Jager said he had concluded that to live well in South Africa one needed a black skin.

He warned that blacks would not be satisfied with a string of concessions until they had achieved political mastery of the country

size student.

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 Rosenfeld.

ARC

Although the law does not specifically deny teachers, nurses and police the right to join trade unions, it has been the custom in the past for them to belong to associations. Labour observers say that the difference between the two is one of semantics — no more.

Paulus refuses to comment, however, on whether he has started recruiting members from these areas.

White unionists are also speculating that Paulus may de-register the MWU and form a breakaway union outside the government's official industrial relations structure. This would allow him greater movement as he would then not be limited to one area of recruitment.

But Paulus vehemently denies this. On his own home front he has launched

jobs "

He goes on to invite "those unhappy members to approach us. We want to help you to break away without endangering your present jobs."

One of only two remaining job reservation clauses on the statute books bars anybody but a white from doing work connected with sampling, surveying and ventilation. But, says Doc Coertze, general secretary of the UOA, companies may apply to the Minister of Manpower Utilisation for exemption from these job reservations. "If employers are certain that there are no whites to carry out the jobs, they may apply for exemption. Any union or association can object to these exemptions if they feel there are whites to fill the posts."

There is clearly a broader ideological battle being fought between the UOA and the MWU. Paulus accuses the association of failing to protect the jobs of the white workers because it is a "mixed union". He says he has had a good response from dissatisfied UOA members, and adds "We don't see why blacks should be brought into jobs for whites. There are enough whites and why when we have used blacks as labourers all along do we have to use them as anything else now?"

Coertze, however, says "Any sensible man accepts that change must come and that the mining industry cannot survive on white labour alone." He says the members of his association, with a few exceptions, accept this reality.

seen

WHITE WORKERS

Solidarity?

FM 6/2/81

Arrie Paulus, general secretary of the militant white Mine Workers Union (MWU), has called on "all whites to join one union." Paulus tells the FM that this is the only way "we can protect our jobs and he says he intends organising teachers, police and nurses."

Paulus's call was issued in the same week as the MWU's threat to government that white miners will strike if all discriminatory legislation is removed from the laws affecting the mining industry, and the week in which he directly attacked the Underground Officials Association (UOA) for failing to protect its white workers.

Paulus faces certain constitutional problems should he try to break new ground in union organisation. According to the registration procedure, he may only sign up members in different areas of interest, other than the industry he is registered for — in this case the mining industry — if he applies for an extension of scope.

This, he says, he will do. "Once we have 75% representation in any of the areas we will apply to the registrar for extension of scope. If no objections are placed and if no other union proves that it has greater representation, the registrar will have to accept the MWU is the representative of these people."

Paulus says he will approach white teachers, nurses and police because the law discriminates against them. "There are whites in this country who cannot join a union but government is going to extend trade union rights to migrant workers — black workers who come from communist states. If this isn't discrimination, we don't know what is," thunders Paulus.



Paulus . . . white workers of SA unite

a full-scale membership war for white mineworkers. Although it has been an ongoing battle in the industry, Paulus issued a direct threat to the UOA — one of three associations organising mineworkers — in the MWU's mouthpiece, *The Mineworker*, this week.

He was once more objecting to the threat black workers pose to whites on the mines. In the lead article he referred to a recent notice issued at Western Deep Levels Ltd which states that "It has been decided by management in collaboration with the UOA to introduce Black Ventilation Recorders to work underground. It is anticipated to use these trained recorders with effect from January 8, 1981."

He says "The time has come for the white members of the UOA to wake up. It must have dawned on them by now that their association will not protect their

Shortly after the appearance of Oliver's article in the Lancet Francis Oats, a director of De Beers, wrote to Charles Rube, one of the directors of Wernher Beit and Company, the London-based parent company of Eckstein's, the largest mining house on the Witwatersrand, drawing the latter's attention to the article and asking him to refer it to his co-directors. He also requested Rube to bring the water-driven drill to the notice of Wernher Beit. (50) In addition, he corresponded with a number of doctors in the tin-mining districts of Cornwall. They confirmed from personal experience the 'remarkable fatality' which had occurred in Cornwall amongst ex-Transvaal miners, the majority of whom had worked almost entirely on rock drills. They observed that erstwhile robust men on average died at 37 years of age, and called for the introduction of preventive measures, including the use of water to allay the dusty mining conditions, the necessity for educating the miners about the danger of their trade and the use of prophylactic devices. (51)

Almost immediately after receiving Oats's original letter and copies of the letters from the physicians, Beit communicated with Eckstein's asking for detailed reports of how the matter was being handled. Sidney Jennings was able to verify that the Association of Mine Managers had been cognisant of the gravity of the disease amongst rock drillers and in 1901 had tried to implement improvements which included the introduction of respirators for miners and use of jets discharging water into the holes being drilled. (52) Jennings stated that the miners were reluctant to wear the respirators because they were uncomfortable, and to use the water jets because they involved more labour and wasted time. He conceded that the men's reluctance to wear respirators stemmed from their acute discomfort. (53) In this respect the miners had a strong case as was attested to by the Miners' Phthisis Commission where evidence was shown that they were both uncomfortable and ineffective. (54) Jennings's explanation as to why the miners had spurned the water devices probably had a hard core of truth. But the counter arguments of the Transvaal Miners' Association (T.M.A.) in 1906 (after water devices had been made compulsory by regulation in 1905 - a regulation which was allowed to lapse by 1907) (55) had validity. Its spokesmen complained that the miners are now simply confronted with a choice of evils', namely silicosis or pneumonia, a view supported by the Professor

of Mining, J. Yates, in 1908. (56) This was not an exaggeration. The water devices saturated the rock and the miners, and there were no facilities on the mining properties for miners to dry their work clothes. Only in 1906 did the mining regulations make compulsory the provision of change houses for whites and coloureds but not blacks. (57) This regulation did not however stipulate the provision of heating apparatus for miners to dry their clothes and

able grievance The original directors of Mine Managers' permission to receive members who were not miners White workers from the Grootvlei, Arnot, Hendrina, Komati, Highveld, Taalbos and Vaal power stations and from Iscor, Vanderbijlpark, had approached the MWU for membership after their own unions had agreed with employers in the engineering industry to scrap race differentiation in apprentice training Permission for Iscor workers to join the union had not yet been granted, but Mr Paulus expected soon to be able to announce the authorities had given consent

Job bars scrapped so some apply to join all-white union

About 18000 Iscor and Iscor employees are expected to join the all-white Mineworkers' Union because their jobs are open to all races

Mr Arrie Paulus, general secretary of the Mineworkers' Union said yesterday the Industrial Registrar of Trade Unions had given permission for the MWU to receive members who were not miners

Mr Paulus said "no comment" when asked whether his union would try to have job reservation restored in the engineering industry

Requests had also been received from other power stations

Perhaps the TMA impressed on Milner the urgency of the problem of silicosis. One of the first steps taken by the newly formed trade union was to appoint a deputation which interviewed the Transvaal Medical Society. The TMA requested the doctors to urge the Government to create some kind of provision for destitute

Black apprentices

338 Dr A L BOKAINL asked the Minister of Manpower Utilization

(a) How many Blacks were registered as apprentices in 1980 and (b) how many in each trade?

The MINISTER OF MANPOWER UTILIZATION

(a) 82

(b) Industry	Blacks
Automobile	35
Building	14

329

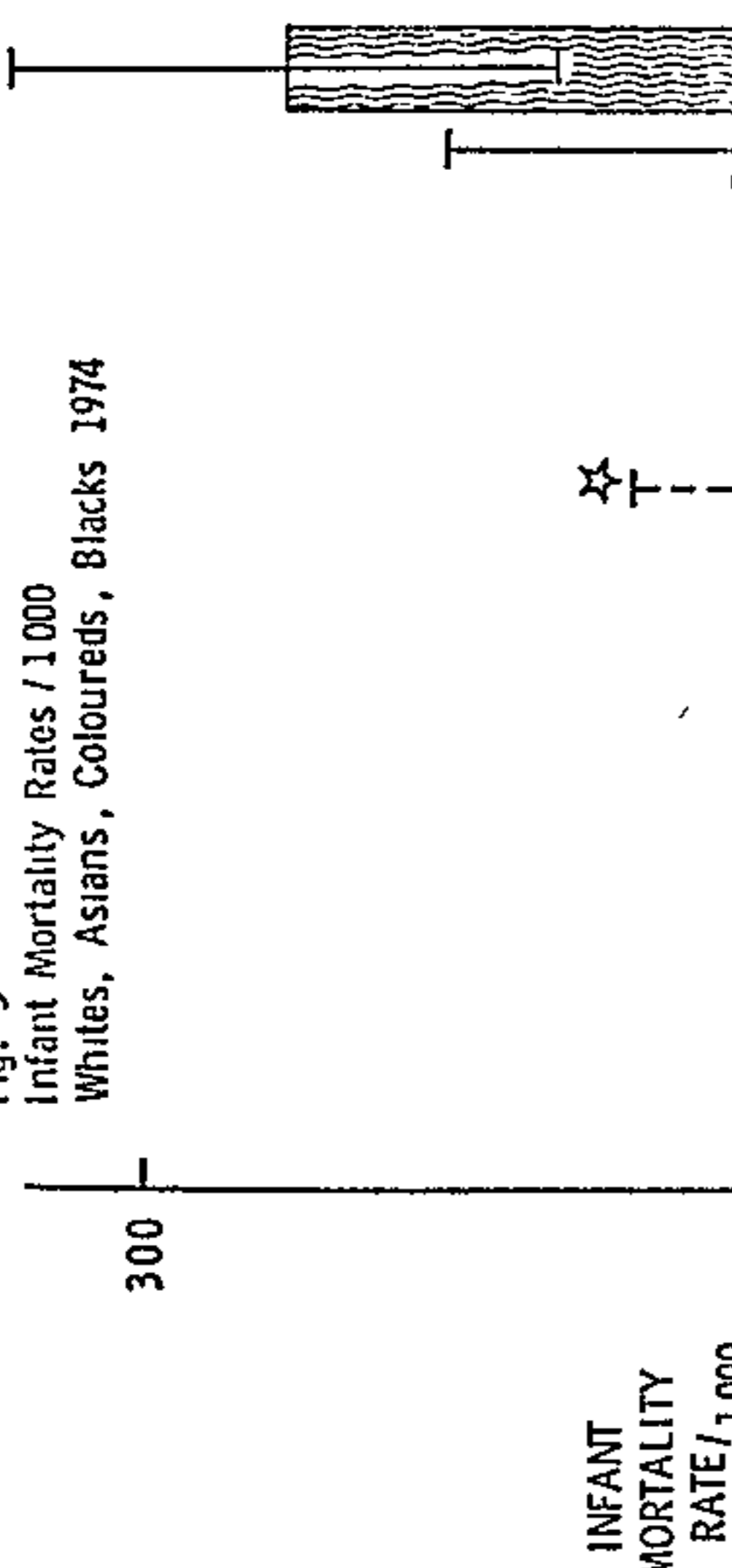
THURSDAY, 26 F

Hardressing	1
Metal	27
Motor	5
Total	82

Note

During 1980 applications for 279 Black apprentices were received of which 211 have been approved. Of the last mentioned figure, 82 have been registered while 129 are serving the legal probationary period prior to final registration. Some of the 68 remaining applications are still under consideration whilst some of them have been refused as a result of non-compliance with the minimum legal requirements laid down by the Act.

Fig. 3
 Infant Mortality Rates / 1000
 Whites, Asians, Coloureds, Blacks 1974



A new survey of the coloured labour preference policy in the western Cape emphasises the resentment it causes among blacks (*Current Affairs* February 6)

The policy, probably one of the cruellest of the government's array of discriminatory systems, applies to an area representing about 40% of SA and affects at least 360 000 blacks. It seeks to restrict the number of Africans living in the region, prevent them from living there permanently, and restricts the scope of their employment in favour of coloureds.

The preference area — all land to the west of a line running from the Botswana border, west of Kimberley and west of Port Elizabeth — is the only area of SA in which Africans are a minority.

In the Cape Peninsula, where the policy is applied most strictly, a recently published survey, conducted in 1978 by Professor Simon Bekker and Koos Coetzee of Rhodes University's Institute of Social and Economic Research, shows that the policy is deeply resented.

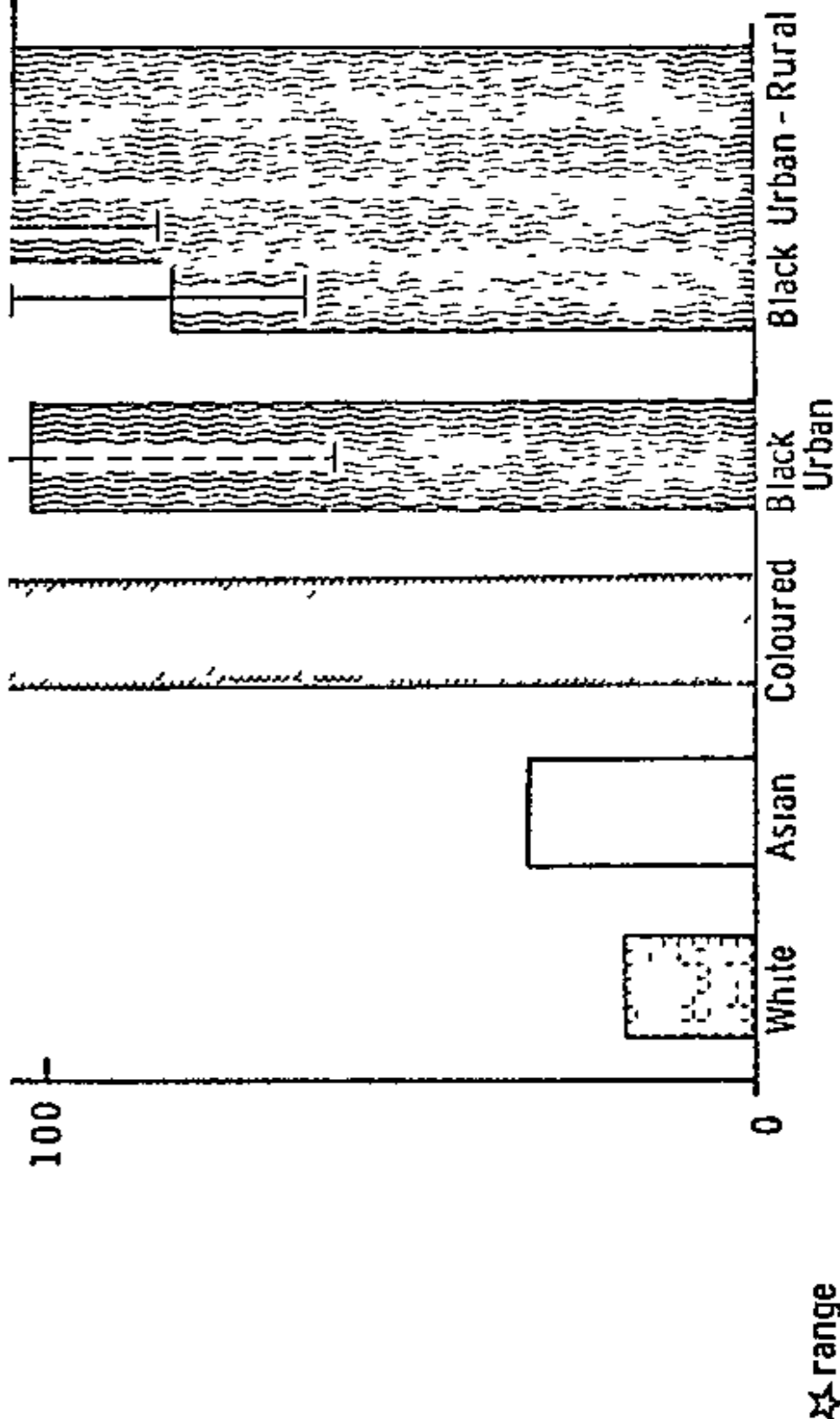
Black residents of Guguletu and Langa were presented with a list of 24 possible grievances, including items like transport and the availability of commercial outlets in the townships. Almost unanimously, the respondents identified "jobs" as their major problem. Nine out of 10 said their people found difficulty in finding work.

The youth, with substantially higher qualifications than their elders, felt most strongly about the jobs issue — particularly because very few jobs were available for the better educated.

Said one respondent "First preference in the allocation of jobs is given to the coloured community. This results in widespread unemployment, particularly among our educated people, who end up being useless drunkards."

Say Bekker and Coetzee "The black youth, in particular, explain their partial and differential access to the labour market in explicitly political terms."

The survey shows that in Cape Town's sophisticated manufacturing-orientated economy demand is for highly-qualified workseekers. One out of four employers interviewed said, however, that they received regular job applications from black workseekers who were too highly qualified for the jobs available, and many in fact employed blacks overqualified for their positions.



erial Districts
 RE

The majority of the black workforce was employed in unskilled and semi-skilled work — categories in which the preference policy generally does not apply. The survey showed that about half of employers preferred black to coloured labour in unskilled and semi-skilled categories — a preference reflected in the large numbers of blacks employed in the construction and manufacturing sectors.

Again half the employers preferred coloureds to blacks in skilled and clerical positions. However the other half — employers with no particular colour prefer-

ence — would generally employ coloureds because the procedure involved in employing blacks is cumbersome and time-consuming and the outcome uncertain. In fact, 60% of employers interviewed said they would employ more blacks if the preference system was abolished.

Bekker says it is doubtful whether the policy benefits the coloured people: it often means they are excluded from unskilled and semi-skilled positions because blacks are preferred and they work for lower wages. Thus the "protection" of the policy falls away.

☆ range

Other income refers to interest on the capital investments of schemes and the 20% levy on small groups and private investments of schemes and the 20% levy on small groups and private individuals, which, because of their size have a greater claims ratio than large groups. Full Account and Scheme's Portion refers to the total value of accounts submitted by members to their scheme for reimbursement and the actual amount reimbursed.

TABLE 3
FINANCIAL STATEMENT OF MEDICAL SCHEMES
(Yr. Ended 31/12/1975) (R Millions)

	Membership Fees	Subsidy	Other	Total	Full A/C	Scheme's Cost of Portion Admin.
Medical Aid (200)	(I4) 102,3	68,1	4,8	175,3	154,3	119,7 15,0
Medical Benefit (43)	(I4) 21,8	6,0	1,0	28,9	27,5	25,5 1,7
Exempted (49)	30,4	25,6	6,4	62,5	54,0	51,2 4,6
Total:	154,6	99,8	12,4	266,9	235,9	196,6 21,4

Source: Department of Health Annual Report 1976, p.65.

From Table 3, it can be seen that employers subsidise at least 40% of their employees contributions. In a different context, this is equivalent to roughly 16% of 1975/76 public health budget. (See Table 1.) (10) This proportion would be even higher if account is taken of the fact that private members are not subsidised. Costs of administration appear to be low - 8% of revenue compared with 17% for U.S.A. medical schemes. It appears that costs and thus contributions could be reduced by the rationalisation through amalgamation of schemes - the average scheme in South Africa has 10 000 members whilst the optimum size from cost saving point of view seems to be 20 000 or more.

There are at present plans to extend medical schemes' coverage to Blacks on a larger scale. A State-subsidised medical aid scheme exists for Coloured employees in the public sector. Apparently a scheme for Black employees in the public sector is under consideration by the Department of P R D. Membership contributions by employees are subsidised by 60%.

2.3 Sick Pay Funds (I2)

All workers have to be covered by provisions for which are Act as well as the Factor entitles a member during service to full pay for 3 years in a cycle of 3 years he is entitled to 1 day completed period of 5 weeks.

Claims in this respect are Fund which accumulates fund of a levy of 0,2% of the a levy of 0,3% of the same Labour can subsidise the R7 million per year) of the year.

An industrial council may fund if and, only if the (in terms of the number of those under the above two are usually split between to figures collected by D workers covered by industrial were covered by a council was 10% for African workers

2.4 Health Care by the

We must finally consider to workers on-the-job hospitalisation, daily he donations to medical organisations

Table 4 gives a breakdown in South Africa in 1974. in South Africa are private by firms in the mining/industry

Mine jobs opening?

SOWETAN Correspondent THE GOVERNMENT intends opening all mine jobs to blacks by simply changing two words in the relevant Act, according to Die Afrikaaner, the Herstigste Nasionale Party's mouthpiece.

The report says Die Afrikaaner learned "on the best authority" that the Wiehahn Commission recommended all job reservation in the mining industry should be scrapped

recommended to the Cabinet that the words "scheduled person," in the Mines and Works Act be replaced with the words "competent person."

The newspaper says blacks will in future be allowed to obtain blasting certificates.

They would also be allowed to do "white work"

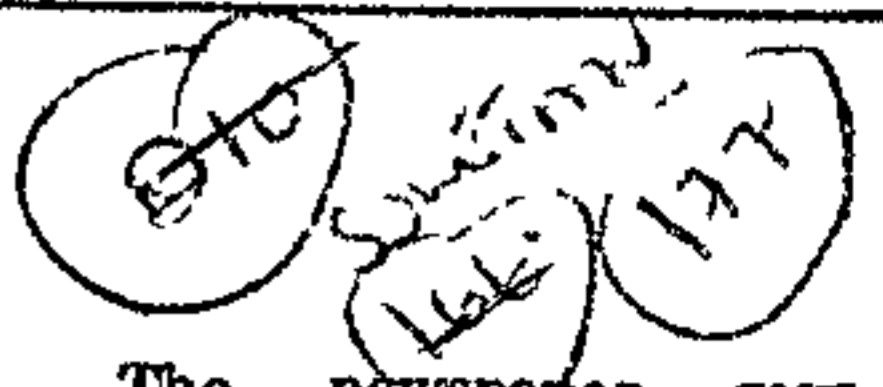
The newspaper carries the report on its front page under a headline "All jobs in mines open to blacks."

This would be done through an amendment to the Mines and Works Act of 1956

This amendment would allow all jobs previously reserved for whites to be opened up for blacks as well, according to Die Afrikaaner.

"In practice this will also mean that a black can become boss of a white mine worker," Die Afrikaaner says

(Report by Peter Sullivan, 219 Vermeulen Street, Pieterie)



they are at special risk of many infections which may precipitate overt MN. Thus in a series of fifty children with kwashiorkor, one in four had been seen during the previous month with UN + measles. Again, in an analysis of the progress of 260 children attending a nutrition clinic, 56 had previously been seen with UN but not treated and had all deteriorated, one in four to kwashiorkor or marasmus. (See Graphs I)

(b) Extrovert approach. If the aim is to detect malnutrition and define its extent and manage it effectively, it is clearly not practical to wait for impoverished, poorly motivated, handicapped or depressed people to seek attention, but to go out into the community to find them.

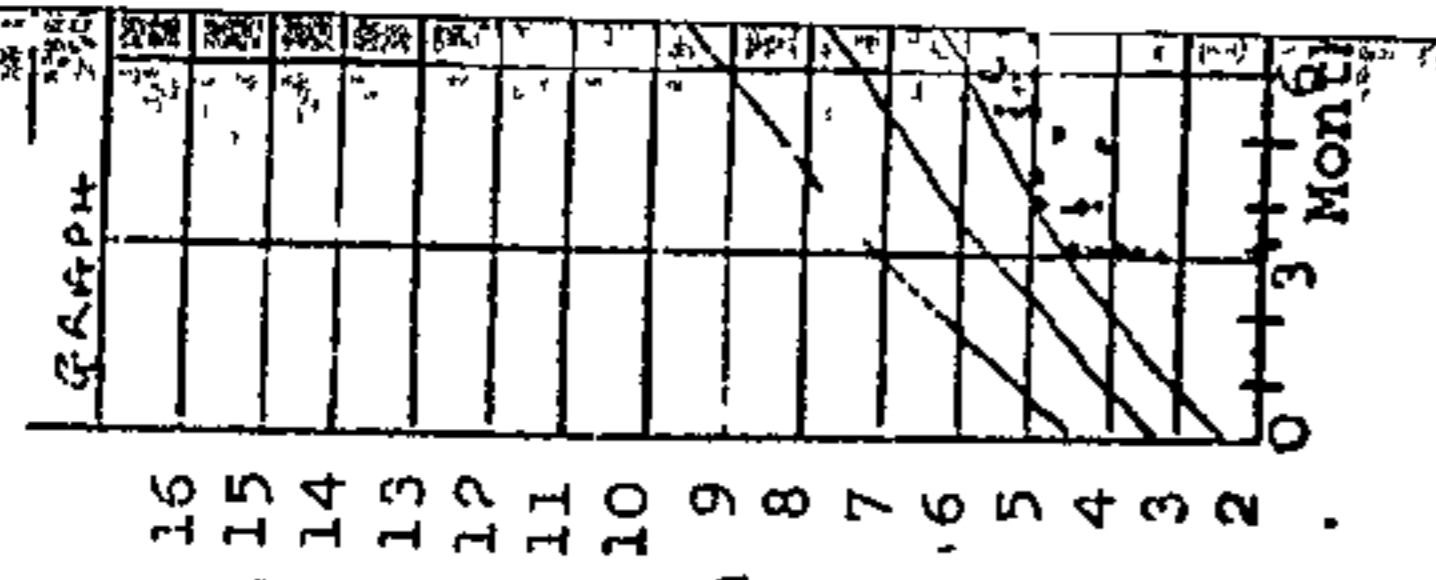
This was well demonstrated during a ten week campaign when a doctor was available to visit the district intensively after requesting key community members to invite "all thin children" to gather at pre-arranged venues. In a period when about 70 new cases of MN were expected, by simply being available at clinics, 292 new cases were discovered, i.e. almost four times the usual rate, as well as 603 UN children.

An interesting aspect of the campaign was the accurate recognition by guardians of undernutrition. Many children appeared active and lively, but except for a handful of opportunists, every child who came was found to weigh below the third Boston percentile.

2. Hospitalisation.

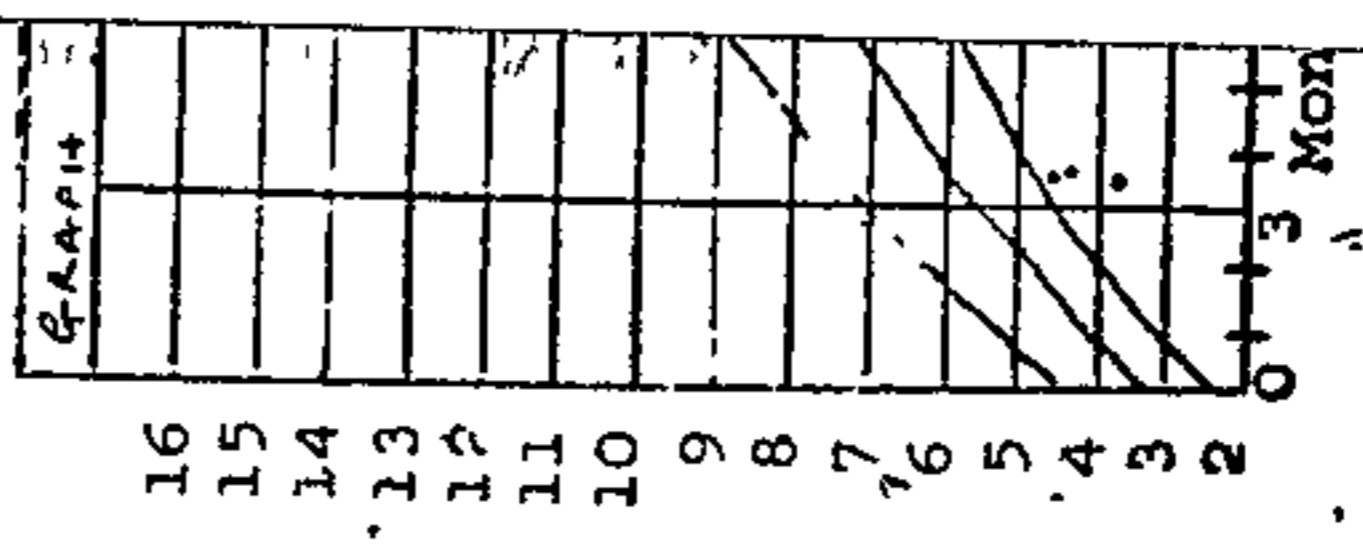
Undernourished children usually come from integrated homes and enjoy the personal care of their mothers, and their fathers' support. Their undernutrition is simply and directly related to their poverty. These children only need a supply of protein to be brought within their means and their nutrition will improve, because their mothers are both competent and well motivated to make good use of any available resources.

On the other hand, MN children are usually even poorer than UN children, and in addition come from extremely disorganised homes. It is essential to recognise that MN is the result of an extremely hostile home and community environment and that circumstances which caused it in the first place are seldom suitable for its treatment. MN children who are not hospitalised often die. This was dramatically illustrated during the nutrition campaign described above when, because of the overcrowding it caused, it was not possible to admit all new cases of MN in accordance with normal hospital procedures. Children with less severe diseases and more suitable guardians were managed with milk and instruction. The following table shows their fate at six weeks compared with the hospitalised group:



Graph 'A': Shows...

Graph 'B': Shows...



DEPARTEMENT VAN MANNEKRAG-BENUTTING

No R 467 6 Maart 1981
WET OP OPLEIDING VAN AMBAGSMANNE 1951

Ek, Stephanus Petrus Botha, Minister van Mannekragebenutting, handelende kragtens artikel 2 van bogenelde Wet, wysig hierby met ingang van 1 April 1981 die toelae betaalbaar aan kwekelinge tydens hul 12 maande intensiewe opleiding aan 'n sentrum, soos gespesifiseer in klousule 4 (a) van Goewermentskennisgewing R 550 van 28 Maart 1980, dat dit soos volg lui

- 'n Kwekeling sonder afhanklikes R35 per week
- 'n Kwekeling met een afhanklike R45 per week
- 'n Kwekeling met twee of meer afhanklikes R60 per week

S P BOTHA, Minister van Mannekragebenutting.

DEPARTMENT OF MANPOWER UTILISATION

No R 467 6 March 1981
TRAINING OF ARTISANS ACT 1951

I Stephanus Petrus Botha Minister of Manpower Utilisation acting under the authority of section 2 of the above mentioned Act hereby amend with effect from 1 April 1981 the allowances payable to trainees during their 12 months of intensive training at a centre as specified in clause 4 (a) of Government Notice R 550 of 28 March 1980, to read as follows

- A trainee without dependants R35 per week
- A trainee with one dependant R45 per week
- A trainee with two or more dependants R60 per week

S P BOTHA, Minister of Manpower Utilisation

88 7467

177

Blacks being trained to take over, says Paulus

177
9/3/81
DH 125

By Bob Davis

Black team leaders are being groomed by Anglo American Corporation for jobs from which they can be promoted to take over responsibilities from whites

This claim has been made by the Mineworkers' Union, which says the move is under way at the President Steyn gold mine and is being undertaken "in preparation for the recommendations of the sixth Wiehahn Commission report"

Anglo American chair-

man, Mr H Oppenheimer, is on record as saying no white jobs would be taken over by blacks on any of the corporation's mines

MWU general secretary Mr Arrie Paulus says selected black team leaders are to be placed in positions from which they are to help white miners increase production.

He says the union was alerted to the situation by members at President Steyn gold mine who were invited to help grade team leaders with a poten-

tial for mining operations

Selections were made on the basis of question-and-answer sessions. White miners quizzed blacks on what they would do in given circumstances

The questions included theoretical problems on increasing production

The MWU claims it learnt that black team leaders selected by white miners were to be placed with miners who had poor production records

The mine manager said no one was better quali-

fied than white miners to select promising black team leaders, Mr Paulus says

"It is certain that if production is increased, the honour will go to black team leaders. The black worker will then be regarded as some sort of expert on increasing production."

Mr Paulus says there are situations in which even the most competent miners cannot produce well. He claims mine management is using a ploy to place blacks with the most competent whites so that blacks may benefit from the experience

"This will open the way to using blacks in place of white miners — in the very place where they were trained," he said

"Mine management will put it to us that one of our own MWU members declared the black to be competent"

Mr Paulus warned miners to be on the alert for attempts by mine managements to prepare for black advancement after the sixth Wiehahn Commission report had been tabled

SAR union to hold mixed race debate

RDM

10/3/81

12/11/81

177

Pretoria Bureau

ONE of the largest and most conservative trade union umbrella organisations in South Africa will hold its first multiracial meeting in Johannesburg tomorrow

The meeting of the Federal Consultative Council of Railway Staff Associations will be opened by the general manager of the South African Railways, Dr Kobus Loubser

The federal council's constitution was amended last year to admit an Indian and two coloured staff associations

Labour leaders said yesterday that the meeting would be an important milestone in South African labour affairs

It was an acknowledgement of the irreversible trend in which blacks are moving deeper into semi-skilled and skilled work

The chairman of the federal

council, Mr Jimmy Zurich, said it had realistically faced the situation that, as blacks were now doing responsible and skilled work in vital sectors of the Railways administration, their registered unions were entitled to affiliate to the council

He said there were now at least 22 000 blacks in semi-skilled jobs on the Railways once done only by whites

"This is not only because there is an acute shortage of skilled white workers, but because there are semi-skilled jobs on the railways which whites don't want to do"

He added that if blacks were not given the jobs, "they just would not get done"

Mr Zurich said the railways would have come to a halt if the sensible policy of using non-whites in formerly reserved jobs had not been adopted

He stressed that the advance of blacks into more skilled work categories was done only after talks and agreements between the relevant unions and management

"So far it has worked without a hitch, and we don't see why it cannot continue to work in an economic climate where there are just not enough whites — nor ever will be"

The president of Tucsas (Trade Union Council of South Africa), Mr Andre Malherbe, said it was greatly welcomed that the federal council, representing one of the largest groups of workers in South Africa, had decided to open its doors to unions representing other groups on the railways

He said it was an important and significant move by a conservative umbrella body representing about 116 000 white workers in seven unions

'It's a black takeover'

BLACK team leaders are being groomed by the Anglo American corporation for jobs from which they can be promoted to take over responsibilities from whites.

This claim is made by the Mineworkers Union, which says the move is underway at the President Steyn Gold Mine and is being undertaken "in preparation for the recommendations of the sixth Wiehahn Commission report"

Anglo-American chairman, Mr H Oppenheimer, is on record as saying that no white jobs would be taken over by blacks on any of the corporation's mines but MWU General Secretary, Mr Arrie Paulus says selected black team leaders are to be placed in positions from which they are to help white miners increase production

He says the union was alerted of the situation by members of the President Steyn Gold Mine who were invited to help

select team leaders with a potential for mining operations

The selections were made on the basis of questions and answers sessions in which the white miners quizzed blacks on what they would do in given circumstances or crises in actual mining operations

The questions include theoretical problems on increasing production

On investigation, the MWU claims it learnt that the black team leaders selected by white

miners were to be placed with miners who had poor production records.

The mine manager pointed out that no one was better qualified than white miners to select promising black team leaders, Mr Paulus says

Mr Paulus said yesterday he respected Mr Oppenheimer's right to his own point of view as stated, but he remained convinced that the management at the President Steyn Mine were preparing for black advancement

GEN

First black shopfitting apprentice

Labour Reporter

The first black apprentice has been accepted in the shopfitting industry

He is Mr Samson Fondile (22) of Mofolo North, Soweto. Mr Fondile received his apprenticeship papers this week, back-dated to January, 1980

The managing director of the Industria Johannesburg, firm where he is employed, Mr Hilton Knight, said Mr Fondile now had to complete his training at the Building Industries Federation school in Springs and at technical college

ST/ME

177

93

170

23/3/81

Aircraft maintenance trainees



Men working on an airplane engine as part of their training

Step towards bigger things

By ELLIOT TSHINGWALA

SOUTH Africa blacks maintaining Jumbo Jets at Jan Smuts may for the time being be sounding a pipe dream, but not so with the four men who are receiving training in aircraft maintenance.

The four, with one man from Namibia, work for aircraft manufacturing companies. The companies produce only the small variety of aircraft but for the men it is a step towards bigger things.

"It is a breakthrough," said Joe Sibuya, the public relations officer of Chamdor where the men are attending the course. The four are Mr William Mdululi from Pretoria, Mr Aaron Mbuti from Namibia, Mr Ernest Mabhe from Germiston and Mr Isaac Maya also from Germiston.

The men will be trained for 12 weeks on how to maintain and assemble aircraft, and the function of the aircraft engine. Their instructor is veteran aircraft engineer, Mr C Choppe.

He said "As soon as the men qualify they should not rest but should strive to be engineers of bigger aircrafts and even Jet engines. Mr Choppe is confident that all the men pass the course because they are no different from the men I trained during the army days."

The course is divided into theory and practice. Mr Choppe believes that if both can be taught at the same time his students will benefit more than if they were to tackle theory now and practice at a later date.

The course was instituted after initiatives from Mr D G Hobson, a past president of the Aviation Maintenance Organisation Of South Africa (Amosa), and the motor Industries Federation.

Handwritten notes and signatures at the bottom right of the page, including a large signature that appears to be 'K. B. ...' and some initials in circles.

Changes for nurses?

THE Government will have to shift its own policy and allow black nurses to work in white provincial hospitals unless more white nurses can be recruited.

This is the implication of a statement made by the leader of the National Party in the Transvaal, Dr Andries Treurnicht, in Potchefstroom on Wednesday night.

Reacting to the statement, the Nursing Association said: "We think every patient has a right to be nursed by the nurse of their choice."

Is affirmative appropriate?

FM 27/3/81

Affirmative action is one of those subjects guaranteed to set the temperature of any debate rising. Rightly so. Forced advancement to redress past discrimination has been a policy hotly propounded, and equally hotly damned, by serious and reasonable people in plural societies such as the US and SA.

In America, of course, the results of various affirmative action programmes set in motion from the Sixties on are now being critically assessed. In SA, some question whether the policy as it is understood overseas, can ever be applicable to social conditions here. As Ron Marsden, general manager of the National Development and Management Foundation (NDMF), points out: "In the US you have the problem of a smaller group historically deprived by the majority — it's the other way round here."

However, given the burgeoning need for ever more and more skilled manpower in SA, few would argue the need for big employers, at least, to become constructively engaged in black advancement. Stellenbosch University's Professor J.I. Sadie has estimated that the executive component of SA's economic community numbers only 926 000, unskilled and under-employed people number 15,1m. The man-

agerial burden simply cannot be carried indefinitely by whites. But is affirmative action the answer?

Perhaps the truth is that to persist with the attitude that supervisors must be white — or to keep legislation on the books perpetuating that situation — would be to reinforce a damaging form of affirmative action which began in the Thirties with the so-called "poor-white problem". The historical results of that became all too apparent in recent years with the belated recognition that various public services were becoming both understaffed (by whites) and incompetent. Enlightened public servants like Louis Rive and Kobus Loubser took appropriate (not affirmative) action.

But, the issue of black advancement based on economic needs aside, affirmative action in the SA context is being increasingly debated. This is partly due to the gradual working through of the various employment codes — local and multinational — and partly because of the tradition of Western liberalism in the English speaking business sector. Here it is useful to juxtapose radically opposing views and assess their merits.

Dr John Marcum, vice-chancellor of the University of California (Santa Cruz),

says of the American experience: "Affirmative action is predicated on the assumption that the costs of exclusion, costs in social stability, lower economic productivity and political coercion, will ultimately outweigh the short-range costs of compensatory educational and employment initiatives. It sets and measures its success by targeted goals."

Opponents of affirmative action can convincingly use the free market concept of economic freedom to put their case, as does Leon Louw, executive director of the Free Market Foundation. "The most offensive aspect of affirmative action is the way it humiliates blacks. It implies that they are inferior, that they are not good enough to handle legal equality with whites. It is the most devious and arrogant form of white pseudo-liberal paternalism."

"Not only that, but its actual results in the US have been the opposite of what was promised. The income gap between whites and blacks has grown, black unemployment has risen to the highest levels in history and racial hostility is increasing."

In SA, prominent blacks asked for their opinion by the *FM* saw the issue in terms of the need for black advancement — but certainly did not come down firmly on the

the US, after the post-war baby boom, resources were ploughed into primary education. But after the surge was over, you had the situation of schools standing empty."

A leading educationist, Franz Auerbach, agrees: "The real question is by how

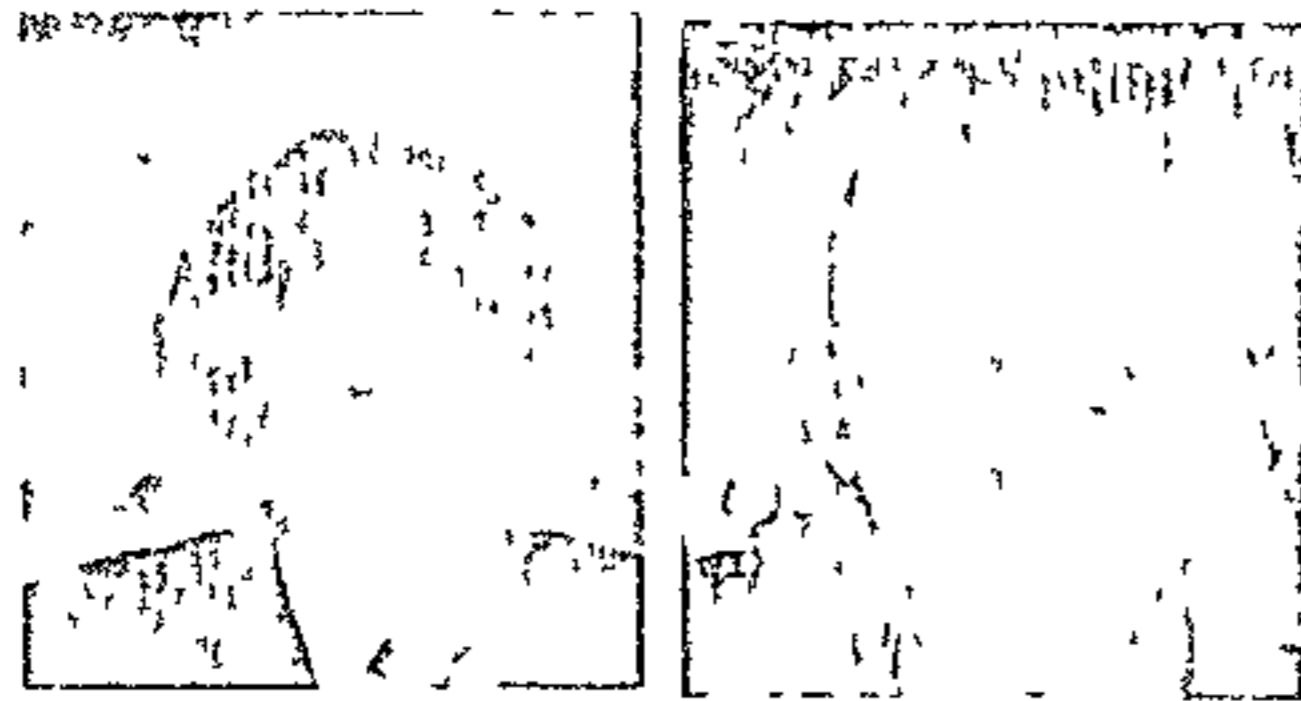
much of affirmative action, as defined in the US. It has been *appropriate* action."

But recalcitrant white attitudes remain an obstacle. So others stress an even more positive approach and perceive a need to channel and measure advancement in a way that implies looking at numbers

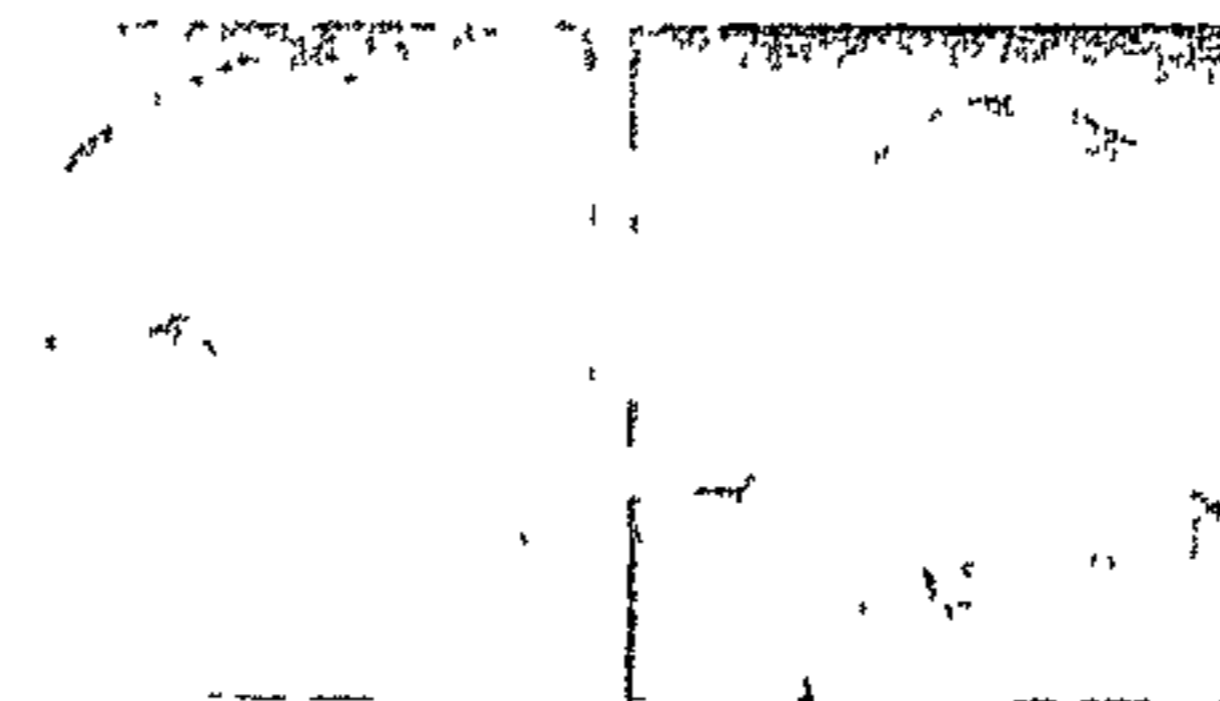
responsibility for the provision of non-formal education."

A principle and a Cabinet commitment are, of course, worlds apart. However, given the fact that the HSPC is inherently a conservative body, any of its educational recommendations are likely to carry weight in Pretoria. If appropriate action means the diversion of private and public resources to make up the educational and skills deficit of the past — in practice, bridging and other courses for adult blacks — the HSPC looks set to lay the groundwork for greater government engagement in this field.

What private companies — multinational or otherwise — and the unions will have to say about that is another question altogether.



Louw, Williams, Lee, Motlana



assessing the concept

White 'insecurity' causes problems

Solve
1/1/81
1977

By NORMAN NGALE
BLACK employees found they tended to be treated as inferior not because whites regarded them as stupid, but because the whites felt threatened.

This has emerged in a survey by the University of South Africa of black graduates from its School of Business Leadership (SBL).

MEANINGLESS

Professor George Marais of the SBL said the employees also found they were not allowed to assume responsibility, even though they were capable. And they were given no opportunities to show their ability.

After five years with no promotion many graduates found their jobs became meaningless.

The graduates were interviewed about barriers in the work situation,

legislation and their upbringing.

In the work situation, according to Prof Marais, the black man was given no sense of belonging, because he was rarely consulted and rarely promoted.

Even large multinationals, who professed no discrimination on the grounds of colour did not treat blacks as equal to whites.

"Blacks are either looked over and kept in lowly positions or they are promoted as 'show pieces' to position in which they are not competent," Prof Marais said.

As regards legislation, participants appeared concerned about the amount of officialdom surrounding their lives.

The bureaucratic process baffled them and there was too much red tape which hampered them in their attempt to function

on the same level as whites.

Prof Marais said participants revealed that as regards upbringing, they had problems of having to function at the level of Western values in their jobs while still taking cognisance of their traditional family patterns.

DESTINY

But the gap between traditional and Western ways of life could be bridged if there was not so much legislation and emphasis on race, according to one participant in the survey.

Prof Marais said black businessmen must be allowed the right to determine their own destiny.

"In any decision-making on assistants to the black business community, we must include the community's own perception of the net effectiveness of any proposal," he concluded.

Blacks hit at firemen stand

The decision by the Johannesburg City Council's management committee not to recruit black fire officers to work in the centre city area was criticised by leading blacks who described it as "naked racism"

According to Mr Francois Oberholzer, chairman of the management committee, white fire officers would refuse to live in confined married quarters with blacks. They would also refuse to train them.

Other problems black officers would face in town would be the school-

ing of their children and recreation, Mr Oberholzer said

The committee decided that to overcome the shortage white firemen from overseas should be recruited

Mr Shimane Kumalo, a social worker, described the decision as the "madness of apartheid" in view of the high unemployment rate among blacks

Mr Ratha Mokgoatleng, a city lawyer, said blacks viewed this as a further manifestation of an undeclared state of emergency

where all services which had a security bearing had to be kept in white hands

Mr Francis Kodi, a Soweto community councillor, appealed to Mr Oberholzer to reverse the decision

Mr Tom Manthatha, secretary general of the Soweto Committee of Ten, said that Mr Oberholzer and his committee were trapped in their own quagmire. He said the recruitment of foreigners would not wipe off the "Africannes" of the continent

TABLE 2

MEDICAL CARE AND HEALTH EXPENDITURE AS A PROPORTION OF PRIVATE CONSUMPTION EXPENDITURE IN SOUTH AFRICA

	1964	1965	1966	1967	1968	1969	1
Private consumption expenditure* (Rands - millions)	4 463	4 857	5 267	5 691	6 237	6 898	7
Medical care and health expenditure expressed as a percentage of private consumption expenditure (percentage)	3,05	3,02	3,10	3,02	3,00	3,10	3

* includes: food, beverages, tobacco, clothing, footwear, rent, fuel, power, furniture, equipment, household operation; medical care, health expenses, transport, communication; recreation, entertainment; miscellaneous goods and services.

Reference: South African Reserve Bank, Quarterly Bulletin, No. (June 1972, p.70).

Figure 1: BREAKDOWN OF THE PRIVATE CONSUMPTION EXPENDITURE IN SOUTH AFRICA ON HEALTH SERVICES (1959)

SA to get its first black mine captain

RDM
16/4/81
177
~~211~~
~~133~~

By STEVEN FRIEDMAN
Labour Reporter

A SOUTH African mine is to appoint the country's first black mine captain according to the Mine Workers Union

The Rightwing MWU seems set to make a major political issue of the appointment — at a time when intense election battles are being fought in mining constituencies

It says the black man is to take the place of a white mine captain who has been promoted at Bank Colliery, a Witbank mine owned by the Anglo American Corporation

The MWU claims the appointment demonstrates that black job advancement threatens white miners' jobs, because a white did not get the post

The MWU bases its information on a news item in the Witbank News, which says that Mr Frans Zungusa, a Bank Colliery black worker, is completing his practical training for a Mine Captain's Certificate and will soon be promoted to mine captain

The report says he will take the place of Mr Frik Bezuidenhout, who is to be promoted to a higher position

The post of mine captain is a senior official's job which has hitherto been closed to blacks

In the latest issue of its journal, The Mineworker, the MWU publishes a picture of Mr Zungusa. And the MWU general-secretary, Mr Arrie Paulus, writes "Now you can see for yourself what Mr Zungusa looks like

"Look again at the photo and you can see (probably) the first senior black member of the Underground Officials Associations" (The UOA recently opened its doors to black members)

Mr Paulus adds "And if you look again, you can perhaps see the first black member (in the future) of the Collieries Committee of the Chamber of Mines"

Labelling Anglo American the "African Advancement Corporation", Mr Paulus asks his members to "note well that a white has not been promoted to

take Mr Bezuidenhout's place"

He adds "If there are still men in the mining industry who doubt that blacks will also replace other whites, my sympathies lie with them"

According to Mr Paulus, the promotion of Mr Zungusa contrasts with assurances given to white miners by the Minister of Mineral and Energy Affairs, Mr F W de Klerk, and the Minister of Manpower Utilisation, Mr Fanie Botha

He says the MWU has asked Mr De Klerk to give it written assurance that blacks will not get the same job advancement concessions in "white" South Africa as they have recently been granted at the Impala Platinum Mine in BophuthaTswana

The MWU, according to Mr Paulus, has also asked Mr Botha for an assurance that blacks will not be given blasting certificates on the mines

● Spokesmen for Anglo American could not be reached for comment last night.

(Report by Steven Friedman, 171 Main Street Johannesburg)

INFANT MORTALITY RATES PER 1000 LIVE BIRTHS
1963-1977



Miner's prank sparks political storm

By STEVEN FRIEDMAN
Labour Reporter

A POLITICAL storm in mining constituencies has been prompted by what mining sources yesterday described as "a practical joke".

The storm has been occasioned by claims by the HNP and the Mine Workers Union that a black man has been appointed a mine captain — a senior officials' post — at Bank Collieries a Witbank colliery owned by Anglo American.

HNP pamphlets on this claim have been distributed in key mining constituencies and the Rightwing MWU has published it prominently in its journal, The Mineworker distributed to 17 000 members.

Both bodies are using the claim to back their assertion that Government labour policies threaten white jobs.

Union and employer sources said yesterday the union had been 'hoaxed', pointing out that mine captains require blasting certificates which cannot be granted to blacks. They say it originated from a practical joke played by two mine officials on a local Witbank paper.

However, Rightwing miners continue to claim there is a grain of truth in the assertions and at a meeting in Barberton on Wednesday night, a miner claimed two blacks were being trained for mine captains' jobs.

Yesterday both Anglo and the Underground Officials' Association, the mine union to which mine captains belong, said the claim was "absolutely untrue".

According to industry sources, two white mine officials at a first aid competition persuaded a reporter from a local paper, the Witbank News, that a black miner, Mr Frans Zungusa, was to become a mine captain.

The reporter believed them, and the paper published a photo of Mr Zungusa, saying he was to become the country's first black mine captain. When the paper discovered it had been a victim of a prank, it published a correction.

A spokesman for Anglo American said yesterday that the corporation had one coloured mine captain on a De Beers' diamond mine.

He added: "We can categorically deny that any black workers are being trained as mine captains by us. Would we be silly enough to risk a major incident by taking a step like this without consulting the unions concerned?"

Mr Doc Coertse, general secretary of the Underground Officials' Association, said the man responsible for the practical joke had been disciplined by Bank Collieries.

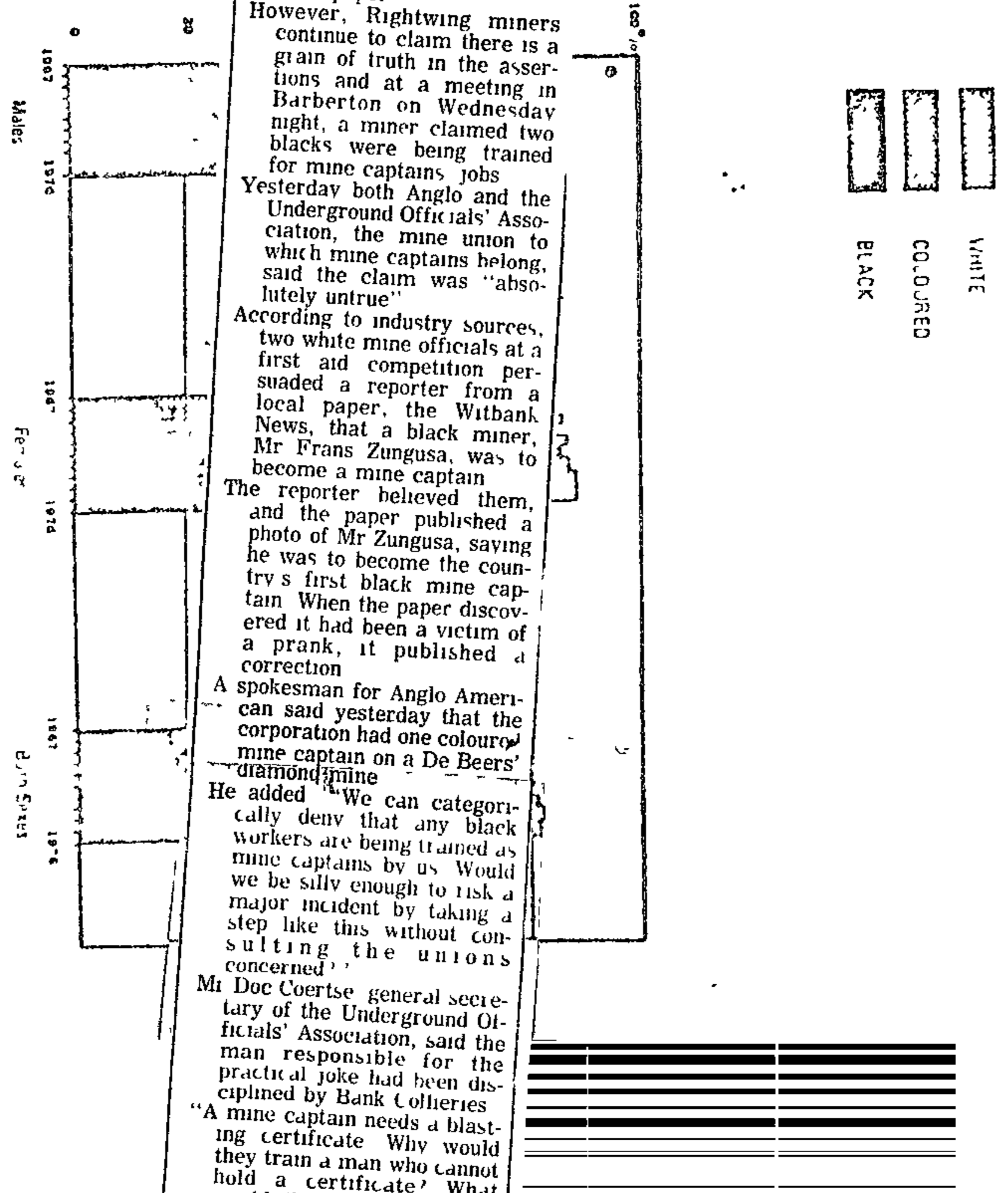
"A mine captain needs a blasting certificate. Why would they train a man who cannot hold a certificate? What would they do with him?"

Mr Coertse asked Mr Arrie Paulus, general secretary of the MWU, declined to comment.

(Report by Steven Friedman, 171 Main St, Johannesburg)

DAY HOSPITALS

PERCENTAGE OF ALL DEATHS OCCURRING IN PERSONS AGED 55 YEARS OR MORE
1957 to 1976



Males
1957 1961 1965 1969 1973 1976
Females
1957 1961 1965 1969 1973 1976
Dutch Whites

CT 14/5/81
Artisans fear for jobs
in new pay agreement

Staff Reporter

ARTISANS have called a meeting to discuss a new wage agreement which they fear will have the effect of phasing them out in the long run.

The agreement will leave workers in the electrical contracting industry with substantial increase. As part of the agreement the electrical unions have accepted two new types of workers - conduit installers and systems installers.

According to the Electrical Workers Action Committee whose members belong to the Electrical and Allied Trade Union but are opposed to the agreement negotiated by that union the two new types of workers will do work formerly done by licensed artisans but at a lower rate of pay.

The Action Committee said this opened the door for skilled work to be done at unskilled rates of pay. Licensed electricians said they feared for their jobs.

They believed they would be the first to go if there was a slump. They said the agreement would allow further exploitation of the unskilled worker.

The secretary of the Electrical and Allied Trade Union, Mr Cyril Shield, said that although the union was not satisfied with the agreement, he did not believe it would result in licensed artisans being "phased out".

"The artisan will always be

needed to work on individual homes. The work done by the conduit installers and the systems installers will be of a repetitive nature. The fittings are prepared off site and all they have to do will be to put the job together.

Mr Shield disagreed that unskilled workers would be further exploited and said the agreement would force bosses to recognize work done by the workers.

The meeting to discuss the agreement will be held at the Methodist Church Hall, Kiplington Road, Hazendal at 8 pm today.

~~177~~

177

~~177~~

FM 5/6/81

Aggro over assistants

More fuel has been added to the simmering row over government plans for labour reforms in the mining industry. Angry white mineworkers have again accused Anglo American Corporation of training blacks for posts which are presently reserved for whites only but which the government may open to blacks in the future.

Anglo American however strongly denies this is happening. We train blacks and whites but we have never ever trained any man to undertake a job to

which he is barred by law - says a spokesman for the corporation.

The row has its origins in white mineworkers' suspicions that the government intends abolishing job reservation on the mines. In March the Herstigte Nasionale Party issued pamphlets which claimed that a still secret Wiehahn Commission report recommends just this. A major fear of white mineworkers is that the government will allow blacks to have blasting certificates - and the militant Mineworkers' Union (MWU) has threatened

to call a general strike if this is permitted.

The latest development in the controversy arises from a report in the *Witbank News* in March that a black miner Frans Zungusa was being trained as a mine captain to replace a white miner on Anglo's Bank Colliery near Witbank. The newspaper later denied that there was any truth in the report which had apparently resulted from a hoax. Anglo also made a similar denial and says that the man had in fact been attending a first aid course.

There the matter may have rested but in the latest edition of *The Mineworker* - official organ of the MWU - further allegations are made about Zungusa. Unnamed informants who are quoted by the publication claim they were informed by the Anglo public relations division that the statement that Mr Frans Zungusa was appointed as a mine captain was untrue - he was only being trained for such a position.

Claims *The Mineworker*. It is obvious that the Anglo American Corporation is in possession of information pertaining to the Wiehahn report. That is why the corporation is training blacks for future developments. AAC is not going to be caught napping. When the whistle goes the corporation will be ready with trained blacks.

The Anglo PRO concerned tells the FM he was misquoted. He says he merely told *The Mineworker's* informants that Zungusa was being trained and he definitely did not say the black miner was being

~~the "Paradise"~~
rather than the
rate of interest
is going to

are a
find
evidence

trained for the position of mine captain.

Despite all the emphatic denials from Anglo MWU general secretary Arrie Paulus is still very suspicious. When asked by the FM if he had any other grounds for believing that blacks are being trained for white-held jobs, he said blacks were being trained to assist white miners who are experiencing production problems at Anglo's President Steyn mine. Paulus fears a logical consequence of this will be that 'he assistants' will edge their way into jobs held by whites.

An Anglo spokesman replies. The training which team leaders are undergoing at President Steyn is part of the employee development programme (EDP) being introduced on all AAC mines and at all job levels. The programme is aimed at improving labour productivity in a period of severe skills shortage by making employees better at their jobs.

The team leaders are undergoing training which will develop them into better team leaders. It is not promotional training aimed at preparing them for jobs presently held by white miners. Training modules are being introduced for the engineering, mining, metallurgical, personnel and financial fields, all with the purpose of improving employee productivity and efficiency.

In the mining sector, for example, white stopers and developers will undergo training to make them better stopers and developers. The programme has received the support of the miners and the white stopers and developers who supervise the team leaders have helped select suitable team leaders for the course which is being run at President Steyn and other AAC mines.

But the white mineworkers' suspicions are bound to continue and could influence the course which the white Right as a whole seems now set to follow (see next story).

Fm. 3/7/81

SKILLED LABOUR

Racial minefield

166
211
177

"South Africa will not be able to realise its developmental potential if it persists in attempting to secure its high-level manpower requirements mainly from the white population group" This government view expressed in the white paper on the report of the National Manpower Commission on high-level labour is underlined in the recent presidential address of the Chamber of Mines

Yet there must be reservations about the implied removal of certain racial barriers governing labour legislation in SA. These are suggested by the recent fracas over the issue between Manpower Minister, Fanie Botha, and his ultra-rightwing Cabinet colleague and Transvaal leader, Andries Treurnicht. The extent of government's promised, more liberal dispensation in the labour field could, therefore, have the brakes put on it despite industry leaders' calls to "open up" to meet the skilled labour shortage

Outgoing Chamber of Mines President, Bill Lawrence, said in his address that "the problem lies in the inability of SA's relatively small white population to supply all the skills necessary to maintain a rapidly expanding economy" Illustrating the skills shortage, Lawrence said that

in the nine months to March this year, skilled worker vacancies on the gold mines alone increased by more than 40% to 2 609 of which over a thousand were for artisans, mainly electricians, fitters and boilermakers Vacancies for holders of blasting certificates amounted to 684

"It is difficult to see how expansion plans for the industry, involving envisaged expenditure of R12 billion over the period 1980-1985, can be implemented in the face of such a worsening skilled manpower situation," said Lawrence About 100 000 jobs, mainly unskilled, are expected to be created with the industry's known expansion plans He warned, moreover, that "to the extent that new projects in this programme are delayed, postponed or cancelled, so will the social and economic progress of the country as a whole be retarded"

Significantly, Lawrence stated that the mining industry was aware that "the better utilisation of manpower is a sensitive issue" and, somewhat curiously, if diplomatically, accepted the task "to persuade organised labour that this can be done in a non-discriminatory fashion without jeopardising the employment opportunities of any racial group"

This can be taken to refer to the white Mineworkers Union (MWU), which has traditionally opposed the job advancement of blacks which they see as threatening

their positions Asked to comment on the apparent intention of the Chamber of Mines to promote "full and equal opportunities" — as emphasised also in the White Paper — MWU president Arrie Paulus said he had "no comment" to make until he had studied the forthcoming Wiehahn Commission recommendations on labour legislation The report, Wiehahn's sixth, deals with statutory discrimination in the mining industry enshrined in the Mines and Works Act And judging from the tone of Lawrence's address, the Chamber would be disappointed — assuming Wiehahn does in fact advise more liberal practises — if government's reaction is then to stall

This scenario can by no means be dismissed in view of extreme rightwing reac-

tion shown in the general election, when the right espoused the "interests" of the white mineworkers The issue has apparently found a new champion in Treurnicht. And despite the PM's assurance, that no differences of principle exist in the ruling party, Treurnicht's intervention in labour policy could open a can of worms that will gnaw away any progressive measures Wiehahn is expected to recommend

Magistrate's court in a new staffing crisis

Star 3/7/81 (175)

By Rashid Chopdal
A shortage of administrative staff has plagued the Johannesburg Magistrate's Court since its second crisis in a year. Many have left because of dissatisfaction with salaries.

A source told The Star that the administrative section was 45 percent understaffed and it was imminent that trainee prosecutors and court orderlies would be used as clerks to relieve the crisis.

Another source said the staff drain increased after the mid-Budget in March indicated that public servants would not be getting much of a pay increase.

Staff interviewed said that they were fed up with the Government for not showing consideration for their hopeless and in-

adequate salaries. They said that in most cases those who had left were not being replaced and the present staff were now doing the work of two or three people each.

Staff said that in the court section they worked under pressure to complete their daily duties.

It was a "miracle" that they had managed without working overtime.

It was not unusual for a clerk to do the work of two or three courts. One said such difficulties did not cause a delay or backlog of trials.

In another section a woman said she was doing the work of two others under trying conditions.

Mr J. A. van Dam, the Chief Magistrate, confirmed that there was a shortage of administrative

staff. He said the figures given to The Star were too high but declined to reveal the number of vacant posts because it was not in the interest of your readers.

Mr van Dam said staff had left because they had been offered better salaries elsewhere.

He also said that no skilled staff (trainee

prosecutors or court orderlies) were about to be used as clerks. The exodus of junior and experienced prosecutors for better pay had slowed said the senior public prosecutor, Mr A. P. de Vries.

There had been only one resignation since April 1 — from an unqualified prosecutor unhappy with his pay.

He attributed the drop in resignations to the non-pensionable allowance of up to R400 a month which prosecutors and magistrates in South Africa began receiving in June.

Mr De Vries said there were still 10 legal posts vacant and some former employees were applying to return. There was no crisis he said.

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First JALC
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ARCHITECTURE (Continued)

BUILDING

World Bank loan for Malawi

The Star Bureau

WASHINGTON — The World Bank has approved a 45-million dollar loan to Malawi to support an economic-recovery programme.

Malawi has had a good record of economic performance since its independence in 1967, says the World Bank.

However, its balance of payments has deteriorated in the past three years. Terms of trade have fallen for its two major exports (tobacco and tea) and the cost of imports has increased.

The recovery programme is designed among other things to diversify the export base, encourage efficient import substitution, and improve the financial performance of the public sector.

The World Bank loan is for 20 years, including five years of grace, with interest at 9.6 percent.

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in any year of study.

PLANNING
REGIONAL
URBAN &

(Continued)

QUANTITY
SURVEYING

8/9/7/8
 Deaths due
 to shortage

of nurses

Own Correspondent

CAPE TOWN — Professor H de V Heese, head of Groote Schuur Hospital's department of paediatrics and child health, yesterday confirmed that the increased death rate among infants in the hospital's neonatal section had been partly a result of a shortage of nursing staff

"There has certainly been a relative shortage of nurses for the patient load we have here, he said

Professor Heese was reacting to the denial of the nursing shortage by the Deputy Director of Cape Hospital Services, Mr D J Retief

Mr Retief is correct in saying we have applied for the creation of extra nursing posts, but that is because we are extending our neonatal services next year," said Professor Heese

Award who has shown at the end

ing Construction. est student in the ing Construction.

S A Brick Association Prizes For the best student in the

I : N D G Sessions
 II : A R Low Keen
 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
 P R Swift
 For the student obtaining the highest marks in Professional Practice.
 The Committee of the Western Cape Chapter of Quantity Surveyors' Prize

Bell-John Prize For the best all-round student in any year of study.
 P C Key

PLANNING
 REGIONAL
 URBAN &

QUANTITY
 SURVEYING
 (Continued)

By SHELAGH BLACKMAN
UNDER the spotlight of Port Elizabeth Municipality's staff crisis, allegations have been made that the white municipal trade union, Saame, is blocking the hiring of blacks

According to the municipality's personnel manager, Mr M J Shand, the staff overall was 20% under complement and town planning operated on only half staff

Mr Shand said all jobs in the municipality were open to members of all race groups, but this contention has been queried by several officials

One, who asked not to be named, said the hiring of blacks for certain positions was being blocked by the South African Association of Municipal Employees (Saame)

Another informant said a recent proposal to employ coloured meter readers was opposed by Saame who opted for white women instead

Approached today, Saame's chairman, Mr J A Howcraft, described the job of meter reader as a "traditional white area job"

He said Saame was against the municipality taking on blacks at low salaries at the cost of white employees

"We have co-operated with the council in opening certain positions to blacks but not at the cost of our members. We have to protect the white mu-

Saame accused of job bias towards blacks

E. Post

13/78

177

~~262~~

~~138~~

nicipal staff," he said

Where whites could not be found to fill the positions, then Saame had no objection to blacks being taken on, he said

Mr Terry Herbst, a city councillor, said Mr Howcraft's statement about protecting whites was "most revealing" and was in "direct conflict with the council's declared policy that race plays no part in selection"

He believed the interests of Port Elizabeth would be well served if an urgent meeting between the council and Saame was called to thrash out "this ridiculous situation"

The deputy chairman of the Coloured Management Committee, Mr W J Dietrich, said that in theory blacks were supposed to be able to apply for any job in the municipality but

"they know they will encounter difficulties when they do so"

He cited the example of the Fire Department where no accommodation was available for blacks

"It is time that white organisations like Saame stopped trying to prevent the inevitable. A fifth of the population of South Africa cannot carry on providing essential services — the only answer to unemployment is to provide a large pool of experts by training blacks and having all jobs open to them," he said

The chairman of the Indian Management Committee, Mr R Bhana, said the efficient running of the city was the top priority

His committee was aware that Saame were the "chief

instigators" behind the blocking of black appointments

The chairman of the council's Policy and Resources Committee, Mr A Ward Able, said the council had a good working relationship with Saame

"Provided we satisfy them that we cannot get sufficient white staff, then they have no objection to our employing blacks," he said

The municipality was not a haven for whites wanting "sheltered employment", he said

Mr Ben Olivier, a councillor, said he was sure no adequately-qualified blacks were available to apply for positions such as town planner or land surveyor

GOVT ARTISAN POLICY URGED FEELS MR O'S LASH

By STEVEN FRIEDMAN
Labour Reporter
MR HARRY Oppenheimer has sharply criticised the Government's policy of training workers for skilled jobs in racially segregated institutions, warning that this could strengthen the unwillingness of white unions to accept black apprentices.

Mr Oppenheimer, chairman of the giant Anglo American Corporation says in his annual statement there is a surplus of places at "well-equipped technical colleges and technicians for whites at a time when there is a critical shortage of such facilities for blacks."

He says it is "absurd to leave white institutions half empty and then proceed to build separate facilities for blacks."

This was expensive and "al-

most certainly means in practice that the facilities provided are not equal - which serves to strengthen the white unions' unwillingness to accept black apprentices from such colleges.

The Government has accepted the training of black artisans in "white" areas, but in separate institutions. Some white artisan unions say the black institutions will be inferior and that artisan standards will be lowered.

In a recent white paper, the Government reiterated its willingness to allow some blacks into white training institutions but said it continued to support separate training "as far as possible".

Commenting Mr Oppenheimer says "If we persist in tackling these vital matters with the timidity evident in this

proviso the difficulties in the way of training the large number of skilled blacks we vitally need will become insuperable."

Mr Oppenheimer says the gap between black and white education "remains the most serious obstacle to economic growth and better race relations".

Although the Government had committed itself to equal education for all races, "the rate of advance is painfully slow and gross inequities remain".

Mr Oppenheimer also defends efforts to narrow the racial wage gap and pay black workers above the poverty line against charges that this is inflationary and causes unemployment, because it encourages employers to mechanise.

He adds that he is not satis-

fied that the trend to a more mechanised higher wage structure in the "advanced economy" is undesirable.

This did not, however, apply in black rural areas and Anglo had formed the Labour Intensive Industries Trust, which aimed to expand black job opportunities "by initiating or expanding labour-intensive industries".

The recently-formed Small Business Development Corporation would also play a 'significant part' in creating jobs if it was run "imaginatively and with the minimum amount of red tape".

In his statement, Mr Oppenheimer also revealed that Anglo had allocated R500 000 to schools in the "poorest rural areas" of the country and had financed the building of a black technical college on the East Rand.

Courage urged in race reforms

By STEVEN FRIEDMAN.

MR HARRY Oppenheimer is "reasonably confident the Government will continue with the reform programme "to which it has committed itself", but says this will cause increased unrest in the short term.

He adds in his chairman's statement that he believes the Government is "honestly seeking" a method of power sharing between all races but that "it has not yet found it".

To find this method it would have to show greater courage than any previous South African Government.

Mr Oppenheimer says reform will create greater turbulence in the short term but offers much greater hope for the long-term future.

Employers and the Government would be wise to move as rapidly as possible with the removal of race discrimination. "Nothing is more dangerous than half-hearted reform," he states.

But neither the Government nor industrialists should expect gratitude or praise from black workers or politicians for the changes it is seeking to bring about.

"On the contrary such advances are likely to be met by new demands heightened unrest and open expressions of hostility which in the past it was thought prudent to conceal," he says.

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Award

ho has shown
at the end

Civil service resists call for all races

Sta 16/7/81

176

2/2/81

By Chris van Gass, Pretoria Bureau

The Government is trying to keep the public service as white as possible despite mounting calls to employ other races to relieve the critical staff shortage.

Senior public servants have described proposals to use other races to alleviate the crisis — almost 17 000 jobs in State departments are vacant — as logical and realistic.

At the same time the Public Service Association (PSA) which represents the country's 77 000 civil servants has given a "conditional" nod to employ other races to fill vacant posts.

But this came only after an undertaking by the Minister of Public Administration, Dr Andries Treurnicht, that it was not Government policy to flood the civil service with blacks.

"NO MOVE"

Senior officials in the department were at pains today to point out that at present there was no move to open the doors of the civil service to other races, saying there was a shortage of black skilled and technical workers.

Other public services such as the Railways and Post Office were employing an increasing number of black, coloured and Indian workers in semi-skilled jobs to maintain standards.

The president of the PSA, Dr Colin Cameron, said a clear distinction had to be drawn between managerial posts and "production units" or "functional posts" when it came to considering the employment of blacks.

POLITICAL QUESTION

The use of other races in managerial posts was considered a political question and "a decision for the Government."

The PSA did not foresee problems with the use of blacks in functional posts.

"If there is no alternative we will not oppose the use of other races, but only on two conditions.

"The shortage must not have been created artificially through poor pay and those appointed must be suitably qualified and standards must be maintained," said Dr Cameron.

A senior official of the department said it had not been the Government's intention to use the pay question to discourage whites and encourage other races for particular posts.

End job preference — call for new deal

By Hugh Robertson

THE Cape Town Community Council, the body recognised by the Government as being representative of the city's black community, has asked the Minister of Co-operation and Development, Dr Piet Koornhof, to scrap the coloured labour preference policy and introduce a new deal for blacks in the Western Cape.

The council, elected by residents of Langa, Nyanga and Guguletu, also wants a moratorium on pass arrests and deportations and the legalisation of thousands of blacks living and working in the area illegally.

A meeting is to be held with Dr Koornhof tomorrow to hear his answers to the 'new deal' proposals.

SERIOUS TROUBLE

The chairman of the Cape Town Community Council, Mr E B Lubelwana, said in an interview today that his organisation has appealed to Dr Koornhof to abandon the coloured labour preference policy, which reserves a large number of jobs for coloured workers only.

Mr Lubelwana said his council had also asked Dr Koornhof to grant 99-year leasehold rights to blacks in the Cape Town area, along the same lines as had been granted to

blacks on the Witwatersrand and elsewhere

He warned that the present wave of pass arrests in the Cape Town area could not continue without 'very serious trouble'

'Believe me, if they had a choice these people

would not face arrest and deportation in a cold, wet winter. Something must be done to end all this and it must be done soon'

Members of the Community Council pointed out today that all leading coloured spokesmen and

the largest political movement in the coloured community, the Labour Party, had also called for an end to the coloured labour preference policy

So had Dr Erika Theron, chairman of the
(Continued on Page 3, col 6)

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Theron Commission, who had earlier supported the policy. And the Department of Sociology at Stellenbosch University, often associated with National Party thinking, had described the policy as outdated.

In its 1980 annual report, the National Manpower Commission urged the Government to give 'urgent attention' to the scrapping of the policy. The Department of Labour, in a study of

New deal call

labour patterns in the Western Cape, found that coloured workers were now employed mainly in skilled and semi-skilled jobs and that migrant blacks should fill vacancies in other levels.

The Bureau for Economic Research at Stellenbosch University has also

urged the Government to embark on a new deal for blacks in the Western Cape and has specifically called for an end to the coloured labour preference policy.

The only organisation known to have supported the policy in recent years has been the National Party, whose 1978 Cape congress gave specific backing to the policy at the urging of the Prime Minister, Mr P W Botha, who was then Minister of Defence

Thus there appears to be no solution to the problem of shadow prices, res are difficult to calculate. McKean has concluded the problems associated with shadow pricing, the use of where these exist may be no more subjective. However, sector, there are no markets. Use of costs incurred by is in the treatment of illness for example, may be very ns of the true cost of resources There appears to be actual alternative the direct costs of treatment, much cost information is ospitals and clinics but from an economic point of view, nysystematically (9) This cost information is arranged sis describing how much expenditure under categories much , pharmaceuticals, dressings, catering, laundry, X rays, valuation would be facilitated if costs were accumulated sponsibility and by types of treatment, although the overheads presents some difficulty. Throughout data are number of admissions, average length of stay, number of ercendances (with varying definitions of attendance - rarely number of beds occupied. From thus the average cost per alculated However this is a misleading figure as re going to a patient varies according to the nature and f a disease For example, the average cost over all in- operating theatres is assigned to all patients regardless are in medical or surgical wards. Feldstein has indicated roubles which need to be taken into account when calculating st - hospital size, casemix, quality of care provided, thing activities Furthermore, average cost is not a = for evaluation. What is needed is marginal cost - which cult to calculate from available statistics. On the arginal cost, Feldstein points out that if the long run the average cost per case, then admission rates substantially higher (if doctors and ad- d they generally look at average cost.) (10) determined by collecting information e time spent waiting at hospital, the and the time and expense involved in

in the correct way to evaluate the he taken off work due to ill-health, ath, disability - the loss of working time/.....

health care, the question arises whether willingness to pay represents

(12)

Thus there appears to be no solution to the problem of shadow prices,

(13)

Council to discuss recruitment of black firemen in PE

E. Post (253) (177) (275) (177)

28/7/81

By VIRGIL GONCALVES

THE acute shortage of firemen in Port Elizabeth might soon lead to the employment of blacks and recruitment overseas

According to informed sources the shortage was recently discussed at a closed meeting of the Policy and Resources Committee and will be discussed in committee by the City Council at its meeting on Thursday

The recommendation to employ blacks and recruit firemen overseas has been accepted by the Policy and Resources Committee

At present there is a general shortage of staff in municipal departments

Recently, a senior official described the shortage "as beyond the critical stage"

Mr M J Shand, personnel manager for the municipality, said today there was a shortage of 20%, generally, with the town planning department operating on half quota

Port Elizabeth should have 65 firemen, but has 15 to 20 vacancies

Though the provision of finance for dormitory accommodation had been made on the estimates, at present the Southern fire station was the only one with dormitory accommodation

Dormitory accommodation for the Central and Northern fire stations was in the pipeline and would enable staff to

work an 84-hour week instead of the present 120-hour week

The proposed call-up of fireman to do military training was expected to aggravate the position

The Cape Province Municipal Association's executive committee recently expressed concern about firemen having to do military duty

From the end of the year firemen, who were previously exempted from military training will have to do their basic training

Chairmen of City Council committees were reluctant to discuss the matter today

However, Mr A Ward Able, chairman of the Policy and Resources Committee, said the position generally with regard to employment in municipal departments was "a matter of long-standing discussion"

It had become more pressing of late and a "more active policy" had been advocated

One of the problems regarding the recruitment of staff was finding employees with the necessary qualifications and experience

"Efforts have been made to get the same kind of tax incentive relief for training as given to private enterprise by the Government," he said

Mr Bill Hayward, chairman of the Works and Traffic Committee, who has previously advocated the employment of black staff in the public and private sector, said that prior to the amalgamation of

Walmer with the Port Elizabeth municipality, Walmer's fire department had been manned by blacks

He said the service had operated "most efficiently"

If the recommendation was accepted, it could help solve the dilemma of providing fire fighting services in black townships

The City Council recently discussed a motion that the services be withdrawn from areas under the control of the East Cape Administration Board

The Fire Chief, Mr G B Estment, had proposed that the council withdraw its fire fighting service from the townships unless the board helped finance it

Mr Estment said today it was not in the department's interest to comment on the recruitment of black staff at this stage

However, the status quo remained as far as the provision of services to all areas was concerned

At this stage the department would continue to serve black townships unless instructed by police not to enter the area, he said

Mr M Kritzinger, the secretary of the South African Association of Municipal Employees (Saame), said that as the branch's executive committee had not discussed the recruitment of black firemen, he preferred not to comment at this stage

White workers 'need not fear for their jobs'

Star 30/7/81 (177)

Own Correspondent

White workers need not fear they will be crowded out of their jobs because job reservation laws are abolished

This view was expressed by Professor Nic Wiehahn of the School of Business Leadership at Unisa

During his term as president of the Industrial Court he had never heard a single complaint from any white man saying he had been displaced by a black worker, Professor Wiehahn said

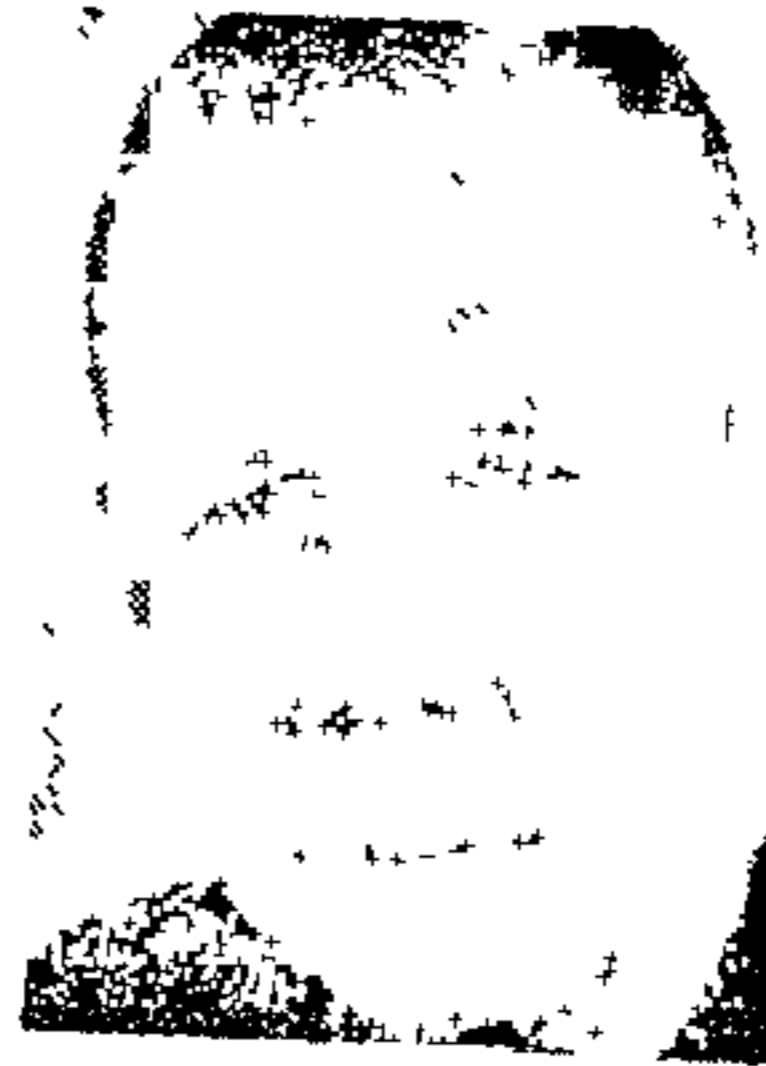
He was speaking to the Pretoria branch of the South African Institute of International Affairs

Another member of Unisa's staff, Professor Willem Kleynhans, had reacted to Professor Wiehahn's talk by saying that it was all very well to glibly introduce changes in the South African situation, but the white electorate was not prepared to accept the full implications of such reforms

Professor Wiehahn said the shortage of artisans



Professor Wiehahn . never a complaint.



Professor Kleynhans . "electorate not prepared"

meant whites simply were not available to fill existing jobs

Since job reservation had begun disappearing in certain factories, the productivity of some white staff had been rising, Professor Wiehahn said. Presumably this was the result of a new kind of competition

The debate about South Africa's new labour dispensation was not a debate about a choice between a safe course and a

dangerous course. Professor Wiehahn said it was about a choice between one route that was less dangerous and another that was more dangerous

The new dispensation had taken much of the wind out of the sails of South Africa's foreign critics

In Italy he had asked to speak to the communist trade unions. They told him to come to their headquarters and there

they confronted him with a 'people's trial' scene

He sat on an isolated chair facing seven people, behind whom various propaganda posters had been hung

One poster showed a crucified black man with a crown of barbed wire, another showed the black power salute, and yet another showed black workers on the march

"The posters were presumably removed after I left, to be replaced with appropriate posters for the next visitor"

They asked him to state his case. He did so, explaining that South Africa was moving towards a pure meritocracy

They replied they thought white South Africans were "exploiters, abusers and murderers," but added the Wiehahn Report had "defused the revolution"

"You have moved over from tactics to strategy" Professor Wiehahn was told

- 8 -

- 7 -

Hypotheses are made early in the clinical encounter. The process will depend on the potential urgency of the case. This paper lays stress on the consultation and the patient care because these are integral to the process of general practice. However, the content must also be examined in relation to training. There are five areas of knowledge to the general practitioner

- Health and Disease
- Human Development
- Human Behaviour
- Medicine and Society

The Practice

Health and Disease

Traditional medical teaching has always been based on disease and its treatment. Today there is a growing emphasis on maintenance. It is felt that the family physician is to recognise those patients who are vulnerable or at risk and practise preventive medicine. Hodgkin describes four ways in which the general practitioner may practise preventive care.

- (a) Early diagnosis and appropriate treatment to prevent the serious consequences of disease
- (b) Prophylaxis of infectious disease by the numerous

Diamond

Star. 1/9/81

UNION WINS

(135) (177) (278)

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."

Blasted report to amend Blasting Jobs to miners' frequent job law violations'

RFM 111 81

216
117

Mail Correspondent

THE Wiehahn Commission has found frequent violation of regulations on South African mines with workers doing jobs for which they have not obtained certificates

It pointed out in its report in Parliament yesterday that a consistent shortage of 250 white holders of blasting certificates had been reported by the Chamber of Mines

These shortages had resulted in black workers without certificates doing "far white" they were not qualified

"This reduces safety and overall productivity because these people are not formally trained, officially examined and certified and are not accountable in terms of the Act," the commission said

The commission also said

"There is no doubt that white workers have become accustomed to protection based on colour against competition from blacks in the workplace.

"There is no doubt either that it is only a normal human reaction that the removal of any form of protection will generate feelings of insecurity

The fears of white miners seem to centre particularly around the traditional belief — which possibly has some historical justification — that mining houses will endeavour "to replace white workers with black workers at lower wages

"There can, on the other hand, be little doubt that it is in the long-term interest of South Africa and all its citizens — including the white miner — to make work equally accessible to all races"

Job security

The commission recommends the definition be changed on condition that

• Adequate measures are taken to allow the possible apprehension of white workers about their future job security

• Standards of work are rigorously maintained.

• All workers are required to achieve the same level of proficiency in training and experience before being appointed to posts.

• The principle of equal remuneration for work of equal value is maintained.

• Changes in work practices and conditions of employment are not introduced unilaterally by employers but through consultation and negotiation with affected employee organisations.

• Adequate job security measures are incorporated in collective agreements, and

• Adequate protection against racial victimisation is provided for all groups

White unions

The White Paper says the Government has already accepted in principle that statutory restrictive employment measures must be repealed

In its findings, the commission reports that the complete removal of discriminatory measures in the mining industry, with the active co-operation and concurrence of the white unions concerned, appears "capable of achievement" provided the recommended conditions are applied

Mr A Neuwoudt and Mr T S Neehling, who served on the commission, submitted the minority view that the mining industry could obtain enough whites for training in most of the skilled occupations on the mines

They said far too many whites with the necessary qualifications and aptitude for training who sought careers in certain sectors of the mining industry were turned down

"The so called shortage of suitably qualified white workers is thus artificially created by the lack of adequate training facilities and the lack of communication between mines to divert surplus applications to other mines

'Threat'

"This situation seriously threatens the security of the already declining numbers of whites working in the industry," Mr Neuwoudt and Mr Neehling said

They recommended the definition "scheduled person" remain until the industry had established and registered an industrial council or similar organisation able to ensure agreements were legally enforceable

RIAAN DE VILLIERS reports the recommendation is likely to raise the political temperature among white miners

The main union affected is the Rightwing Mineworkers' Union, which is bitterly opposed to blacks winning blasting certificates

Labour sources said yesterday that the proposed formula offered no solution to the long-standing deadlock between mining employers and the MWU, which has pledged to call a general strike if blacks are granted blasting certificates

THE Government has accepted the principle of scrapping race discrimination in the mining industry — but will not amend legislation until measures have been effected to safeguard white miners' job security.

The Wiehahn Commission, in its latest report tabled in Parliament yesterday, recommends the definition of "scheduled person" in the Mines and Works Act be replaced, on certain conditions, by the non-discriminatory definition, "competent person"

Only "scheduled persons" may hold blasting certificates — and only holders of blasting certificates may become fully-pledged miners

The bar on blacks holding them is regarded as the key job reservation measure still on the statute book

The commission said it appeared complete removal of discriminatory measures in the mining industry could be achieved with the co-operation of the white trade unions concerned, provided certain safeguards were applied

In a White Paper tabled with the report, the Government says it is, in principle, in favour of adjusting the job definition "at an appropriate time and in a suitable manner", but emphasises that the employer organisation and the trade unions must take the initiative to reach a compromise

"In pursuance of the proposals made by the parties concerned in this connection or in the light of the pattern which the negotiations take, the Government will determine further action, but wants to emphasise that no legislative amendment will be made before alternative safeguarding measures have been effected

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

tain industries to belong to particular unions, was condemned in a minority recommendation in the first Wiehahn Report as one of the commonest forms of job reservation. Government backed this recommendation and provisionally suspended further closed shop agreements. However, it has now accepted a National Manpower Commission (NMC) proposal to retain the system.

"We don't believe it is necessary," says Rod Ironside, chairman of the Federated Chamber of Industries' labour affairs committee. He complains that the system imposes a restriction on the freedom of organised labour at a time when it is essential to move away from such curbs.

He warns that it will be perceived by many workers as a barrier to their progress and could lead to conflict. In the past the system has "benefited one end of the spectrum rather than the lower end," he says.

The system is regarded with great suspicion by emerging black unions. General Workers' Union general secretary David Lewis says the closed shop is a violation of freedom of association in that it is used to press-gang workers into a particular union. Sometimes the only contact these workers have with the union is when they are signed up. Many workers do not even know where the union's offices are, he says.

Dr Anna Scheepers, president of the Trade Union Council of SA (Tucsa), however, defends the system and says it has played an important role in ensuring industrial peace in the past. She says there may have been unions which have used the closed shop to reinforce job reservation in the past, but points out that some of the strongest supporters of the system have campaigned for a long time for trade union rights to be granted to blacks.

NMC chairman Dr Hennie Reynders says that while there are strong philosophical and practical objections to the system, its retention would, on balance, probably have more advantages than disadvantages.

FM 2/10/81
THE CLOSED SHOP
The NMC stands pat

Government's decision to retain the closed shop system may have been welcomed by long-established unions, but has not pleased organised industry, which warns of the potential for conflict over the issue. The system, which forces workers in cer-

RPM 3.10.81



MINE UNIONS TO SEE Chamber jointly

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.

By RIAAN DE VILLIERS

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. It provided this was done through negotiation between employers and unions.

Among unions represented was the Rightwing Mineworkers Union which has pledged to resist black job advancement on the mines.

Mr 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.

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".

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.

By adding a long list of provisions the commission had opened the way for the Government to drag its feet which it was now

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".

By adding a long list of provisions the commission had opened the way for the Government to drag its feet which it was now

alysed and ineffectual.

What about closed shops?



The job exclusivity and security given to white miners is one of the most emotional social issues in this country. It grew out of the bloody Rand revolt of 1922 and is at the heart of our apartheid laws.

But it is not only a privilege entrenched by legislation. Trade practices long woven into the fabric of the mining industry are also involved.

Whatever the justice of the security government gave to white miners 60 years ago, it was done in very different circumstances to those prevailing now. Technology has advanced, skills are now in short supply and racial attitudes have changed.

In these circumstances, the FM believes that government's response to Part Six of the Wiehahn Commission Report and its willingness to eliminate statutory job reservation are, generally speaking, very welcome. But do they go far enough to be effective?

The non-statutory barriers to equality of opportunity in this industry are possibly greater than the legal ones, which were bad enough despite the fact that there is overwhelming evidence that its growth will be retarded if blacks are not allowed into skilled jobs. There has been an acknowledged shortage of skilled workers since 1964 and since that time there have been contraventions of the law in allowing "non-scheduled" people to do skilled work. Indeed, the overall employment of white union men in the industry has declined by about 37% since 1960.

A recurring theme these past 60 years has been tension between employers and white employees who fear job insecurity if there should be a significant inflow of cheap black labour. Today it might be largely groundless, but it most certainly exists.

The commission points out that a consequence of the Rand revolt was government intervention to introduce statutory work reservation "and thus to settle what the employers and employees seemed unable to settle themselves." There is a rich irony, therefore, in the fact that both government and the commission have pushed responsibility for dismantling effective job reservation on the shoulders of employers and the white unions.

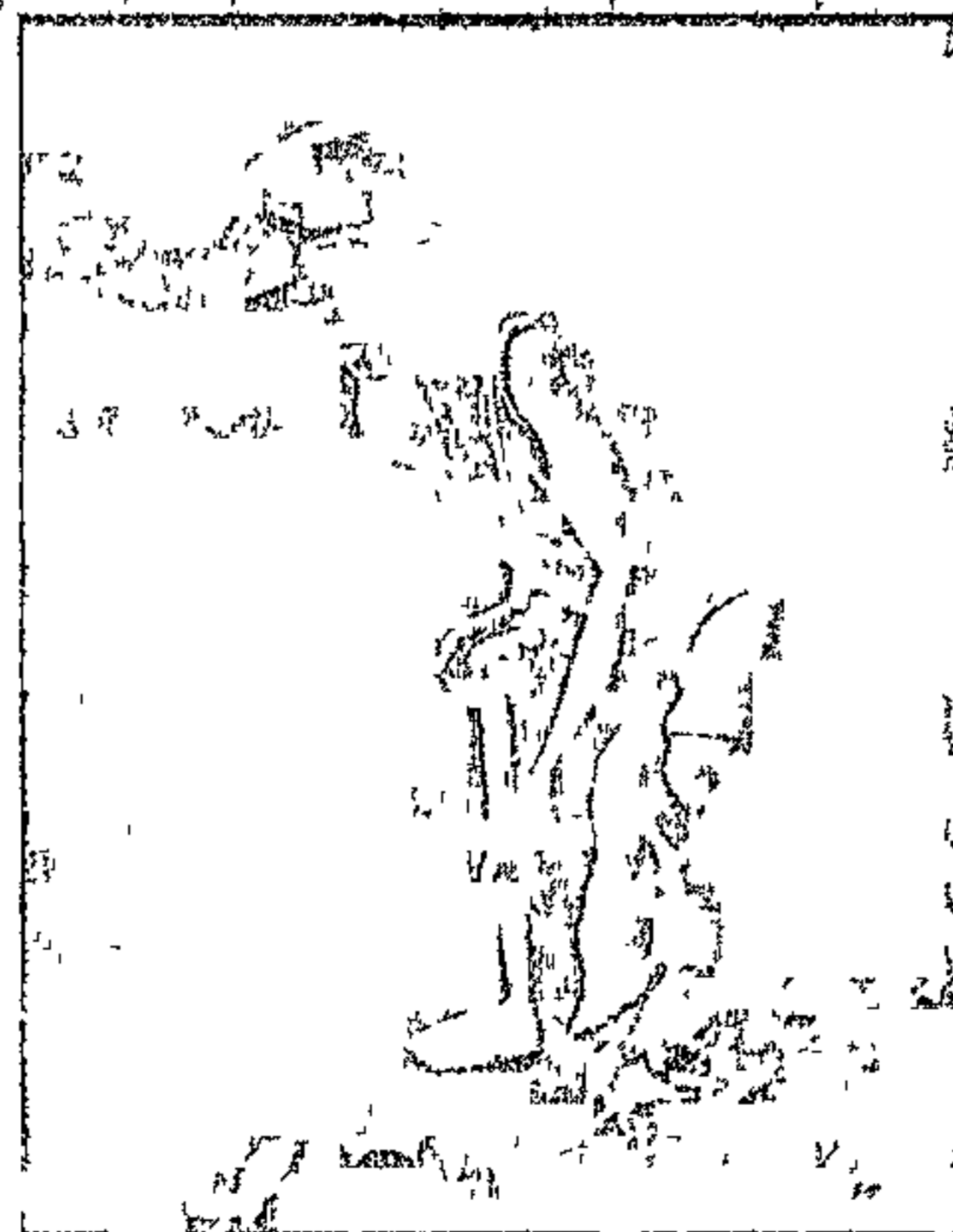
In the past, statutory job reservation on the mines has been regulated by the definition of a "scheduled person" contained in mining legislation. Only such "scheduled" people — whites or coloureds — have been allowed to hold skilled jobs. The commission proposes that this definition should be replaced by that of "competent person" — a

definition which does not take race into account — subject to a number of conditions. These are that

- Adequate measures are taken to allay white workers' fears for their job security
- Standards of work are rigorously maintained
- All workers are required to achieve the same level of proficiency as regards training and experience before being appointed to a post
- The principle of equal pay for work of equal value is maintained
- Changes in work practices and conditions of employment are not introduced unilaterally by employers, but rather with due regard to the process of consultation and negotiation with the employee organisations concerned.
- Adequate job security measures are incorporated in collective agreements
- Adequate protection against racial victimisation is provided for all groups

Government has approved the commission's recommendation, but emphasises that the employers' organisation (the Chamber of Mines) and the trade unions must in the first instance take the initiative to reach an accord through negotiation and co-operation "within a reasonable period of time." Only after these two parties have reached agreement will government adopt the necessary legislation.

There is a fair measure of support among both employers and white unionists for government's insistence that new legislation to abolish statutory job reservation should be preceded by intensive negotiations between them. There are highly complex issues with which they have to deal.



Black mineworker . . . becoming a 'competent' person

But no-one doubts that the negotiation process will be a rough one. "I believe that agreement can be reached, but it is going to be a hell of a job," says Henry Mallett-Veale, general secretary of the SA Technical Officials' Association.

It is significant that, in their minority recommendation, commissioners Neethling and Nieuwoudt (both of whom are white trade unionists) do not totally reject the redefining of a "scheduled person." They do, however, propose that the definition of "scheduled person" be retained until such time as the industry has registered an industrial council or similar body that would be able to ensure that agreements are legally enforceable.

Bearing in mind how easy it can be for either employers or unions to retard negotiations, government has stated that an accord must be reached within a reasonable period. Arrie Paulus, general secretary of the ultra-conservative (white) Mineworkers Union (MWU) has reacted to this by declaring that his union will not be "intimidated."

One of the most tricky issues it will have to negotiate is the one of existing closed shop agreements in the industry, for these are associated with agreed allocation of occupations.

The commission has found that these "constitute a privately arranged form of work reservation." Coupled with the allocation of occupation agreement, which prescribes the occupations to be represented by each union, and therefore the nature and extent of their membership, the closed shop is the ultimate barrier to the advancement of blacks into skilled positions.

The commission proposes that the parties in the industry be urged to negotiate the removal of this work reservation by devising a better basis for the recognition of trade unions than that of the closed shop agreements in association with the allocation of occupations agreement within the existing unions.

Government's response has been to point out that it has endorsed the National Manpower Commission (NMC) recommendation that the closed shop should be retained. But it indicates that further recommendations on the closed shop are still awaited from the NMC. Government says, somewhat vaguely, that the various parties in the mining industry should take note of its position on the closed shop and take the initiative to adopt appropriate measures "where necessary" through consultation and negotiation.

Senior industrial relations managers the FM spoke to welcome the fact that the commission has found that the closed shop promotes job reservation, but are extremely disappointed that government has not taken concrete steps to eliminate this practice. They point out that

The closed shop is a serious curb on workers' right of freedom of association. It deprives them of the right to join the union of their choice, forcing them into a union to which they have to pay money in the form of dues.

It is dangerously misguided to believe that when black miners start to flex their labour muscle they will be willing to do this through white-dominated unions. "Look at it this way, can you imagine black workers being willing to join a union which has done all it can in the past to keep them in unskilled jobs, but which now claims to champion their interests?" says one labour relations adviser.

A major feature of emerging black unionism is the desire of blacks to "go it alone" and have their own unions. It is a trend that managements and government ignore at

their peril. By retaining the closed shop, the way is being paved for severe conflict if a black general workers' union emerges in the mining industry.

If sound industrial relations are to be achieved in the long-term it is essential that employers should be able to deal with union leaders who truly represent the wishes and interests of their members. The closed shop will prevent this from happening.

Some believe that the MWU could double its membership in the mining industry if the closed shop and the allocation of occupation agreement were abolished. But it can be argued that even if this does happen a far healthier situation would have been achieved if one subscribes to the belief that representative union leadership is essential for sound industrial relations.

An agreement between the mines and

unions to phase out closed shop agreements would be ideal. But bearing in mind what an emotional issue this is, the F.M. wonders if it be possible. There is a danger, too, if the white unions filibustering for years, regardless of an official deadline.

In the F.M.'s view, closed shops and equal work for equal pay are restrictive practices against which government should be prepared to take firm action. They entrench privilege and misallocate resources.

The abolition of statutory discrimination on the mines, welcome though it will be, fails on its own to get to the core of the problem. Even assuming material progress in negotiations between the miners and employers prior to the removal of statutory discrimination, the F.M. finds it difficult to see how government can avoid coercive measures to ensure equality of opportunity.



AT THE MEETING



Call to open up business to all

RDM 16 10/88
177

ASSOCOM has decided to ask the Government to open white business districts to all races immediately and to phase in the opening of other business areas.

Delegates at the 79th Assocom conference in Durban also decided yesterday to ask the Government to repeal existing legislation which prohibits the use of black, coloured and Indian managers in white-owned businesses in white urban areas.

Durban businessman Mr Alec Rogoff yesterday suggested the Government had adopted "stalling tactics" over the phasing out of job reservation.

Mr Rogoff said job reservation had been removed in theory, yet businessmen could be prosecuted if they appointed black, coloured or Indian managers in white areas.

The recent South African rugby team to New Zealand had coloured people in its management, he said.

"How can we explain to our staff that their training and advancement is being held back because of their colour?"

It was difficult to escape the conclusion that the Government, while accepting the principle of removing these restrictions, was employing stalling tactics, he said. — Sapa

'Placing blacks in jobs prevented by law'

E. POST
16/11/57

177

Post Reporter

THREE out of five employment and personnel consultant firms interviewed in Port Elizabeth do not place blacks in employment

They claim they are "not allowed to by legislation" and refer blacks to the East Cape Administration Board which acts as agent for the Department of Manpower Utilisation

The Manpower Training Act does not discriminate on grounds of race or sex and registration in terms of the Act is voluntary

"Please don't name us," said a spokesman for a firm which does place blacks at all levels, including middle management "We'll be swamped with black jobseekers if you identify us," he said

He dismissed as "hogwash" claims that placing blacks was not allowed by law

A spokesman for the other firm which places blacks said she did not get many, which was perhaps as well because not many employers asked for

"I would like to take blacks but, quite frankly, I don't understand them," said another.

"They cannot do our tests and companies in Port Elizabeth are not prepared to take them on," she said

A spokesman for a fifth firm interviewed said the "Guidance and Placement Act" prohibited the firm, which has branches all over the country, from placing blacks

But he said his firm definitely would place blacks when legislation was passed allowing it, because there was a tremendous market potential in the black community

'Crisis' in ambulance service

CAPE TIMES 177

19/11/81

~~97 98 103~~

By JANE ARBOUS

THE risk of a patient dying because of the delays in Cape Town's ambulance service was increasing, Dr John Sonnenberg, the Opposition MPC for health matters and City councillor on the amenities and health committee, said yesterday.

Dr Sonnenberg blamed not only the government but the South African Association for Municipal Employees, a white union which opposed the lifting of job reservation in Cape Town's key ambulance, fire and traffic departments.

This "ideological imposition" had led to a staff crisis in the ambulance service. "There are plenty of people ready to be trained. The fact that they are not white should not matter at all," he said.

In spite of doing "a darn fine job", the service was experiencing "unacceptable delays" in emergencies.

The service has to cover 2 000 sq km serving a general population of nearly

two million. Last year the service handled more than 110 000 emergency cases.

A senior spokesman for the local office of the Department of Manpower Utilization told the Cape Times he was aware of the staff problem in the Peninsula's emergency services.

Job reservation

He said the recent Wiehahn Commission had recommended the repeal of job reservation legislation. The government had agreed to this except for a few areas, one of which was the Cape Town City Council.

"Any recommendations by this department would not have a greater importance than those of the commission which was appointed by the State President."

The chairman of the Cape Town branch of Saame, Mr A. J. Uys, said the existence of job reservation was being used as an excuse for the staff shortage.

Pressed on whether he thought the union presented any barrier to people of other races, he conceded that if the post of a white employee fell vacant, the union's job was to get a white replacement. He added that the union would have no objection to coloured people filling any advertised posts on condition that the council had no applications from whites.

Mr Uys emphasized that the union's concern was over the right rate for the job and that it opposed the employment of other races at a lower wage. "This idea that we can get coloureds for less money is nonsense."

"We're not here to keep the coloured man out of a job. He must just get the right rate for the right job."

Mr Uys's argument was dismissed by Dr Sonnenberg who described it as fallacious and "a thinly disguised attempt by the union to practice a form of discrimination and protection."

"Equal pay for the same work" was council policy in all areas, he said.

"The jobs are there, but in terms of job reservation we can only employ a certain percentage of coloureds."

The ambulance service has vacancies for 38 white drivers and co-drivers.

However, a cautious note of optimism was sounded yesterday by the chairman of the amenities and health committee, Mr Emil Riese.

While the council, according to its policy, has repeatedly asked for the lifting of the colour bar over the years, it had recently applied again to the government for more coloured firemen and ambulance drivers, he said.

"We are hopeful that the authorities will agree to this in the near future."

Council workers union is attacked

By NEVILLE FRANSMAN
Municipal Reporter

THE South African Association of Municipal Employees (Saame) — trade union of the Cape Town municipality's 5 000-plus white workers — came under fire from several quarters yesterday.

Speaking during the City's budget debate, a city councillor, Mr Herbert Hirsch, attacked Saame for being "too powerful" and for supporting labour legislation based on race.

And in an interview later, Mr J H Ernstzen, secretary of the 11 000-strong Cape Town Municipal Workers' Association (CTMWA), which represents coloured and African employees, accused Saame of obstructing the appointment of blacks in vacancies previously held by whites.

Their criticism follows an attack by Dr John Sonnenberg, another city councillor and Opposition spokesman on health matters in the Provincial Council, who described Saame as a white union which opposed the lifting of job reservation in ambulance, fire and traffic services.

Elaborating on his budget speech, Mr Hirsch said "Government interference, aided and abetted by the Province, is one of the primary causes of grave shortages of personnel, resulting from crippling job-reservation provisions in the ambulance and traffic departments."

He added that, although he was totally in favour of trade unions, another factor in the manpower shortage was the "immense" power of Saame. He felt the white union was "too powerful".

He said Saame's support for labour legislation based on race had "aggravated the manpower problem", and called for the formation of a single trade union.

Mr Ernstzen said "We often have a person of colour suitable for a vacant post, but then Saame intervenes on the basis that the post had previously been occupied by a white. We often wonder who the appointing authority is — Saame or the City Council? Meanwhile, the CTMWA has never objected to any appointment on merit."

Commenting on the criticism, the Saame Cape Town branch secretary, Mr D Archer, said "If we are accused of being powerful, thank goodness for that. If we had a single trade union, we would be even more powerful. But this can only come about if the national body decides so at its congress."

CAUTIOUSLY FORWARD

FM 27/11/81

177

211

136

Employers and unions in the mining industry have made a very cautious start to the difficult task of reaching agreement over recommendations made in the final report of the Wiehahn Commission

coupled with allocation of occupations agreements, present a formidable barrier to black advancement

The report proposed the abolition of job discrimination on the mines. Government accepted these recommendations but emphasised that the employers and trade unions should themselves reach accord through negotiation "within a reasonable period of time"

It appears that employers and the unions have decided to adopt a cautious approach towards the Wiehahn recommendations. Instead of addressing themselves directly to the recommendations, they are holding a series of weekly meetings at which a variety of labour issues are being discussed. The recommendations will be dealt with as they arise in the course of these discussions

It is going to be extremely difficult to reach an accord. The militant (white) Mineworkers' Union has in the past threatened to call a general strike if blacks are given blasting certificates. In addition, closed shop agreements, when

Sources in the industry concede that this approach might result in it taking a great deal of time to reach an agreement. "But it's a way of getting there," says one

Job board told to seek exemptions

Argus 28/11/81

(177)

A SENIOR Government official says the Cape Town City Council should seek exemptions from the job-reservation restrictions that are blamed for much of the staffing crisis in the city's ambulance service.

But that would not help, says a council spokesman, because any exemptions would almost certainly be accompanied by other restrictive conditions.

The manager of the ambulance service Mr Basil Warner, says job reservation stipulating whites-only and coloureds-only jobs is largely to blame for the staff shortage.

But Mr E A Cilliers, Director-General of Manpower Utilisation, told Weekend Argus: 'We certainly don't want to be a party to a provision that could cause a breakdown of the service.'

He said an application from the City Council for exemption from job reservation provisions would be 'sympathetically considered on its merits.'

But the City Council has not found it quite so simple.

It has already been granted several exemptions and may now employ 44 coloured ambulance-men in a total complement of 271.

But the exemptions are conditional. The existing number of

white posts may not be decreased, and

The coloured drivers and attendant may serve only coloured people in coloured areas.

'So even if we applied for further exemptions,' said Mr J G Adams, Senior Assistant Town Clerk, 'it wouldn't really solve the present problem. We could, I suppose try to justify an increase in the number of coloured posts while freezing white posts but that would be dishonest.'

UNCONDITIONAL

'And it doesn't get round the fact that coloured drivers may drive only coloured patients.'

The council could apply for unconditional exemptions, countered Mr Cilliers.

'If they find the conditions attached to exemptions are not suitable, they must say so,' he said. From early next year the new Municipal Services Commission will sit to consider ways in which job reservation can be scrapped in Cape Town. 'Until we can scrap this business, we are prepared

to be helpful to see that services aren't disrupted.

If the council finds the conditions of exemption are not suitable, then they must apply to have them lifted and the application will be considered on its merits.'

The Perimeter service rated as the best in the country and covering an area of 2 000 sq km, is short of 47 drivers and co-drivers, 36 of them white.

The recent crisis has been partly relieved by the recruitment of medical students to act as attendants during the Christmas period.

But when they go back to university in January the situation may again become critical.

The Minister of Manpower Utilisation, Mr Franke Botha, promised in September 1980, that the two remaining categories of job reservation — one in the mines and one which prevents the Cape Town Municipality from employing black traffic police, ambulance-men or firemen — would be scrapped by the end of that year. This has been delayed, according to Mr Cilliers, by the decision to set up

SCPTICISM OVER OFFICIAL'S PROPOSAL

BY VIVIAN HORTLER

the commission to see just how job reservation can be abolished in Cape Town.

The restrictions were introduced in 1955 in terms of the Industrial Conciliation Act after a dispute between the South African Association of Municipal Employees, a white union, and the council over pay rates.

'They didn't want to pay the traffic constables

more,' said Mr A J Uys, the local president of the union. 'They said why should they when they could fill the posts with coloureds for the same money.'

'So we said no, then we're going for job reservation and this eventually spread to all our former staff including the firemen and ambulance-men.'

Mr Uys said he did not see the issue as a political one.

'I'm not here to make a political thing out of it. I

am here to look after the interests of the white employees, the coloureds have their own organisation (the Municipal Workers' Association) to look after them.

'I've never been in favour of job reservation — I've always been in favour of the right rate for the job. If the council is paying a reasonable wage and they can't find any white employees, then my association says, by all means, employ coloured people provided it is at the same rate.'



Dr Alex Boraine

Call for 'gift' ^{S. Times} lifting ^{10/12/81} of City ⁽¹⁷⁷⁾ job bars ⁽¹⁷⁸⁾

Political Correspondent

AN opposition spokesman yesterday called on the Prime Minister, Mr P W Botha, to make a special Christmas present to Cape Town — abolition of job reservation in the City's emergency services

Dr Alex Boraine, MP for Pinelands and chief opposition labour spokesman, referred to the recent controversy about the crisis in the ambulance service because of a shortage of white drivers

Part of the blame is being placed on job reservation, which is being abolished in most of the country. It is still in force, however, in Cape Town's ambulance and fire services and traffic police

White union

The City Council wants the employment colour bar lifted, but the South African Association of Municipal Employees, a white union, has opposed the scrapping of job reservation in these areas

"With the stroke of a pen, the Prime Minister could give a long overdue Christmas present to the people of Cape Town," Dr Boraine said yesterday.

"He has the power to say to the City Council: You employ the best people for the job, irrespective of race, colour or sex and the government, if necessary, will introduce legislation outlawing discrimination"

Job reservation had largely been abolished by the central government

"The tragedy is that it is alive and well in essential areas affecting the welfare, safety and possibly even the lives of the people of Cape Town," he said

Outmoded

Dr Boraine called on the people of the City to voice their disappointment and strong opposition to "these outmoded and racialistic controls"

"The tragedy is compounded by the fact that there are large numbers of people who have no jobs and would be in a position to fill the vacancies if only the colour bar were lifted"

Mr Botha did not need another conference to tell him what the problem was. Job reservation was part of the sad history of Nationalist government and Mr Botha had the power to change it

MANPOWER - Reservation of WORK

1982

JAN. - DEC.

White union acts to beef up bargaining

By JOUBERT MALHERBE and STEVEN FRIEDMAN

THE country's biggest white trade union is taking steps to beef up its bargaining muscle — now that job reservation no longer protects white workers — and believes other unions will follow its lead.

The Iron, Steel and Allied Workers Union announced in Pretoria this week it would be running a course for union officials and shop stewards aimed at upgrading their bargaining skills and knowledge of unionism

It believes the course is the first of its kind to be run by a white union

The union, with 79 000 members in 770 industries, is a power in the all-white SA Confederation of Labour and its general secretary, Mr Wessel Bornman, is secretary of the confederation

At a meeting in Pretoria this week to announce the course, Mr Bornman said the white worker had always been protected by job reservation

But since that had been abolished, officials of white unions had to be trained on how best to bargain on behalf of their members, he added

Informed

Developments in the labour field meant that officials of the union would have to be kept continually informed about the latest aspects of trade unionism, Mr Bornman said

Independent — mainly black — unions have long placed a strong emphasis on worker education and on building up shop stewards' bargaining skills

But, because white workers have been protected by job reservation, their unions have generally not relied on tough bargaining on the shop floor and have paid little attention to bargaining skills

The Iron and Steel union's announcement could, therefore, herald a new move by these unions to bargain more actively

A spokesman for the union told the Mail that the course was the first of its kind "We are sure other unions will follow suit," he added

177 (199) (152)
Coloureds
won't work
Star 21/1/82
with blacks

Own Correspondent

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

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

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

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

Resist lifting of job bars miners told

D. Dispatch
26/1/82
177
211

JOHANNESBURG — The president of the rightwing Mine Workers' Union threw down the gauntlet yesterday to the government and mine employers who have said they want to end racial job bars on the mines through negotiation

At the MWU's annual council meeting here, the president, Mr Cor de Jager, also urged white miners to resist attempts to open skilled mine jobs to all races

Mr De Jager rejected negotiations on the end of job reservation in the mines, saying this meant the union was expected to exchange the future of white miners for "a bowl of lentil soup"

In doing so, he rejected the government's white paper reacting to the sixth Wiehahn Commission report

The commission recommended that blacks be allowed to acquire blasting certificates ~~on~~ mine

worker can perform skilled work without this certificate, which has been barred to blacks since shortly after the turn of the century

The MWU said last year that its members would strike if blacks were allowed to acquire these certificates

The white paper endorsed the commission's proposal but added that employers and worker organisations on the mines "should take the initiative themselves" by negotiating an end to job bars "within a reasonable time"

Since then, mine employers have been pinning their hopes on negotiations with white miner representatives to end job reservation on the mines

Some mining sources have also suggested that the government could intervene in the issue if the negotiations do not produce a change in racial job bars on the mines

The Wiehahn report on

the mines had "confirmed our worst fears," Mr De Jager said yesterday

The recommendation that blacks acquire blasting certificates would mean that they could "occupy any post on a mine", he added

The director of the rightwing SA Bureau for Racial Affairs, Dr Chris Jooste, told the miner leaders that the government should consider tightening the Group Areas and Immorality Acts, rather than "watering down or scrapping them"

He also called for the reversal of the flow of blacks to the cities and said the recent court judgment establishing the right of migrant workers to permanent city residence rights would "make nonsense" of the present influx control system

Dr Jooste also described the MWU as "our own Solidarity" and said it was inevitable that politics and trade unionism would mix

— DDC

'White miners' fears realised'

By Bob Davis

The day most feared by white mineworkers is said to have dawned

That was the gist of the message from Mr Cor de Jager president of the Mineworkers' Union, to delegates at the annual congress in Johannesburg today

Mr de Jager accused the Government of "steamrollering" labour relations legislation through Parliament, "in order to give to blacks that which traditionally belonged to white workers"

He said "What we

have feared has come to pass

"In terms of a Government White Paper on the sixth report of the Wiehahn Commission, blacks will be allowed to have blasting certificates and will be able to occupy any position on a mine"

The Government had given mine employer and employee groups the opportunity to come to terms on the matter "within a reasonable period"

"In other words they expect us to hand over our birthright in ex-

change for a mess of pottage"

He wanted to warn the Government "You must look at the African states and what is taking place there, across our borders"

"The blacks are not interested in power sharing or confederation, they want to rule. They want to be the lone bosses"

He said blacks had proved since 1979 when they were allowed to have trade unions, that the South African economy was of secondary importance. If they cannot

have their way, they simply go on strike

"I think by now the Government is aware of having a tiger by the tail"

He said if blacks were allowed to have positions of authority in the mining industry, backbone of the economy, they would become increasingly militant

"I fear the day when they start demanding a share of our suburbs, facilities and other privileges now enjoyed by whites"

"Woe the day they ask also for one man one vote"

177
DOM 26/1/62

Job bars the key issue as miners meet

LEADERS of the Rightwing Mine Workers Union will meet in Johannesburg today for the union's annual general council meeting — at a time when the union's support for job reservation on the mines is facing one of its severest tests.

Today's meeting is the first since the Wiehahn Commission, in its sixth report, said blacks should be allowed to acquire "blasting certificates" on the mines after this change had been negotiated with white worker representatives.

No miner can perform skilled work without these certificates, which have been barred to blacks since the early years of this century.

At its last general council meeting, the union took a decision to strike if blacks were awarded certificates and it is certain that the Wiehahn report — which was bitterly attacked by the MWU's general secretary Mr Arrie Paulus — will be discussed at the meeting.

In its response to the report, the Government said the issue of black blasting certificates should be left to workers and employers to negotiate — a move which was seen at the time as a block to scrapping mine job bars.

But there have been suggestions in mining circles that the Government could intervene in the issue again if it appears that the Chamber of Mines and the unions cannot reach agreement, and some mine companies are confident that the end of mine job bars is on the way.

Difficult

In a recent report, the joint chairmen of Anglo American's Free State gold mines, Mr Dennis Etheredge and Mr Gerald Langton, acknowledged that negotiations with the unions would be "protracted" and "difficult", but said they would eventually lead to a nonracial mine labour force.

But the MWU has stuck firmly to its view that only whites should do skilled work on the mines and has warned repeatedly of "another 1922" if blacks are allowed into skilled jobs — a reference to

By STEVEN FRIEDMAN

the 1922 strike by white miners

Today's meeting may give an indication of the MWU's plans to fight attempts to remove mine job bars.

Other issues which may be discussed at the meeting are the union's operation in "independent" homelands — it is known to be uneasy about the position of its members on BophutaTswana platinum mines — and its attempts to recruit non-mining white workers.

The general council is the union's supreme policy-making body, comprised of delegates from a wide range of areas, and its decisions reflect official union thinking.

THE president of the Mine Workers' Union, Mr Cor de Jager, yesterday threw down the gauntlet to the Government and mine employers who have said they want to end racial job bars on the mines through negotiation.

Addressing the Rightwing MWU's annual general council meeting in Johannesburg, he also urged white miners to resist attempts to open skilled mine jobs to all races.

Mr De Jager rejected negotiations aimed at ending job reservation in the mines, saying this meant the union was expected to exchange the future of white miners for "a bowl of len-

til soup".

In doing so, he rejected the Government's White Paper reacting to the sixth Wiehahn Commission report

The commission recommended that blacks be allowed to acquire "blasting certificates"

Mineworkers may not perform skilled work without these certificates, which have been denied blacks since shortly after the turn of the century.

The MWU said last year that its members would strike if blacks were allowed to acquire them

The White Paper endorsed the commission's proposal, but added that employers and worker organisations on the mines "should take the initiative themselves" by negotiating an end to job bars "within a reasonable time"

Hopes

Since then, mine employers have been pinning their hopes on negotiations with white miners' representatives to end job reservation on the mines

Some mining sources have also suggested the Government could intervene in the issue if the negotiations do not produce changes

In his address yesterday, Mr De Jager quoted verbatim from the White Paper and added "According to the White Paper, the Government is generous enough to give an opportunity to employer and worker organisations to reach an agreement within a reasonable time

"In other words, your trade union is expected to exchange even your birth-right, namely your trade and future, for a bowl of lentil soup"

He said the general council — the MWU's policy-makers — would discuss fully the Wiehahn report and its consequences

He told members "You must give instructions to the executive as to what it must do in this regard"

Fears

The Wiehahn report on the mines had "confirmed our worst fears," Mr De Jager said

Acceptance of the recommendation that blacks be entitled to blasting certificates would mean they could "occupy any post on a mine"

Quoting a poem by Langenhoven, he said that miners must not allow that "the labourer (jong) one day becomes the boss of the farm"

In a reference to past resistance among miners to changes in racial job patterns — which culminated in a strike in 1979 — Mr De Jager said "The members of this union have shown, and if necessary will again show, that unfair legislation will not get the better of them"

He added "For the sake of the money bosses and the blacks, the white workers are to be placed on an altar for sacrifice"

But he warned the Government that blacks were "not interested in power sharing or confederations, they want to dominate"

'Tiger'

By registering black unions, the Government had "a tiger by the tail"

Mr De Jager also discussed increases in the inflation rate and predictions of a recession, claiming that the recent boom was "artificial" and was created by the "money power" to bring about a shortage of skilled labour and to make the Wiehahn proposals acceptable

But he warned that the drop in the gold price would make it more difficult for miners to win improvements in their living standards

VIEW JOHANNESBURG OVER JOB BARS

DDM 27/1/82
BY STEVEN FRIEDMAN

24

177

111

111

SAA girl trainees make history

By Richard Paris
Air Correspondent

History will be made in South African Airways today when an Indian and a coloured woman join 42 white women for the first multiracial air hostess training programme

The public relations manager of SAA, Mr. J. C. van Rooyen, said yesterday that there were "hundreds of applicants from women of all races" for the training course, which consists of a month of theory and a month of practical work before they earn their wings.

The integration of women cabin attendants was announced by the Minister of Transport, Mr. Schoeman, last year.

Mr. van Rooyen said he was unable to say how many black, Indian and coloured women had applied for air hostess training, but the total number of women starting the course was 44.

"The course was open to all who meet our standards and only those who pass the examination at a certain level will be flying with SAA," he added.

In an earlier interview on the same subject, the airline's chief executive, Mr. Frans Swarts, said black, Indian and coloured men were not being trained as flight attendants as it has been decided to phase men out of the job altogether and replace them with women.

Abolition of city's municipal job reservation hailed

ARGUS 19/2/82
F&S
477

Staff Reporter

THE announcement that job reservation in the Cape Town municipal service is to be abolished was welcomed today by members of the City Council's Executive Committee.

The Town Clerk, Mr H G Heugh, said the council had been making representations for the withdrawal of job reservation since it was introduced.

It was 'very gratifying' that these had at last succeeded.

Mr John Erntzen, secretary of the Municipal Workers' Association, which represents coloured and black employees, said he hoped this would not result merely in more people who were not white being recruited to build up the traffic and ambulance departments while top jobs continued to be filled by whites.

POLICY

A member of the Executive Committee, Mrs Eulalie Stott, said it had always been the council's policy to make appointments and give promotion on merit, regardless of race.

She said the lack of educational and training facilities for black and coloured people meant that there were not yet enough of them who were qualified to fill the top jobs.

She was sure this situation would change over the next decade.

Mrs Stott said the council already had a large number of coloured employees including shorthand typists.

The council and the mines were the last employers in the country still to have job reservation.

COMMISSION

The council told the Wiehahn Commission that job reservation should be abolished, but the commission recommended that it

be retained at the request of the white South African Association of Municipal Employees (SAAME).

Mr A J Uys, who was then president of the Cape Town branch of SAAME, told The Argus he thought this was the only way to retain a reasonable number of jobs in the council's service for white people.

The present branch president, Mr Peter Rast, said SAAME was worried that the lifting of job reservation would result in lower salaries and wages.

EQUITABLE

He told The Argus 'We are pleased that negotiations between the State, the City Council and SAAME have finally been satisfactorily concluded and look forward to the newly constituted Municipal Service Commission ensuring that sound and equitable labour relations continue to be maintained'.

The lifting of a restrictive determination must not result in lower salaries and wages for those employed in the emergency services. These should rather be competitive.

A former Mayor, Mr Dick Friedlander, a member of the Executive Committee, said the lifting of its reservation was 'tremendous news'.

This was something the council had been trying to achieve for many years. He had never understood the logic behind job reservation, particularly in the traffic and ambulance services.

He hoped the council would now be able to fill the many vacancies in these services and also to recruit coloured traffic wardens.

Job reservation has been blamed for a serious shortage of ambulance drivers, traffic police and firemen.

PERMISSION

The council has been able to recruit a limited number of ambulance traffic police but special permission has had to be obtained. Coloured ambulance men and drivers have been allowed to attend patients only in coloured areas.

Coloured traffic police must operate only in their own group areas except when travelling to and from the traffic headquarters in Green Point.

Coloured firemen could not be recruited because

there was no fire station in a coloured area.

The traffic manager Mr H Attwood, was cautious in his reaction.

STRINGS

He said he would like to see the Government Gazette to make sure there were still no strings attached before welcoming the abolition of job reservation.

Mr Attwood said it would be a great step forward if there were no restrictions.

The council's force of traffic officers should total 240 but there were 51 vacancies. At present 18 coloured people and seven whites were being trained.

Mr Basil Warner, director of the ambulance services, was away today. His deputy said he would not comment until he had seen the announcement in the Government Gazette.

● See Page 7

Job reservation to end in City

Cape Times 19/2/82 (177)

Although are directed

Problems

Relationships

Relationships

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Political Correspondent

JOB RESERVATION in Cape Town's municipal traffic police, ambulance services and fire department is to be abolished today.

The move, which has been called for by Cape Town City Council and the Progressive Federal Party labour and health spokesmen, is to be promulgated in today's Government Gazette.

It follows negotiations initiated by the Department of Manpower between the City Council and the South African Association of Municipal Employees, a white union which had resisted opening these jobs to other races.

There has been increasing concern recently of delays in the ambulance service caused by a shortage of white drivers.

Two in force

Since job reservation was abolished in 1979 only two of the 28 job reservation determinations are still in force — Cape Town's emergency services and some positions on the mine.

Announcing the decision yesterday the Minister of Manpower Mr Fanie Botha said government policy was to cancel determinations only after consultation with all the parties concerned.

He said the result as a further example of what can be achieved through multiracial cooperation in the field of labour relations.

He said in a statement: "Negotiations with the parties concerned for the cancellation of the only remaining determination, which applies to ambulance services, will continue on an ongoing basis."

Sound relations

Mr Botha expressed the hope that the parties concerned in Cape Town would do all in their power to ensure that ambulance services would continue after job reservation was abolished.

The move was warmly welcomed last night by Dr John Sonnenberg, P.P.P. health spokesman in the Provincial Council and a member of the City Council.

He said "It is tremendous news for the ambulance service. It is long overdue but welcome because an artificial situation was created by ideological legislation. We can expect an immediate improvement in the ambulance service to the benefit of everybody."

Temporary basis

He said the increasing state shortage had forced the service to employ medical students on a temporary basis during the recent holidays. There had been a population increase in the city.

Dr Alex Potane, the Opposition Labour spokesman, said that job reservation in Cape Town services was denying people employment and affecting welfare, safety and even lives in the city.

He said last night that he was delighted at Mr Fanie Botha's announcement and called on other ministers to take a leaf out of his book.

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to convey to them the outcome of an appeal to the Flexibility Committee. You are therefore required to inform the Department whenever you change your address (Room 431).

LECTURES AND EXAMINATIONS

Although attendance is not compulsory, students are strongly advised to attend all lectures. Evaluation of students' work is based on a combination of class tests, assignments, essays, and University examinations.

The mid-year and year-end University examinations are organised by the University Administration, and any problems which you may encounter with respect to these should be taken to the Examinations Officer, Bremner Building, without delay.

READING

While the Department will try wherever possible to facilitate reading by placing texts in the short loan section of Leslie Library and distributing selected prescribed articles, you are strongly advised to make the fullest possible use of the Library. It would stand you in good stead to attend an orientation course conducted during the first

City welcomes scrapping of job reservation

CAPE TIMES 20/2/82

2/82

177

Municipal Reporter

THE lifting of job reservation in Cape Town's municipal emergency services was the culmination of more than 20 years of City Council representations to the government, the Town Clerk, Mr Granger Heugh, said yesterday.

The move was promulgated in yesterday's Government Gazette

Both Mr Heugh and the beleaguered ambulance, fire and traffic departments welcomed the scrapping of one the last segments of job reservation

This practice was officially abolished in 1979, but two of the the original

28 job-reservation determinations remained — Cape Town's emergency services and some positions on mines

Mr Heugh said the council had never ceased to oppose job reservation since it was instituted in the late 1950s

In recent years, the government had relaxed the provisions to allow the council to employ fixed numbers of coloured people on condition they were confined to mainly coloured areas

With the three departments seriously short of staff, Mr Heugh said the announcement would "open up the whole field of recruitment"

However, he warned that the council would continue its policy of appointment on merit

The Traffic Manager, Mr Harry Attwood, said "It's a great thing for the City and the fight against road deaths. The fewer men we have, the lower our surveillance drops"

"We will now be able to fill our 51 vacancies. But this won't happen overnight as the men will have to be trained"

The prospect of the easing of staff shortages in the fire department was also welcomed by the fire chief, Mr J Hamal, who said he had 46 vacancies

The chief of the ambulance service, Mr Basil Warner, was not available for comment yesterday

'Council must think of future'

Municipal Reporter

FUTURE generations would hold the City Council responsible for its "awesome" decision next week on the townhouse scheme at Kirstenbosch, the Society for the Protection of the Environment said yesterday

In a last-minute appeal to the council to prevent the development, the chairman of the society, Professor Jan Gilomee, said a high-density housing scheme was incompatible with the surrounding land uses

It would not only cause a social disturbance in the area but would also add to the "many visual scars" already defacing the slopes of Table Mountain, he added

(1) Premiums Treated as Business Expense

01, Jan 1: Insurance Expense 300

Bank being payment 300

Dec 31: Income Statement 300

Insurance Expense being closing 300

04, Jan 1: Insurance Expense 300

Bank 300

Jan 2: Debtor (Insurance) 24 000

Income from L 24 000

Jan 2: Income Statement 300

being closing 300

Jan 31: Bank 24 000

Debtor (Insurance) receipt 24 000

AFRICANS will continue to be banned from jobs in Western Cape municipal services if suitably qualified coloured people are available to fill vacancies

This is in spite of the decision by the Government last week to abolish job reservation in the Cape Town municipal service.

A spokesman for the Department of Manpower said today that before the City Council or divisional councils could employ Africans they had to ensure that no suitably qualified coloured people were available.

If there were no suitable coloured people on the department's unemployment register, then, and only then, could the councils employ African applicants

The spokesman said that even if a coloured applicant was less qualified than an African he would still get the job.

'It's the same in other countries where the residents of the country are given first preference,' he said

The Cape Town labour office of the department said today that at the end of January 2 300 white and coloured people were unemployed in the Western Cape

The Town Clerk, Mr H G Heugh, said today the council would continue its policy of employing the best person for the job irrespective of race.

African job bar still applies

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Income Statement
Life Policy
(Surrender value therefore no as)

01, Jan 1: Life Policy Bank

(2) Premiums Treated as an As

Jan 31: Bank Debtor (Insurance) being receipt

Jan 2: Income Statement Insurance Expense being closing

Jan 2: Income from L Income Statement being closing

Jan 2: Debtor (Insurance) Income from being accrual

04, Jan 1: Insurance Expense Bank

Years 02 and 03 - same a Insurance Expense being closing

Dec 31: Income Statement Insurance Expense

01, Jan 1: Insurance Expense Bank being payment

Continued/.....

Dangers of the closed shop

The closed shop is one of the most controversial issues in labour. Essentially, it is an agreement between trade unions and employers that all workers in an industry must be union members. After much deliberation, government has decided to allow the practice to continue in a slightly amended form. But clearly the official spotlight will remain on it.

In the past, people seeking employment in a closed shop industry in SA had to be members of the union (or one of the unions) in that industry before they could get a job. Soon to be debated in Parliament is a Bill which grants these people 90 days from the time they are employed to join a closed shop union.

Indications are that the effect this amendment will have on eliminating abuses caused by the closed shop will be limited. Government sources say that allowing workers 90 days in which to join a union will eliminate confusion which arises at the time of recruitment. But Rod Ironsides, chairman of the Federated Chamber of Industries (FCI) labour sub-committee, describes the amendment as a mere release valve in a system which should not exist at all. Training manager Ben Mokoatle, a member of the Wiehahn Commission, says the amendment merely "adds confusion to an already confused situation".

Many unionists in SA — and throughout the world — regard the closed shop as a hard-won, cherished right. In SA, however, the closed shop has long been associated with efforts by some unionists to protect white workers. In the era before Wiehahn, statutory job reservation applied to only about 3% of jobs. However, industrial council agreements stipulated that only union labour could perform certain jobs — and as a result blacks could not get jobs because they could not become union members.

In its first report, the Wiehahn Commission concluded that "the closed shop practice is so firmly entrenched in SA that it cannot be abolished." It found that there were 49 such agreements in operation, directly affecting about 250 000 employees in 22 different industries or trades. The commission recommended constant surveillance by the National Manpower Commission (NMC) to prevent abuses.

A minority report by five commission members recommended that government should prohibit any new closed shop agreements. Government responded by saying it would allow existing agreements to continue, but indicated that it would not allow any new ones. However, following an NMC study on the closed shop, government accepted a recommendation that the practice be allowed. The only amendment would be the addition of the 90-day post entry clause.

Clearly, government has struggled to

make up its mind on the issue — and deserves some sympathy, bearing in mind just how complex the issue is and how many vested interests are at stake. This is a problem with which many Western nations are wrestling and, even within the International Labour Organisation (ILO), there are strong divisions.

The most frequently used argument in favour of the closed shop is based on the contention that where most workers in a particular industry join a union, that union will negotiate conditions for all workers. Those workers who are not union members will benefit from the union's efforts whether they join or not. The argument, therefore, is that these workers should be compelled to join and pay dues. "Why should a freeloader enjoy benefits won by other workers?" asks the Garment Workers' Union, whose president, Dr Anna Scheepers, is also president of the Trade Union Council of SA (Tucsa).

These unionists also insist that the closed shop helps to maintain industrial peace. They claim that unions which do not have a closed shop agreement are forced to adopt a highly militant posture to demonstrate their muscle.

There are, however, compelling arguments against the closed shop. These were eloquently spelt out by the five Wiehahn commissioners in the minority report.

- It constitutes an intrusion on workers' right of freedom of association, with its corollary of the freedom not to associate.
- It conflicts with the principles of a free enterprise economy by interfering with the normal mechanisms of supply and demand in the labour market. In practice, it gives



Closed shop ... will he be better, or worse, off?

the union leadership the power to control the labour market to the detriment of both the employer and other employees.

- It is unacceptable to recommend, on the one hand, that job reservation should be abolished and, on the other, that its commonest form should be perpetuated and statutorily sanctioned. The closed shop is a means of restricting skills training at a time of dire need of such skills.

The five commissioners pointed out that in SA a grave threat to industrial peace is posed by the probability that racially constituted unions will seek to "freeze out" others by means of the closed shop.

Mokoatle, who was one of the five commissioners to write the minority report, tells the FM that as the law stands now, there is nothing to prevent the many black workers who are beginning to exercise trade union rights from using — and abusing — the closed shop.

Ironsides complains that once a closed shop has been created in a particular industry, it is extremely difficult to get rid of it. In addition, it means that unions do not have to sell their services to workers. Closed shop unions tend to have a comfortable life and don't have to work hard at gaining worker support.

Although these arguments are rejected by closed shop unions, they do strike a responsive chord among SA's emerging black and non-racial unions. Leaders of these unions claim that in the wake of blacks being granted union rights, some established unions have simply amended their constitutions to admit black members. They have thus obtained a large — and possibly unwilling — black membership with a minimum of effort.

Some labour lawyers say that this practice might violate labour law because the Minister of Manpower can approve a closed shop agreement only if the parties who signed it are sufficiently representative. In the case of the union or unions involved, they would have to represent more than 50% of the workers.

When existing closed shop agreements were signed, the unions did represent a majority of workers in a particular industry. However, it is possible that some may no longer truly reflect the views and aspirations of their members. This is because many blacks have been, so to speak, co-opted into these unions now that they are legally defined as employees. These blacks had no real option, if they were to remain in the particular industry, because of the closed shop agreement.

It remains to be seen whether the courts can be used to challenge a closed shop where the degree of representation of a union is in doubt. Fortunately, there are signs that officials of the Department of

Job equality is nearer, says economist

177

Staw
26/3/82

South Africa is nearing equal opportunities for all workers irrespective of race, creed or sex, according to Mr A J M de Vries, deputy director of the Bureau for Economic Research at the University of Stellenbosch.

He told a marketing convention in Johannesburg the inhibiting factors could be the attitude of some white trade unions and the tempo of education and training.

A vast backlog existed at both the academic and practical levels which needed vast amounts of money.

Mr de Vries said the shortage of skilled labour would remain for many years the most serious restriction on growth.

The latest survey of the bureau showed 86 percent of manufacturers were having difficulty finding enough skilled workers.

The acceptance by the Government of the recommendations of the Wiehahn and Riekert Commissions and their gradual implementation would greatly improve the mobility of black workers vertically and horizontally.

"Between 1974 and 1979 the average real salaries and wages of black workers increased by 45.9 percent while those of the white worker declined by 5 percent."

This redistribution was the result of a new skill mix and increases in the marginal product of mineworkers. A social conscience about unskilled wages developed among private entrepreneurs under pressure from abroad. The result was that salaries and wages of blacks increased faster than their productivity.

Inflation had become a serious problem and black labour, mostly

unskilled, was replaced by machines. This worsened the employment problem.

"Taking the present decade as a whole there appears little doubt that the growth potential of the economy is higher than the actual performance in the 1970s."

"The bigger share of the private sector in total economic activity will lead to a more productive use of resources, and more non-whites entering the skilled labour market."

"The improvement in non-white standards of living will create increased domestic demand, as well as increasing the industrial base of the economy."

South Africa, as the only non-oil producing country to become a net exporter of energy will be more attractive for overseas investments, Mr de Vries said.

FM 26/3/82
CLOSED SHOP AGREEMENTS

Ways of escape?

Employees prejudiced by closed shop agreements operating outside the scope of the Industrial Conciliation Act have a number of potential remedies at their disposal. So says Professor Peter le Roux of Unisa's Department of Mercantile Law.

In a recent article in *Modern Business Law* and the *Industrial Relations Journal of SA*, he outlines courses of action open to aggrieved employees.

The article follows one written two years ago in which Le Roux dealt specifically with closed shops operating within the scope of the Act. He expressed the opinion then that a closed shop as defined in a particular section (24(1)(x)) of the Act cannot be used to implement job reservation.

It was possible, he said, that other closed shop agreements provided for by the Act could be used to enforce job reservation, however, there was a good chance these could be challenged in court.

Le Roux says that agreements operating outside the scope of the Act do not occur as frequently as those which fall within its ambit. However, they are found in important industries. They do, for example, exist in the mining industry and in in-house agreements between unions and employers in the iron, steel and metallurgical industry. It is also possible, he says, that some recognition agreements reached between employers and emerging unions could contain similar closed shop provisions.

Actions which employees can take to

challenge these closed shop agreements include the following:

Arguing that such an agreement constitutes an unfair labour practice. However, Le Roux says it is impossible to predict whether the closed shop will be characterised by the courts as such. Not all closed shops should be so stigmatised, he says, and it would be preferable to decide each case on its merits. Some factors to be taken into account would be how strict is the closed shop, does it make provision for exemptions, does it discriminate on the grounds of race or sex, and does it provide protection against the unfair expulsion of an employee from the trade union concerned?

Claiming that the agreement conflicts with sections of the Act. Section 78(1) prohibits an employer from ordering his employees not to join a union. Employees can, therefore, argue that this section allows them to join the union of their choice. Le Roux says they can present this argument only where the closed shop provision is worded in such a way that membership of any other union is excluded. There will be no contravention of section 78 if the agreement, while confining membership to the closed shop union, does not prevent employees from belonging to other unions as well.

Le Roux says it seems possible that an employer who dismisses an employee because the employee refuses to join a closed shop, will, in certain circumstances, be in contravention of section 66 (1).

People who lose their jobs because of a closed shop may, in certain cases, have contractual or other remedies at their disposal.

It is possible that there could be an attempt to have the closed shop defined as a "restrictive practice" in terms of the Maintenance and Promotion of Competition Act. Le Roux, however, doubts whether such an attempt would be successful.

He says it remains to be seen whether the courts, including the Industrial Court, recognise these remedies. However:

"Given the fact that this type of closed shop is a fairly significant feature of our industrial relations system, and given the growing strength of trade unions in SA, it is probable that attempts will be made to utilise these remedies in the near future."

~~288~~ **177** Postmen *Hannand*
Q. 61. 650 20/4/82
 538 Mr S S VAN DER MERWE asked
 the Minister of Posts and Telecommunica
 tions :

- (1) How many (a) White, (b) Coloured (c) Asian and (d) Black postmen are employed by the Post Office in the Sea Point-Green Point area at present,
- (2) whether the Post Office gives preference to the use of White postmen in this area, if so, why?

Membership of TUCS

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (1) (a) Normally 13.
 (b) (c) and (d) none
- (2) Yes There is an agreement of long standing between the Department and the White staff association concerned to the effect that in view of the fact that the greatest part of the Cape Peninsula is served by Coloured postmen the area in question will be served by white postmen. However, in view of a dearth of White candidates the matter is at present under review in collaboration with the staff

Registration: y
 Founded:
 Area of Operation
 Officials: Secre
 4001
 Durb

Address: 301 Noor Chambers
 208 Grey Street
 Telephone: (031) 329933

Year	Membership		
	African	Asian and Coloured	White
1970			100
1971			100
1972			100
1973		174	174
1974		171	171
1975		167	167
1976		169	169
1977		163	163
1978		180	180
1979		180	180
1980		180	180
Total			

Electricians meet on 'vital' new law

Staff Reporter

MATTERS described as "vital" to the livelihood of members of the Western Cape branch of the Electrical and Allied Trades Union of South Africa will be discussed at a general meeting tomorrow night

A spokesman for the executive committee said yesterday that a new law which did not restrict employers in who they might employ to do installation

work, provided it was supervised by a registered and licensed installation electrician was tremendously important for members

He described the implications of the new law effective since March 1 as vital to the livelihood of members of the union and called for the presence of as many members as possible

At the beginning of March

what was known as the wireman's licence fell away and was replaced by the installation electrician's certificate

The spokesman said this meant that companies who had formerly employed a number of electricians with wiremen's licences, now had to have only one licensed and registered installation electrician, who would be responsible by law for what electricians with wire

men's licences had previously been responsible

It was important that all union members be informed of the implications of the current situation, the spokesman said, adding that any further comment on the new law could be made only after the meeting

This would be held at 8pm in the Methodist Church Hall, Klipfontein Road Hazendal (behind the Athlone bus terminus)

Registration: Yes

Founded:

Area of Operation:

Officials: Secretary: M.M. Walters.

6801

Address: 11 Heuwel Street
Riebeck Kasteel

Telephone:

Year	Membership			
	African	Asian	Coloured	White
1980				110
1979				109
1978				110
1977				112
1976				110
1975				105
1974				105
1973				120
1972				..
1971				..
1970				..
Total				

NATIONAL CEMENT EMPLOYEES UNION

Indians seek end to curbs on farmers

ARGUS 5/5/82

177

1977/78 and with

Argus Correspondent
 DURBAN — The South African Indian Council has urged the Prime Minister, Mr P W Botha, to scrap legislation restricting Indians from free farming activity.

The chairman, Mr A Rajbansi, said the expansion of Indian agricultural activity was dependent on the free use of land and removal of discrimination.

"We want the Prime Minister to know it would be futile for Indians to sit in Parliament if they were denied the right to a livelihood.

"If mixing in school and residential segregation were considered the two non-negotiables, then the right to free farming must become negotiable."

Some white farmers and former Rhodesians in the Eastern Transvaal came under attack by the SAIC chairman for allegedly objecting to Indian applications for permits

that would enable them to farm.

Mr Rajbansi said the average age of Indian farmers 50 years ago was 30. Today, the average age was 51.

This indicated the extent to which the Indian farmer was threatened and his farming activity was declining.

"If nothing is done drastically to ensure future security for the farmer through free land use, financial and other assistance, these people will be fast disappearing from the scene," he said.

His motion calling for top-level talks on this issue was unanimously supported at a council meeting.

Earlier the leader of the Democratic Party, Mr J B Patel, announced his party was withdrawing from participation in the SAIC.

His former members would sit as independents, he said.

other unions
 1974 affiliated

Registration:

Founded: 19

Area of Oper:

Officials: 80

Co: 80

Address: 20

: (021) 433658

1980/81

Fosatu Annual Report

Year	Membership			Total
	African	Asian and Coloured	White	
1980				460
1979				445
1978				..
1977	30	347		377
1976	21	201		222
1975	26	305		331
1974	28	294		322
1973	98	320		418
1972				
1971				
1970				

JEWELLERS AND GOLDSMITHS UNION

Louw stresses need to end race wage gap in provincial service

177 *177* *177* *E. Post* *21/5/82*

Post Correspondent
CAPE TOWN — The Administrator of the Cape, Mr Gene Louw, this week expressed his "total agreement" with the Opposition that the wage gap based on race in the provincial service should be ended.

Mr Louw reaffirmed a stand he took shortly after becoming Administrator that salaries should be paid to men or women, black or white, on the basis of service alone.

He pointed out that the Government was already committed to ending the wage gap.

"I wish that the financial situation was such that we could close the wage gap faster and that we could end it," Mr Louw said in reply to the budget debate.

Mr Frank van der Velde (PFP, Wynberg) interjected "It would be the best investment you could make."

He also stressed the urgent need for adequate beach and holiday facilities

for all in the Cape and said "funds would have to be made available."

He agreed with members that environmental and conservation officers were inadequately paid for their work and said an urgent plea would be made direct to the Cabinet Minister concerned for better pay and conditions of service for these men.

The Administrator said that in the present financial conditions he regarded the Cape's 1982-83 budget as "nothing less than a triumph." The executive committee and senior officials had managed to cut expenditure so that the budget could be balanced without any increase in taxes or service fees.

He said he was satisfied that he and the executive had obtained the best possible financial deal from the Treasury and he thanked the Treasury for "the pleasant way we could talk."

At the same time, he was convinced the channels between the Provincial

Administration and central Government were inadequate.

"This is a matter the four administrations will discuss in an attempt to sort out how we can obtain the correct priorities for our needs," Mr Louw said.

He announced that in future, unmarried permanent provincial employees, regardless of race, would be entitled to the same housing subsidies as applied to married personnel. This applied to widows, widowers and divorced people.

As from March 1, all black personnel could belong to a medical aid scheme, with the same 60% subsidy granted at present in coloured, Indian and white medical aid schemes.

The second reading of the 1982-83 Appropriation Draft Ordinance, to apply R1 313 064 000 to the running of the affairs of the Cape during the year, was approved in a division by 42 votes to 10.

The PFP opposed the approval.

Motion to

Public service needs other races

By BEVIS FAIRBROTHER

VITAL administrative posts in a seriously ailing public service could soon be filled by Indians and coloureds, a government source revealed this week.

They were jobs jealously guarded for whites in the past

Now, faced with a staff shortage of about 17 000, the public service was seriously considering recruiting other race groups

"The Commission for Administration has to consider this alternative

"I think it's coming. The time is not very far away when we will have Indians and coloureds in important administrative posts," the source said

A spokesman for the commission confirmed that numerous proposed solutions to the staff crisis were being investigated

It was present policy, however, to employ Indians and coloureds where they could be of service to their own population groups

Up-to-date figures on the staff situation were not available

Instigators

Meanwhile, Afrikaans business leaders were among the main instigators for blacks to be given a greater share in the administrative running of the country

Several of them expressed grave concern for the public service, fearing a "possible collapse" of the system

"Whites can no longer bear the brunt of the administration alone," was the general feeling among about 1 000 of the country's top businessmen at a recent Afrikaanse Handelsinstituut conference in Pretoria

A conservative estimate was that the public service needed 17 000 people

Although it was believed resignations from the public service had dropped off recently, recruiting was still a problem

Those still in the service had been temporarily pacified by a 15 percent increase and were waiting for the Commission for Administration to finish its investigations

Collapse

But recruiting was the main problem as, presently, it was impossible to match private-sector salaries

Fears of a public service collapse were heightened by a report at the congress by Professor P C Fourie, of the University of the Orange Free State

Prof Fourie said he was concerned that the public service, already stretched past its limit, could not cope with increased demands through newly introduced policies for manpower opportunities, housing, teaching, training and other developments

Open public service door to blacks'

Reports by Sheryl Kaine of The Star's Pretoria Bureau

South Africa will never solve the staff crisis in the public service unless it opens the doors to blacks says Professor Dick Sutton, a personnel expert.

Professor Sutton, of Unisa's School of Business Leadership, believes there is a "structural shortage of personnel" in the public service, but he believes the factor is not race, however serious political stumbling blocks," he said.

Dr Colin Cameron, president of the white-only Public Servants Association, said the question of admitting blacks at all levels was sensitive.

He was reluctant to become involved in a politically-loaded debate (Coloured, Indian and some black staff — referred to collectively as blacks — have been appointed in some government departments where no whites were available.

The number of blacks in white" posts is not known.

Those employed in the "white" service fill lower posts and do not form part of the permanent establishment.

They cannot advance to any position of consequence even if the political doors are

opened to all races few blacks are suitably qualified to fill specialised posts, some officials say.

Dr Cameron said that in the short term training black or white public servants was almost an exercise in futility.

"Trained personnel have a higher market value and many resign," he said.

Allowing blacks into the public service would mean, technically, that any black person could become director-general of a department.

Such a situation, taking the current political situation into account, would amount to a political bombshell.

The public service has the reputation of being one of the country's most "conservative sectors".

Dr Andries Treurnicht, the Minister formerly responsible for public servants was once accused of introducing racism into the service when he called for racially separate staff associations.

What's perhaps more relevant is that he expressed the sentiments of many of those in his department.

The effect of his newly formed Conservative Party on the public service is as yet unknown.

But, this unknown factor could be a sizeable one in the future workings of government departments.

Public servants have shown in the past that they are not beyond threatening to withhold their collective vote to show an already politically hamstringed government their displeasure.

Strong resistance has been shown openly to the admission of other race groups to the service in certain areas, including the Free State.

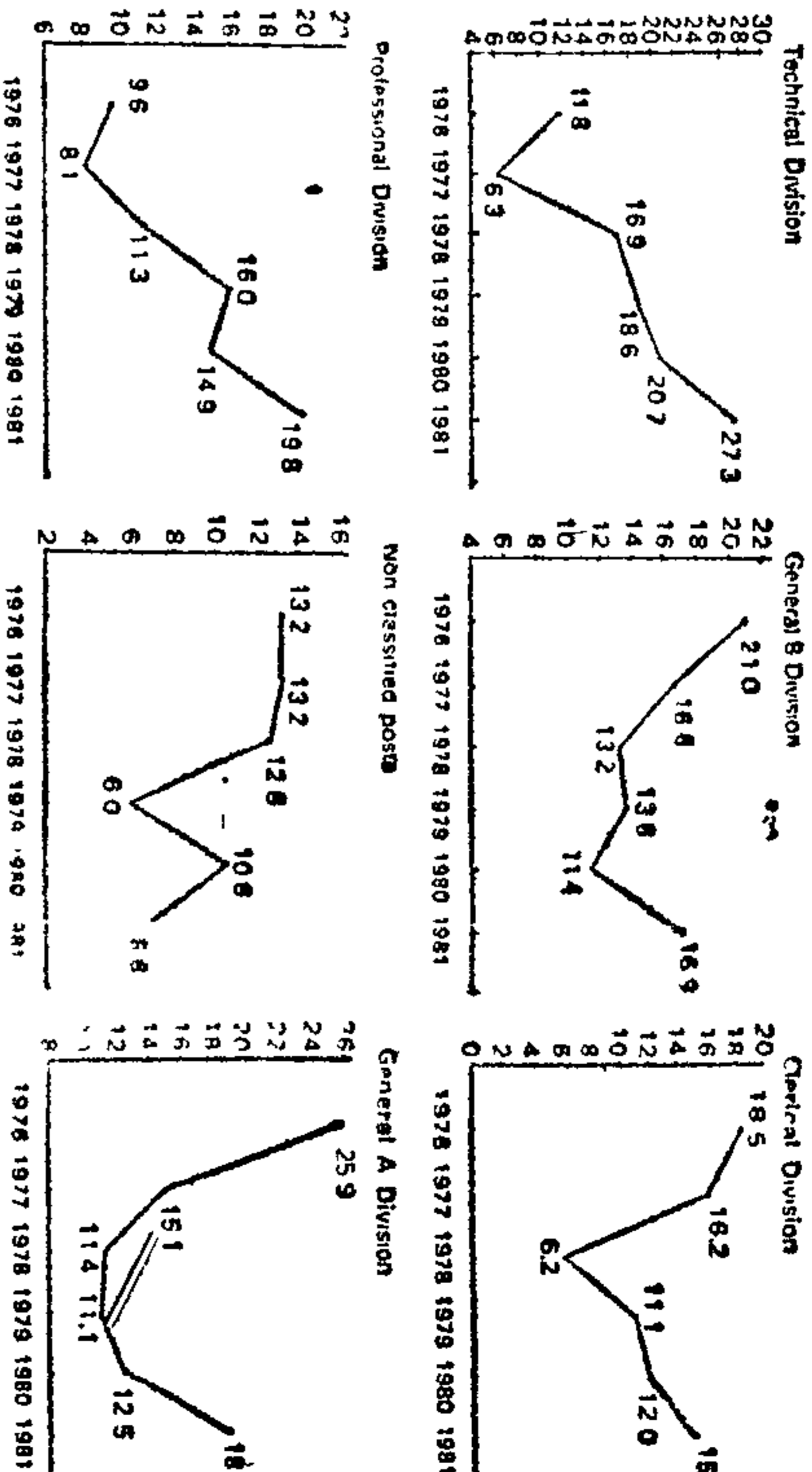
The PSA has sidestepped the issue by going on record as saying that the future constitution of South Africa, as recommended by the President's Council, would influence the public service.

"The PSA would eventually have to obtain clarity on the issue," Dr Cameron has said.

An economic slump may help the service in the short term but, according to Dr Cameron, to rely on economic fluctuations to staff essential government departments is not sound policy.

Salary improvements, increased bargaining power for civil servants and better service conditions, are needed for the service to recover, he believes.

ACTUAL WHITE VACANCIES IN THE PUBLIC SERVICE (EXCLUDING SERVICES AND TEACHING POSTS) EXPRESSED AS PERCENTAGES OF THE ESTABLISHMENT OF EACH DIVISION



The hot seat doesn't burn



To most people, taking on the charmanship of the Commission for Administration at a time when the public servant is becoming an endangered species would be like suspen-

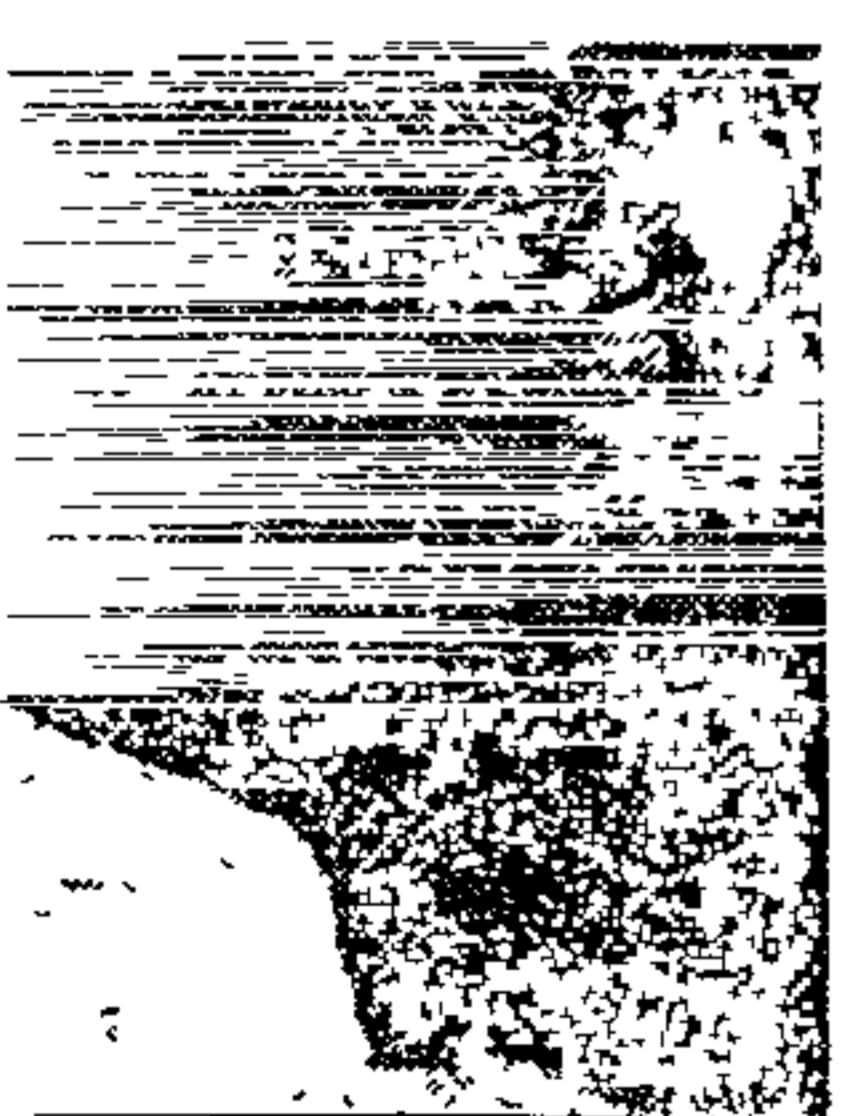
are the promotion of efficiency in the widest sense and the maintenance and development of effective personnel management.

From statistics in the commission's latest an-

Comrades victo will 'o the wi

By Moira Levy

While men struggled and spluttered across the finishing line of last week's Comrades marathon, Cheryl Jorgensen battled on to become the first woman home with only a slight limp to show for her ordeal.



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(177) Shaw 4/6/82

(15) (177) (23)

Miners plan action over jobs for blacks

ROM 24/6/82

Labour Correspondent

THE Mine Surface Officials Association says it is planning an unprecedented industrial court action against the Chamber of Mines

The action would centre around alleged violations by the mines of an agreement on black job advancement and on MSOA complaints about the chamber's attitude to the present round of wage talks

A circular to MSOA officials by general secretary Mr Robert Botha — which has come into the Rand Daily Mail's possession — says the MSOA will go to the court if the chamber does not meet its requests on these issues by tomorrow

A spokesman for the chamber declined to comment on the MSOA's claims

When the court was established, observers believed its key function would be to rule on cases in which non-blacks were "unfairly" replaced by blacks

If the MSOA goes ahead, its action will provide a test of the court's attitude to this issue

In the document, Mr Botha repeats claims that mines have been guilty of thousands of violations of an agreement to consult MSOA members when blacks are promoted to officials' jobs

He says the chamber was asked to see that the "viola-

tions" ceased, but that at a meeting on June 10, it asked for more time to investigate

The chamber re-issued its circular advising mines of the agreement, but the MSOA wrote to it on June 18 saying this was "insufficient"

It demanded an "explicit undertaking" from the chamber that the agreement would be adhered to and reminded the chamber that it had to notify the MSOA of each appointment made in accordance with the agreement

Each notification should contain the minimum salary attached to the job and the actual salary of the promoted man "The minimum salary for the non-white appointee must at all times be not less than that which would have been applicable to a white attached to the post"

Sources close to the MSOA stress it is not against black job advancement — it has opened its ranks to blacks — but that it claims mines are promoting blacks and coloureds at pay rates lower than that whites would be paid

On wages, the MSOA alleges the chamber's offer of a 9% increase on minimum pay rates is incomplete because it relates only to designated and not to non-designated jobs — the majority, it says, of officials' jobs

CLOSED SHOP CASE

(16) (17) PM 23/7/82
The Industrial Court has been asked to rule whether the closed shop, which forces workers to belong to a trade union in a particular company or industry, constitutes an unfair labour practice

A case challenging the closed shop has been brought by Grafton Everest against the furniture industry's Natal industrial council and the National Union of Furniture and Allied Workers (NUFAW), an affiliate of the Trade Union Council of SA (Tucsa). The closed shop, favoured by established unions and criticised by those in the emerging union movement, is a highly controversial labour issue.

It is understood that Grafton Everest has decided to challenge the closed shop in the wake of the refusal by some of its workers to join the NUFAW. A date for the hearing has not yet been set, but court officials believe it will probably come before the court in October.

W/6 ARGUS 24/7/82
177

JOB AGENCIES ACCUSED

RECRUITING agencies have been accused of being covers for businesses which want to escape being charged with racism.

A Grassy Park mechanic, Mr Ali Abduruman, 37, said he had been turned away from numerous jobs as soon as it was learnt that he was coloured.

"Often agencies had not attached racial tags to their

advertisements, but did not want to speak to me once they found out I was coloured," Mr Abduruman, father of three said.

Not only was it difficult to escape the racial vetting conducted by personnel agencies, but it was almost impossible for a black person to be promoted to a higher position,

especially in the motor trade. "This is hurtful and humiliating. Because of my skin colour I have little opportunity to raise my standard of living by landing a secure job. They are protecting apartheid," he said.

Mr Allen Page of Churchill Personnel said that although his agency tried to avoid placing advertisements that had

racial qualifications attached to them, it had to abide by clients' requirements.

"But on the whole we try to promote people on the level of their skills," he said.

Mr Walsh of Key Personnel said his agency was not "particularly fussy" about who applied for jobs, but many of his clients were

Cash for man lured by sexy woman boss

WEEKEND ARGUS BUREAU

NEW YORK — A man has been awarded nearly R200 000 for sexual harassment by his woman boss.

Mr David Huebschen, a 33-year-old probationary supervisor with the Bureau of Social Security who was demoted after an affair with the woman will also get his old job back or the equivalent.

The case was one of the first of its kind to come before a United States court.

The court heard that 37 year old Mrs Jacquelyn Rader an assistant director at the bureau instigated the affair with Mr Huebschen.

Mr Huebschen said Mrs Rader made the first advances in the spring of 1979. She said she hadn't slept with her husband for a year. "I was so surprised that I went home and told my wife about the remark," he said.

INTIMATE

His lawyer Mr Michael Fox told the jury of five women and a man in Madison, Wisconsin "She made other remarks of an intimate and hinting nature, but nothing happened until August."

"During that time she wrote out his progress reports and indicated that he was making excellent progress. Then at an office party she told him to book a hotel room."

Mr Huebschen said "I didn't do it I left the party and went home. I told my wife about it and

assured her that it was not going any further.

But it did go further, according to Mr Fox. Mr Huebschen and Mrs Rader went to a motel room, but intercourse did not take place because he was impotent.

Later Mrs Rader again suggested a visit to a motel. In November Mr Huebschen told Mrs Rader that he could not carry on the relationship.

DEMOTED

Two weeks later she wrote a report saying he had not made satisfactory progress throughout the probationary period and seven weeks later he was demoted.

Mr Fox said "It totally contradicted her earlier reports. There was only one reason for the adverse report — bitterness over being rejected."

After deliberating for six hours, the jury decided that the sexual relationship was "a motivating factor" in the demotion.

Mrs Rader was ordered to pay R90 000 in compensatory damages and R26 000 in punitive damages. Mr Bernard Stumbras, head of the division was ordered to pay R84 000 for "callous indifference" to Mr Huebschen's complaint about Mrs Rader.

After the hearing, Mr Huebschen said "I'm relieved that it is over. Now my wife and I can get back to leading the lives we had before."

The damages and costs will be paid by the state. There will be an appeal.



MRS Jacquelyn Rader leaves court after a jury awarded Mr David Huebschen R200 000 in a sex harassment suit. Mr Huebschen had been demoted for rejecting the advances of Mrs Rader, his boss.

GOODWILL

Weekend Argus Bureau their counterparts in Durban.
OSLO — A row has flared here over a retired CID chief's visit to South Africa when he took a message of good wishes from the Norwegian Police Dog College to Now Norway's Secretary of State; Sveinung Flaaten, called for an inquiry. Details of the visit to Mr Aage Reinholdt, fr

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Shock at coloured manager bar

ARGUS
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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
1	52	
2	58	
Examiners' Initials		

GOVERNMENT action against coloured store managers in the Paarl white business district has taken the Cape Town Chamber of Commerce "by surprise"

It is contrary to a recommendation of the Riekert Commission accepted by the Government three years ago, the chamber says

Confusion has arisen about 15 coloured retail managers after complaints from local residents that they were operating without permits required under the Group Areas Act. These managers may lose their jobs if they do not get permits

SURPRISED

Mr Brian McLeod, director of the Cape Town Chamber of Commerce, said he was surprised

He was aware of Group Areas Act regulations compelling firms to obtain permits for black or coloured managers, but these regulations had not been applied strictly for some years, he said

ENFORCE

If the Department of Community Development had decided to enforce the regulations, city firms with coloured or black managers also faced falling foul of the law

He said that in a white paper in 1979 the Government accepted a recommendation of the Riekert Commission, on the utilisation of manpower, that the regulations be amended "to exempt all categories of bona fide employees so that they

may occupy the premises of employers with the object of performing the work for which they were employed"

IGNORED

Mr McLeod said the Government accepted this recommendation in line with its policy of moving away from statutory job reservation

The regulations had, however, not been amended — "so in effect the law still stands, although it has been virtually ignored for some time", he said

Mr McLeod said there was a skilled manpower shortage in the country. Whites who complained about blacks in skilled jobs should realise that this would happen more and more and that by complaining they would

only disadvantage themselves

CLOSE WATCH

He said the chamber would keep a close watch on the situation in Paarl, and if the Government action developed on a wider front in the Western Cape steps would be

taken to persuade the Government to implement the Riekert Commission's recommendation

Mr F Gerber, Western Cape regional representative for the Department of Community Development, was not available for comment

He has said his department's investigation into the contravention of the permit regulations was limited to the Paarl area

ER I

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each page and in column (1) of over the number of the question

must be used for written of a ball point pen is acceptable. Ink may be used only for diagrams, for which

used on each separate sheet where sheets additional to are used

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

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

Managers' permits: Blitz not expected

ARGUS
16/8/82

FIRMS in the Western Cape need not fear a "blitz" on coloured managers working without permits in the immediate future, but it is still not clear whether the Government intends to begin strictly enforcing Group Areas Act regulations, which have been almost ignored for some years, compelling black managers in white business districts to obtain permits.

The "forgotten" regulations made the headlines last week when it was disclosed that about 15 coloured managers in the Paarl business district were being "investigated" by the Department of Community Development and faced the possibility of losing their jobs because they did not have the required permits.

IGNORED

This gave rise to concern among other firms in Cape Town and the Western Cape that the department was about to institute a "blitz" on black managers.

According to the director of the Cape Town Chamber of Commerce, Mr Brian McLeod, the regulations had been ignored by the department for some years. The Government had indicated its willingness to change the regulations by accepting in 1979 a recommendation of the Riekerk commission to the effect that they should be amended.

The regulations still stand and the law has

suddenly reared its head in Paarl.

Mr Frank Gerber regional representative for the department in the Western Cape, told The Argus that investigations were being carried out in Paarl merely because "certain representations" had been received.

Asked whether this was the start of a "blitz" in the Western Cape he said he could not foretell what would happen in future.

AWAITED

He would have to await the reports of the investigators before deciding what was to be done about the situation.

One coloured manager in Paarl, Mr Raymond Jagers, said he believed the investigation was instigated by local residents who had complained, and said he found their objections hard to understand.

"I have been here for two years and have enjoyed extending the hand of friendship to all my customers. I have never found anyone personally objecting to my managing the shop," he said.

He had not known that he had to have a permit to manage the shop until he was visited by a Department of Community Development official last week.

The official, who was "very kind", told Mr Jagers there had been certain complaints and he was conducting a survey.

apt times 18/8/82

Colour barriers inhibit growth'

Staff Reporter

MORE members of the labour force would have been able to contribute to the growth of the economy if discriminatory measures had been absent in South Africa, Professor J L Sadie of the University of Stellenbosch, said yesterday

Professor Sadie, a professor of economics, was giving evidence before the President's Council's Committee for Economic Affairs

He said among the most inhibiting were measures protecting white workers. This made it difficult for other groups to progress and hampered them from moving up to management and executive positions

Although many discriminatory measures had been abolished, they were still practised, particularly in the central business district, Professor Sadie said

'Will benefit all'

"It is difficult for other groups to participate in the central business district. If they could participate and use it as a learning experience, it would be beneficial to all"

In answer to a question, he said the black population appeared to be supporters of the capitalist system and were still prepared to accept the benefits of the system

But the "new black entrepreneur" needed the liberating influence of the urban community. One would therefore have to look to Guguletu and Soweto to find him, as this could not come about in the rural areas

DIAMOND CUTTING

New facets

FM 26/11/82 177
The recent decision by an arbitration court could lead to lower labour costs in the hard-pressed diamond cutting industry

In a dispute over the use of unskilled labour this month, the court ruled that it could not give judgment unless it heard evidence from all parties involved. In this case the parties not present at the hearing were unskilled operators which are not represented by a union.

"For the first time unskilled operators will get the opportunity to be heard in court," says Eddy Myerson of the Master Diamond Cutters Association (MDCA).

Diamond cutting firms are naturally eager to make more use of operators, mainly coloureds, who have not passed their trade tests. They are expecting that the court will overturn the ruling that only qualified operators be allowed to work on stones of more than 1,19 carats when it sits again next month.

And they have long complained that the SA Diamond Workers Union (SADWU) has used the arbitration courts to avoid serious negotiations on the matter. The accusation is strongly denied by SADWU general sec-

retary Robin Rich, who accuses the MDCA of refusing to attend industrial council meetings.

The SADWU argues that it is necessary to protect the remaining skilled artisans in the industry. But the MDCA contends that it does value its skilled workers and has taken steps to protect them. It adds, however, that the ruling needlessly increases costs and restricts the employer control over their businesses.

The situation was brought to a head earlier this year when the industry was badly hit by the world recession and the speculator-led collapse in the price of D-flawless diamonds. A court finding in favour of the MDCA will be most welcome as prices of high-grade diamonds, the industry's main stay, are still very low.

Inventories

"Inventories have been run down but this is limited to the cheaper gems," says Myerson. "Our peak period is usually September and October when people are buying for Christmas, but we are now in the middle of November and business has not picked up."

He adds, however, that the panic which hit the industry earlier in the year has largely subsided and diamond firms are holding on to their gems rather than selling at any price.

The MDCA hopes the situation will improve by the end of the first quarter of 1983 — if there is an upturn in the US economy. Local diamond dealers are also badly

hurt by the 30% luxury tax on diamond sales which applies in addition to the 6% sales tax.

"The 30% luxury tax is being imposed on items that are mined and finished in SA, not imported," says Myerson. "In a way government is penalising us for following its beneficiation policy."

The Jewellery Council of which Myerson is a member is meeting the deputy-Minister of Finance later this month in an attempt to have the excise duty removed.



Diamond cutters ... lower pay for some?