MANUFACTURING — Motor

1-1-81. — 31-7-81

A RECORD YEAR FOR CAR SALES?

S. Africa Times 4/1/81 (192)

Special Finance Correspondent

THE Big Three motor plants in the Eastern Cape — Ford, General Motors and Volkswagen — expect vehicle sales (cars plus commercial vehicles) in 1980 to have burst through the barrier of 400 000 units to set a new record for the South African motor industry.

The previous best was 363 000 in 1975. However, the three plants do not believe the growth rate will be maintained this year.

They expect new car sales last year to have reached a record 275 000 units. The previous best year for new car sales was 1973, when 229 442 were sold, followed by 229 031 in 1975.

The managing director of Ford, Brian Pitt, sees this year's vehicle growth rate dropping from last year's nearly 30 percent to about four percent.

He forecasts that new car sales this year will amount to 285 000 and commercial vehicles to 135 000.

Pitt said a major factor in last year's vehicle sales upsurge was the economic upswing following stimulatory measures by the Government in the second half of 1979.

The director of vehicle sales and marketing for Ford, George Simpson, said: "There is a tremendous demand for cars and I am confident of a final car sales figue of 275 000 for the industry as a whole last year.

"I expect commercial vehicle sales to be in the region of 130 000 for the whole year, which will push total car and commercial vehicle sales for 1980 well over the magical figure of 400 000"

The managing director of General Motors, Lou Wilking, forecast record sales for the industry of about 403 000 for 1980, consisting of 275 000 cars and 128 000 commercial vehicles.

However, this year's figure would be the marginally lower one of 402 000, comprising 270 000 cars and 132 000 commercial vehicles. He warned that strains typical of a boom period could inhibit growth this year.

The strains likely to arise were: A continued and acute shortage of skilled labour; shortages of production capacity and materials; inflation of prices and wages; a tightening of financial conditions and rising interest rates.

"The emergence of these issues has largely been hidden by the high level of the gold price and a great deal of slack which was created by the depth of the past recession," said Wilking.

As a result of these strains, the motor vehicle market would remain fairly static this year.

The white car ownership market had reached the level of 1,6 cars per family unit, which was an internationally accepted level of market saturation.

"This means that unless the number of white families expand, new car sales will only be replacements and the market will show no growth whatsoever," he said.

"Motor manufacturers are all waiting for the black market to expand," he said

No rehiring of Toyota strikers

Star (192) 7/1/81

Workers at Toyota Marketing's warehouse in Sandton who were dismissed yesterday after going on strike and refusing to return to work would not be rehired, Toyota's managing director, Mr Colin Adcock, said

A total of 131 workers at Toyota's warehouse were dismissed yesterday afternoon when they wouldn't work after eight men had been dismissed earlier for refusing to work overtime

Mr Adcock said there were 261 weekly paid workers at the company. The rest were working as usual, he said.

"There was no reason for the strike and we have dismissed all those who are on an illegal strike

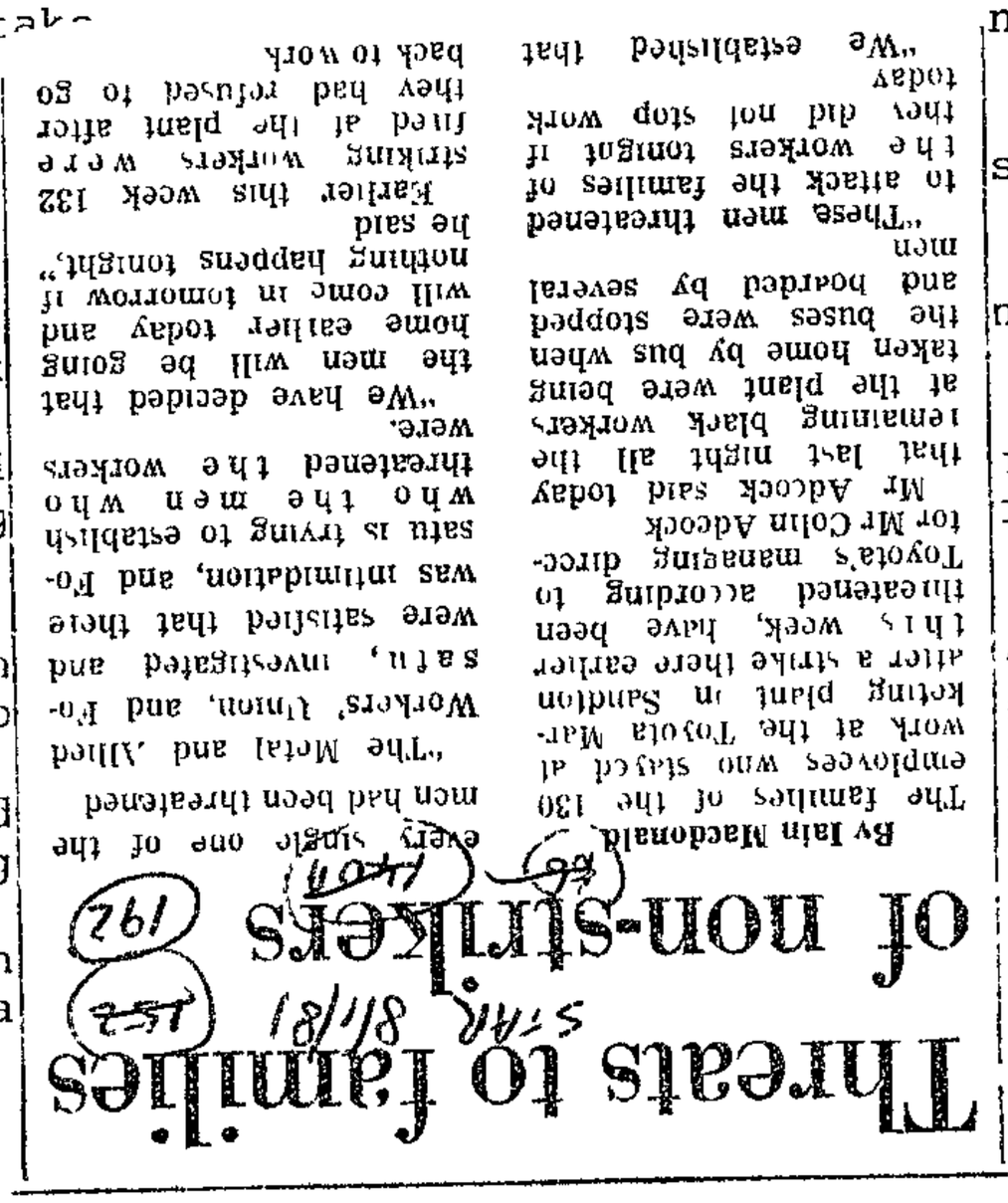
"We went through all the procedures we could, and I am not going to rehire the men I have dismissed"

Mr Adcock said the men had refused to return to work, were dismissed and had left the premises and that decisions on replacing them would be taken within the next few days

NO SOLUTION

A spokesman for the Metal and Allied Workers' Union said that "the present dispute lessens the chances of a permanent solution to the problems at the plant as negotiated between the company and the union"

The spokesman said the dispute arose from "the misunderstanding over the status of overtime and the inability of Toyota management to see that the dismissal of eight union members who refused to sign a warning for not working overtime because of this misunderstanding would not solve the deeper problems at Toyota"



Section B

The following items are submitted for information.

9. BROADENING OF THE B.COM. CURRICULUM

At its meeting of 24 July 1980 the Board approved, in principle, the broadening of the B.Com. to include alongside the Accounting major, the optional second majors of Economics III, Statistics III and Mathematics III, and also to include certain B.Bus.Sc. courses. Matters of detail were referred to the Dean's Advisory Committee to be resolved. This committee has made minor modifications to the curricula considered on 24 July 1980. The Academic Planning Committee considered and approved the proposal as a whole at its meeting on 8 September 1980. Senate and Council approval are awaited.

Attached is a curriculum schedule incorporating all the changes agreed upon.

(See page 30)

A few comments on this table follow :

- The additional stream (No. 3) was introduced at the request of the Department of Economics, to enable students to take the Accounting and Economics majors with a strong quantitative bias.
- The proposed course in Finance is being offered in the third year under the title of Managerial Finance. Third-year CTA students will tak ntials of Managerial Fin
- The final-year se entitled Integrated Top.
- Thus what was nd II has been integrated
- Moving the full as had the effect of chang m 4 + 4 + 3 to 4 + 3½ + 3½
- The courses Man Managerial Finance will no en agreed that a working nd Accounting staff will hold commendations on the teaching d at this stage, that it c teaching input from both t of Accounting will take overa ..

Threats to families of non-strikers

STAR 8/1/81 ~~152~~ 192

~~66~~ 1401

By Iain Macdonald

The families of the 130 employees who stayed at work at the Toyota Marketing plant in Sandton after a strike there earlier this week, have been threatened according to Toyota's managing director Mr Colin Adcock

Mr Adcock said today that last night all the remaining black workers at the plant were being taken home by bus when the buses were stopped and boarded by several men

"These men threatened to attack the families of the workers tonight if they did not stop work today

"We established that every single one of the men had been threatened

"The Metal and Allied Workers' Union, and Fosatu, investigated and were satisfied that there was intimidation, and Fosatu is trying to establish who the men who threatened the workers were.

"We have decided that the men will be going home earlier today and will come in tomorrow if nothing happens tonight," he said

Earlier this week 132 striking workers were fired at the plant after they had refused to go back to work

Legal tear gas used on striking workers

Staff Reporters

TEARGAS was used to disperse about 700 striking workers and 18 strikers were arrested yesterday at African Telephone Cables in Pretoria, a spokesman for the Police Directorate of Public Relations confirmed in Pretoria yesterday.

The 700 workers at ATC walked out on Tuesday in support of a demand for an increase of R1 an hour and the re-instatement of a Mr Cinta whom management suspect of being behind the strike.

A representative of the workers said about 300 strikers were dismissed without explanation on Wednesday.

The 18 arrested strikers are charged with intimidation of workers who did not join the strike, the police spokesman said.

Mr I Stewart, managing director of ATC, yesterday denied there was a strike by workers from his company.

Meanwhile, the managing director of Toyota Marketing in Sandton, Mr Colin Adcock, yesterday accused strikers at the plant of intimidating workers in other sections.

Mr Adcock said the remaining workers, about 130 of them, were threatened with violence by their striking colleagues.

He said the workers reported for work yesterday despite the threats. "However, they asked me to allow them to go home and I did. They said they would return to work today if they are not threatened again."

But Mr Moses Mayekiso, secretary of the Metal and Allied Workers Union said the striking workers denied threatening their colleagues.

Arrangements were made for management and Mawu's representatives to meet in an attempt to end the strike, but the talks broke down.

Mr Mayekiso and Mr T Adler (of the Federation of South African Trade Unions) met Mr Adcock yesterday. He told the workers' representatives he would not take back the eight workers but would consider re-instating the 130 strikers.

Sixty other monthly paid workers joined the 130 strikers yesterday.

And at the Lion Match factory in Pretoria, negotiations between management and 220 strikers broke down on Wednesday and the men were dismissed, the managing director, Mr R W Harker, said yesterday.

Mr Harker said the strikers were paid off after failing to comply with management's ultimatum of returning to work by 2pm.

Mr Harker said they had "dismissed themselves by their own actions" of not returning to work and were told to apply for reappointment next Monday, and would be accepted "without broken service", failing which they would be dismissed.

Trouble started on Monday this week when the 220 workers demanded 70% increases and gave the management until 1pm to meet their demands.

FRED FERREIRA

The new face of labour

192 FM 9/1/81

Fred Ferreira is director of Industrial Relations, Ford Africa

In 1979 we saw the emergence of a new labour era This new phase which manifested itself in strikes, stoppages and demands for higher wages, continued with increased intensity and frequency during 1980

There were obviously numerous reasons for this change, some directly related and unique to the particular industry where they occurred But the common denominators appeared to be a greater consciousness among black workers of their right to a more equitable share of the economic cake, together with increased expectations arising from the Wiehahn Commission of Enquiry and also, to some extent, the greater lenience perceived among employers, particularly those multinationals which are signatories to one or another labour code of conduct

The reaction to these "confrontations" was of interest Employers, who often displayed signs of bewilderment, mostly reacted in the extreme — they either put up a show of force, with the police being called in and strikers being fired, or they displayed a somewhat reluctant readiness to sit down with labour leaders and discuss specific grievances Government was perhaps equally ambivalent and reactions ranged from hardline threatening noises and imprisonment of labour leaders to calls for negotiation with recognised labour leaders, albeit of unregistered unions

These attitudes did not daunt the black worker, on the contrary they appeared to consolidate the black workers, and also created a somewhat philosophical attitude on their part resulting in the view that "if you ban ABC today, you will have to contend with XYZ tomorrow"

Against this background, what do we expect the situation to be in 1981? one of the fundamental lessons some employers — and government — seem to have learned through their and others' experience over the past year is to forget the preconditions and talk — though not for the sake of talking only Talking will, of course, cause new problems to emerge, but they are there anyway, and refusal to talk certainly will not make them go away Put differently let us utilise to the full the forces of our free enterprise system — but let us not forget that in a free enterprise system we cannot isolate the labour issue from the social economic and political issues by attempting to pigeonhole them 1981 is likely to see a stronger emergence of the trade union movement particularly, of course, among blacks with the white unions probably moving towards gaining representation among white-collar workers as the black unions become more powerful in the traditional white union operating areas

At the same time the situation may be further bedevilled by unions who pander to racial prejudice and who question the future of the white man in industry We should, however, rapidly rid ourselves of our fear of trade unions and recognise the contribution that can be made by our senior partners in the industrial society Visits to SA by knowledgeable and productive foreign visitors with an interest in this subject, such as the recent visit by members of the International Metal Federation, should be welcomed and encouraged as they can make a useful contribution to establish unions

On the other hand, while government has been cautious in implementing the Wiehahn recommendations, it did in fact, open new opportunities for both employers and workers and these opportunities should be taken advantage of During 1981 government may have a problem moving as rapidly as the average white South African is prepared and willing to move

It will indeed be an anti-climax, having protested the need for change, if industry does not move when the opportunity for change affords itself Despite the acute shortage of skilled people in this country and the exhortations directed at government over the past several years — decrying its failure to permit blacks to be indentured as apprentices -- there are currently fewer than 120 applications for the registration of black apprentices lodged with the Department of Manpower Planning

It is common knowledge that blacks today are primarily preoccupied with the question of their education, training and development and unless there is a dramatic visible change in the pace with which employers utilise the already existing opportunities to fulfil these needs, they can have only themselves to blame should they experience further manifestations of frustration

FM 9/4/81 (192)

Toyota gets tough

Efforts by the unregistered Metal and Allied Workers Union (Mawu) and Toyota management to reach a workable agreement have been dashed by the dismissal of 132 workers at Toyota Marketing warehouse in Sandton after a wildcat strike

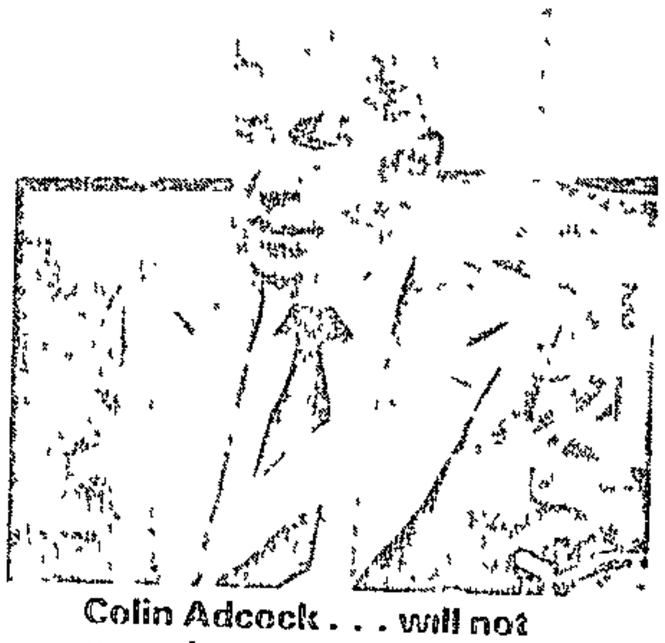
This is the third time the company has taken drastic action against striking workers at its Sandton warehouse In October 1979 and 1980 it dismissed workers when they struck over work quotas It reinstated them all on both occasions, in 1980 after successful negotiations with the union Last year after the October strike, Mawu also negotiated an agreement with management which dealt with working and overtime conditions

This week's dismissals followed the second wildcat strike at Toyota Marketing since the October agreement The entire warehouse workforce went out on Tuesday in support of eight workers dismissed this month They felt the company reneged on the agreement negotiated by the union in October and that the eight had been victimised for their union activities

This time Colin Adcock, Toyota MD, is adamant that his decision is final and that negotiations with the union over the dismissals will not be resumed He says the eight workers were dismissed for failing to inform management that they were unable to fulfil overtime quotas before Christmas "We are entitled to assume that workers will work requested overtime if they do not inform us otherwise These workers did not inform us that they would not be working and we took the necessary disciplinary steps The other warehouse workers consequently had no reason to call an illegal strike in support of the eight "

But the union feels otherwise It says workers understood that overtime was voluntary and that management was at fault by demanding explanations from those who did not wish to work during the pre-Christmas rush

Mawu has been fighting a recognition battle with Toyota Marketing since the end of 1978 In October last year, in a surprise move, the company agreed to recognise the Federation of SA Trade Unions (Fosatu) affiliated union It had previously stated that it would not enter into a recognition agreement with an unregistered union



Colin Adcock . . . will not negotiate over dismissals

Mawu now faces serious problems at the company Although Adcock categorically denies that union members have been victimised, Mawu's support was among warehouse workers, all of whom have now been dismissed Allegations of victimisation were made against the company in October when the union claimed that a company official had said that union members would be removed and new staff introduced The company was also accused of "selectively rehiring" workers after the strike — tactics it was alleged to have used in 1979

Although Adcock says that future negotiations with the union will be in order, he admits that ' very few members are left at the moment "

MESSINA (192)

Motoring.on FM 4/1/81

Activities *Mining and industrial group Copper interests include Messina in SA and MTD (Mangula) (55%) and Mezets (63%) in Zimbabwe Datsun-Nissan is wholly-owned Holds 37% of equipment distributor Premier Metal African Finance holds 27 5% of the equity*

Chairman *Commander H F P Grentell deputy chairman and joint managing director W J Wilson joint managing director R P Whitfield*

Capital structure *11 1m stock units of 50c Market capitalisation R59 9m*

Financial *Year to September 30 1980 Borrowings long- and medium-term, R21 8m net short-term, R626 000 Debt equity ratio 29 4% Current ratio 1 3 Net cash flow R28 2m Capital commitments R31,0m*

Share market *Price 540c (1980-81 high 690c low 325c trading volume last quarter 129 000 shares) Yields 36 9% on earnings 8 3% on dividend Cover 4,4 PE ratio 2 7*

	'77	'78	'79	*'80
Copper sales (000t)	42 0	34 8	33 5	7 7
Average Cu price (R/t)	1 104	1 104	1 513	1 712
Turnover (Rm)	263 5	295 7	348 7	438 0
Pre tax profit (Rm)	9 5	4 8	16 0	30 4
Earnings (c)	57 9	19 5	57 8	199 2
Dividends (c)	30	--	10	45
Net asset value (c)	858	858	958	880

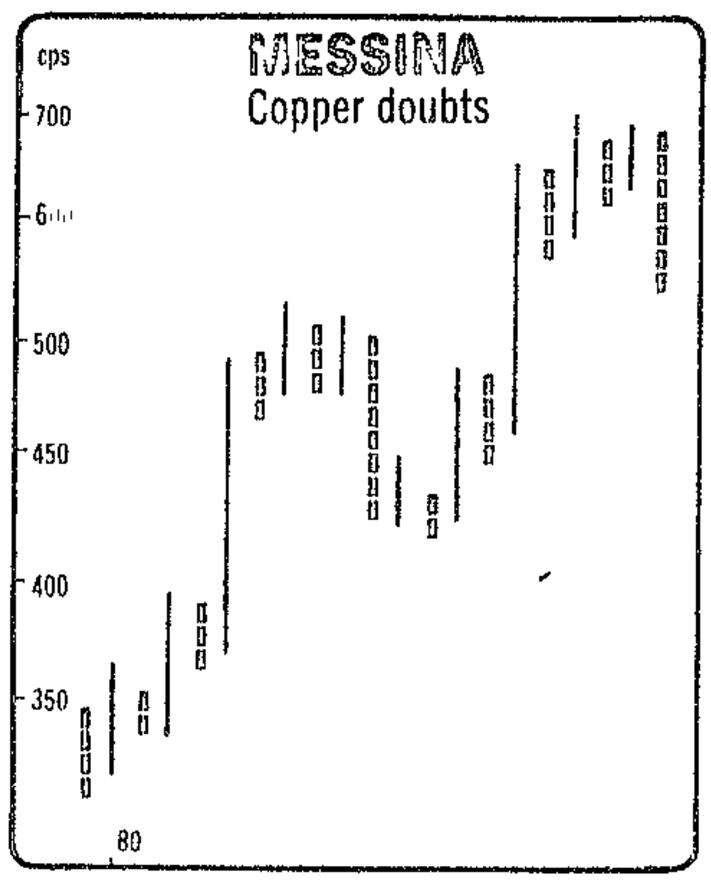
* Certain subsidiaries deconsolidated

Messina enjoys a relatively poor investment rating presumably because of its mining interests That is fair enough as far as it goes For while copper prices were about 14% higher in 1980 than in 1979, the near-term outlook is not favourable It seems, however, that the market is to an extent overlooking the medium-term strength in Messina's other interests

In the year to end-September, Datsun more than trebled its taxed profit contribution to R12,9m (R3,4m), after lifo, while turnover rose to R350,4m (R219,8m) In addition, it increased its market share to 15,3% (14,1%) following the motor boom and new model introductions As with the other manufacturers, the company had trouble meeting demand The purchase of the Fiat manufacturing facilities since the year-end should assist production

Motor sales are expected to continue rising this year until at least the third quarter, which should mean higher profits from Datsun and Messina's other motor industry interests, Steelmobile and Autocast Last year Steelmobile achieved a record profit after lifo, while Autocast turned around from a R1,5m loss to a small R285 000 profit

Subsidiary Premier Metal, which holds earthmoving machinery and forklift franchises, reported a profit in 1980 for the first time since 1976 Messina, however, expects no dividend income until Premier's debt has been reduced



The mining division benefited during the year from higher average copper and silver prices However, with a copper oversupply position likely this year, positive influences on the metals price will largely depend on investment or speculative demand

Last year Messina deconsolidated certain foreign subsidiaries, notably Mangula Thus operating income includes dividends totalling R5,5m With other accounting changes, including lifo stock valuation by Datsun and Steelmobile, the introduction of depreciation on certain industrial buildings and the decision to stop valuing metal concentrates, attributable income was reduced by R5,5m

The 1980 profit improvement resulted in a marked change in Messina's financial ratios Total borrowings were cut to R28,7m (R54,6m) and the annual interest/leasing bill fell to R7,4m (R14,2m) The directors are asking shareholders to authorise an increase in borrowing powers, but there are no immediate plans to gear up again 1980's debt reduction programme resulted in group cash flow covering total borrowings 1,2 times (0,3)

Bear factors this year are a higher expected tax rate, as most assessed losses have now been offset against income, and the poor copper outlook Nevertheless, with motor sales remaining strong, other industrial interests budgeting for higher profit and a stated policy of reducing dividend cover, a higher distribution is on the cards in 1981 At 540c, the share is a reasonable income stock

Des Kilalea

Car plant boost for EL

DD 15/1/81 (192)

R14m investment 750 new jobs

EAST LONDON — Yesterday's announcement that Honda cars are to be produced here in the second half of next year has boosted confidence in the future of the city.

The announcement was made by UCDD, which also manufactures Mercedes Benz products at its plant here

The addition of Honda production at CDA will mean an investment of some R14 million and the creation of about 750 new jobs, mainly for black workers

The Honda cars will be in the 1300 to 1500 cc category They will conform to Phase 5 rules of the local content programme, incorporating at least 66 per cent local content

The chairman of the Border Chamber of Industries, Mr J A Rich, said he was extremely delighted Any investment and new jobs were to be welcomed

The chairman of the East London Chamber of Commerce, Mr A T Selley, said the investments reflected UCDD's confidence in the area, which was sorely needed

"It will obviously help to alleviate unemployment and we would hope it would attract subsidiary manufacturing to East London," he said

The Mayor, Mr D J Card, congratulated UCDD for making the decision, especially in view of the announcement that East London would become an industrial growth point

"They will be the leaders in this venture and the fact that they are going to employ 750 people is great news because unemployment in this area has been our biggest problem," Mr Card said

The chairman of the East London Sakekamer, Mr Francois Meisenholl, said "This will obviously have a ripple effect in East London as a portion of this amount will have to be spent here "

The city councillor with the portfolio for industrial development, Mr [illegible] are now completely refuted "

He was hoping to present two or three applications on Monday for new industries in the Wilsonia area

"I am also moving that a delegation see the Minister of Industries and the Minister of Finance to assist us in creating new industrial sites for the demands which are anticipated

"We have virtually little or no land in East London except Berlin, but the prospect of opening areas on the West Bank is also very stimulating In fact Dr Chiang, of Taiwan, who was here last month said the West Bank area was ideally situated

"This was because of its close proximity to the harbour, its rail facilities and other industries which will be utilised as well for the purpose of obtaining spare parts," Cllr Yazbek said

Dr Chiang also expected [illegible] in-

Yazbek, said he was so excited that he wanted the world to know this was the catalyst East London had been waiting for.

"We have received numerous inquiries over the last two to three months and if a local industrialist showed such confidence then all the doubts and ridiculous statements that East London is standing still

dustries would be coming to East London "We are particularly grateful to CDA for clinching the franchise on Honda vehicles and we look forward to big things in the future

"We pledge our 100 per cent support and co-operation from the city council to further these projects," Cllr Yazbek said — DDR

STAR (192)

Toyota firm in face of strike threat

15/1/81

The managing director of Toyota SA said yesterday that in no circumstances would the firm rehire eight men dismissed last week — despite union threats to continue the strike until they were reinstated

Mr Colin Adcock said the eight were dismissed for "good and legal reasons" and would not be rehired.

But at a meeting of the Metal and Allied Workers' Union in Johannesburg yesterday, union leaders said the 132 men who went on strike in protest over the dismissals would not return until the men were rehired.

DEADLOCK

Mr Moses Mayekiso, secretary of the union's Transvaal branch, said that if a deadlock was reached in negotiations with Toyota management representation with official labour bodies would be sought.

Mr Adcock said the men were dismissed only after several hours of bargaining with the Department of Manpower

He said also there would be selective rehiring although none of the 132 had showed up for work this week

Mr Mayekiso said the union hoped to meet Toyota officials today

measures assets at a certain point in time and assumes this to be the value over the given control period, serious distortions could occur; particularly if the project has a short duration. A common solution has been to take the average of the assets at the beginning and the end of the period.

3.1.5 Shared Assets

In construction certain assets, usually a machine or building, are often shared by two or more contracts. The question then should these assets be allocated to a particular site, basis of some measure of site activity, or should they ed as a divisional or head-office asset? The value d plant can conveniently be allocated according to the on of time it works on each particular site.

lable and Non-controllable Assets

y, if the ROI is to be used to measure the divisional ct manager's performance, it should contain only those er which he has some measure of control. Otherwise tion could occur where economies in the use of con- e assets are offset by increases in the non-controllable us diminishing the effectivenss of ROI as an incentive ase the productive use of capital. Plant standing in ractor's yard should be distinguished from plant used Other assets such as loan levy, inter-company loans er deposits are balance-sheet items which are not ne particular site. They should thus be treated as a ice overhead.

Toyota workers: reply on strike

Toyota STAR 9/1/81

Management claims that workers at Toyota Marketing in Sandton had been "intimidated" into striking have been dismissed as a "red herring" by their trade union.

All workers are now on strike after a walkout by cleaners and administrative staff — the result of intimidation, says the company's managing director, Mr Colin Adcock.

However, claims of intimidation were today branded as a "red herring" by a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union.

Rather than being led by a handful of agitators, the strike had been sparked by genuine long-felt grievances.

The crux of the dispute was the sacking of eight workers who failed to report for overtime. They had understood that, in terms of an agreement reached between Mawu and the company, overtime was voluntary.

However, they had been told to sign final-warning forms. They refused and were dismissed.

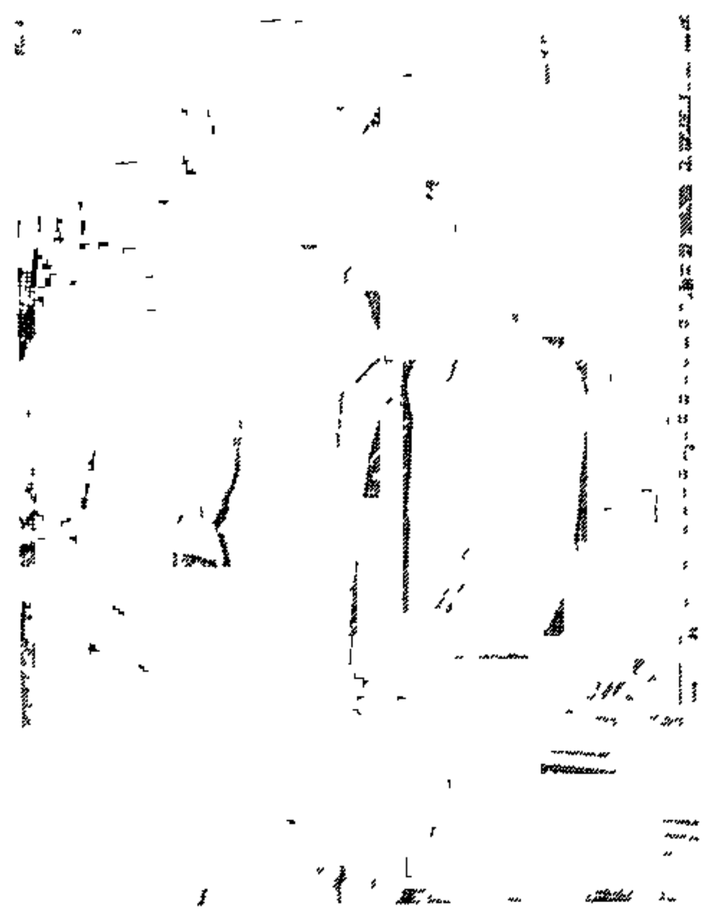
Mawu called on the company to be more positive in settling the dispute by reinstating all sacked workers.

MOTOR SPARES FM 16/1/81 (192)

Prices likely to plummet

Prices of motor spares and repairs should fall if Industries and Commerce Minister Dawie de Villiers implements recommendations of the Board of Trade on the motor spares trade

The Board's report was tabled in Parliament in 1979 and has only now been published in a Government Gazette prior



Taub . . . regulations will alter the distribution chain

to the expected publication of new regulations to govern the distribution of motor spares These regulations could bring far greater freedom to an industry estimated to be worth R1 000m a year

De Villiers will probably stop car manufacturers from forcing their franchised dealers to buy spare parts solely from them Freed of this obligation, car dealers should be able to pick up many spares at healthy discounts by dealing direct with the component manufacturers in SA or overseas

In some cases they will also get better deals from local independent wholesalers For example, a Volkswagen Beetle front bumper (1968-74) costs the trade R49 from Lindsay Saker, the official VW distributor The same part can be picked up from Jaffes, an importer and wholesaler, for R20 In terms of their franchise agreements, dealers are forced to buy the more expensive item from the official source

Manufacturers contend that they must handle the distribution of spares to ensure quality standards and to protect the public from inferior, so-called pirate parts They also reserve the right not to honour warranty claims if their own authorised parts are not used

But retail sources claim that this is an excuse to hold on to a very profitable business Says one "Once a manufacturer has sold a car, he has a captive market for its spares, and car manufacturers make more money selling spares than selling cars"

Says Oscar Taub, chairman of the National Motor Parts and Equipment Association (NMPEA) "If the regulations go through, they could eliminate a number of middle men At present many spare parts reach the consumer through a chain which starts at the component manufacturer overseas, the overseas car manufacturer, its local car manufacturing company, its parts distributor, and its franchised dealer garage Under the new system a local wholesaler would be able to buy direct from the component manufacturer and sell direct to the garage Even for locally-made components, the distribution chain would be shorter"

This is already being done and many garages breach their franchise agreements by buying low-priced spares from independents instead of from official sources Whether they always pass on these savings to their customers is another matter

Says Taub "This is one reason why the consumer may not immediately benefit from the new regulations Competition at wholesale level will certainly increase but the average motorist will not know how much the garage paid for the parts it has fitted to his car This is a highly technical field which the layman cannot be expected to master The Price Controller should therefore regulate the margins at each level of the distribution chain"

With garages free to buy from whom they wish, many may be tempted to buy the ultra-cheap so-called counterfeit pirate parts which are illegal and usually inferior copies of the real thing Taub feels that the only way around this is for consumers to become more alert and for them to only deal with garages which are members of the Motor Industries Federation, they should report any suspected malpractices to the federation

Macwusa invites Gqweta

DD 20/1/81 (139) (138) (192) (154011)

NEW BRIGHTON — The first national congress of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) will be held at the Centenary Great Hall here on February 1.

This was announced by the local chairman of the union, Mr Dumile Makhanda yesterday He said the opening theme would be "Workers united in the 80's"

The Johannesburg Transport and Allied Workers' Union under the leadership of Mr Joseph Mavi, the Western Province General Workers' Union, the African Food and Canning Workers' Union and other unions have been invited to the congress

Mr Mavi, who led more than 1 000 municipal workers at the time of his arrest during the strikes in Johannesburg will be the main guest speaker, followed by Mr Thozamile Gqweta, the national organiser of the South African Allied Workers' Union (Saaawu). — DDR.

TRUCKS

FM 23/1/81 (192)

At what price independence?

Due mainly to the local manufacturing programme, truck prices will soar by around 50% and tractor prices by 30% in the next 12 months

In the meantime, sales continue to roar ahead at record levels to beat the introduction of the first locally-produced engines expected late this year A minor slump is expected after that

Government's ill-conceived plan to achieve self-sufficiency in diesel trucks will cost truck and tractor buyers at least R220m a year because of expensive local manufacture — and it will not attain the goal of self-sufficiency as the country will continue to import fuel injectors and other vital diesel engine components

A survey just completed by Naamsa among truck manufacturers reveals that the programme should boost average wholesale prices of trucks by between 30,1% and 45,9% — over and above inflation — depending on mass category Naamsa has based its calculations on the assumption that overseas sources will grant local manufacturers the following deletion allowances for supplying their trucks minus the components which are to be made locally engines 25%, gearboxes 9% and axles 12% (See table)

UCDD, the manufacturer of Mercedes-Benz trucks, was one of only three manufacturers which did not participate in the survey The other two have very small market shares but Mercedes is the heavy truck market leader It is also likely to be least affected by the local programme as it already uses the engine, gearbox, and axle types which have been chosen for local manufacture

The local manufacture programme for trucks requires that they all be fitted with diesel engines made by Atlantis Diesel Engines (ADE), and that, initially, some be fitted with gearboxes and axles made by Gencor Later they will have to be fitted with steering boxes, also made by Gencor

The programme for tractors embraces engines only at this stage, and industry sources estimate that it will push up wholesale prices by 20%

Hardest hit by cost rises will be certain double-axle 6x4 trucks and 16-tonners which will have to use the highest percentage of locally made components Costs of some models have been pushed up by 60% and it is in these categories that the greatest numbers of makes and models will be forced off the market

Other models might be withdrawn if overseas factories find that it is not worth their while to supply the SA market with relatively small numbers of trucks minus the expensive engines and powertrains

This would leave the local truck companies with depleted product ranges and could lead to a new generation of hybrid trucks which will be designed from scratch around the locally-made engines and powertrains In many cases it could be cheaper to do this than to adapt existing models to these components

Truck makers have levelled sharp criticism at the choice of gearboxes to be made locally Apparently Gencor, which has been promised its monopoly by government, was given the licence to manufacture ZF gearboxes by the German parent company on condition that it did not produce other makes The ZF gearbox for heavy trucks is a synchromesh "split box" which has 16 ratios It is considered by some to be too complicated for many local applications where the 9-ratio, crash-change, US-made Fuller gearbox is widely used

The local content programme has required a total capital investment of around R500m R308m for the Atlantis Diesel Engines (ADE) factory, R60m for the Gencor gearbox and axle plants, and the rest for extensions to plant by truck, tractor, and component manufacturers

This investment will create thousands of jobs and increase local manufacturing capability But it is being channelled mainly into two vast, unprofitable monopolies, which will survive only through government protection against free market forces It follows that without government's initiative these funds would have found their way into more profitable ventures, with greater job-creating propensities, which would have ultimately been of more benefit to the economy

Demand in SA is too small to support a local manufacturing industry and officials from both Gencor and ADE have admitted that, even with protection, returns will not be attractive

The move to self-sufficiency was no doubt initiated by the defence force as part of its strategy to counter the arms embargo But instead of concentrating on filling defence needs only (which in many cases differ from commercial needs) government has attempted to force self-sufficiency on the entire industry The resulting upheaval will be felt in all parts of the economy that depend on road transport, and agriculture

De Villiers . . can he ease up on state control?

Government's plan, which seeks to fill both strategic and commercial requirements, is a compromise which satisfies nobody It cuts the military's options on specialised engine types, and it poisons the truck and tractor industry with the inefficiencies of two monopolies protected from competition by government-imposed tariffs The rand cost of this will be born by the purchasers of trucks and tractors — and ultimately by the consumer

Even with these sacrifices from all quarters, the goal of self-sufficiency has not been reached as there are still no plans for the local manufacture of high technology diesel engine components such as fuel injectors, mainly because of the high capital cost of plant

Defenders of the local content programme say that any future embargoes could be circumvented by building up large stocks of fuel injectors now But by this logic it would be cheaper to stockpile the same number of complete engines than to build the local engine plant

The extra price truck and tractor buyers will pay to support the local industry more than covers the cost of establishing facilities to supply specialised defence needs only Government would have done better had it raised these funds through the Defence Budget and left the rest of the industry to compete freely

At a time when it is government's avowed policy to give a greater role to the private sector, new Minister of Industries Dawie de Villiers inherits a situation where free enterprise in the truck and tractor industry is being threatened by state-sanctioned inefficiencies and controls Many of the steps taken so far cannot be reversed but let us hope that he will at least stop the process from going further and reverse it where he can

COST OF LOCAL CONTENT

Component cost premiums as percentages of total vehicle wholesale price

Motor vehicle range	Engine	Gear-box	Axle	Total
	%			
Up to 8 ton	39,9	—	—	39,9
9-12 ton	28,2	5,9	—	34,1
13 ton	26,3	7,1	—	33,4
14-16 ton	21,1	5,9	9,8	36,8
Low cost 6 x 4	22,8	5,2	17,9	45,9
Premium 6 x 4	13,8	6,2	10,1	30,1

Assumed deletion allowances
Engine 25%
Gearbox 9%
Axle 12%

Union accuses police of meddling in dispute

The independent Metal and Allied Workers Union (Mawu) has protested against what it describes as "Security Police interference" in the dispute at the Toyota Marketing Company in Sandton

Two Mawu shop stewards at Toyota, Mr Sidney Zulu and Mr Wilfred Sihlangu were detained by Security Police at the weekend a union spokesman said

Both men were among the 132 warehouse workers dismissed after a strike at Toyota early in January

A Security Police spokesman said the two unionists had been transferred from the Bramley police station to John Vorster Square for questioning

They were released on Monday without being charged after spending two days in custody according to a union spokesman

The spokesman "deplored" the practice of Security Police involvement in labour disputes He said they could "prejudice any progress made in the area of industrial relations"

Osbourn Prize
For the best work in fourth

5 A Read

General J B M Hertzog Prize
For the best final year student.

D H Pryce Lewis

of Professional Practice.

P A Rapoport

Molly Gohl Memorial Prize
For the best woman student
in third year.

Miss C Tredgold

David Haddon Prize
For the best student of
Architecture (or Quantity
Surveying, in the subject

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.

Helen Gardner Travel Prize

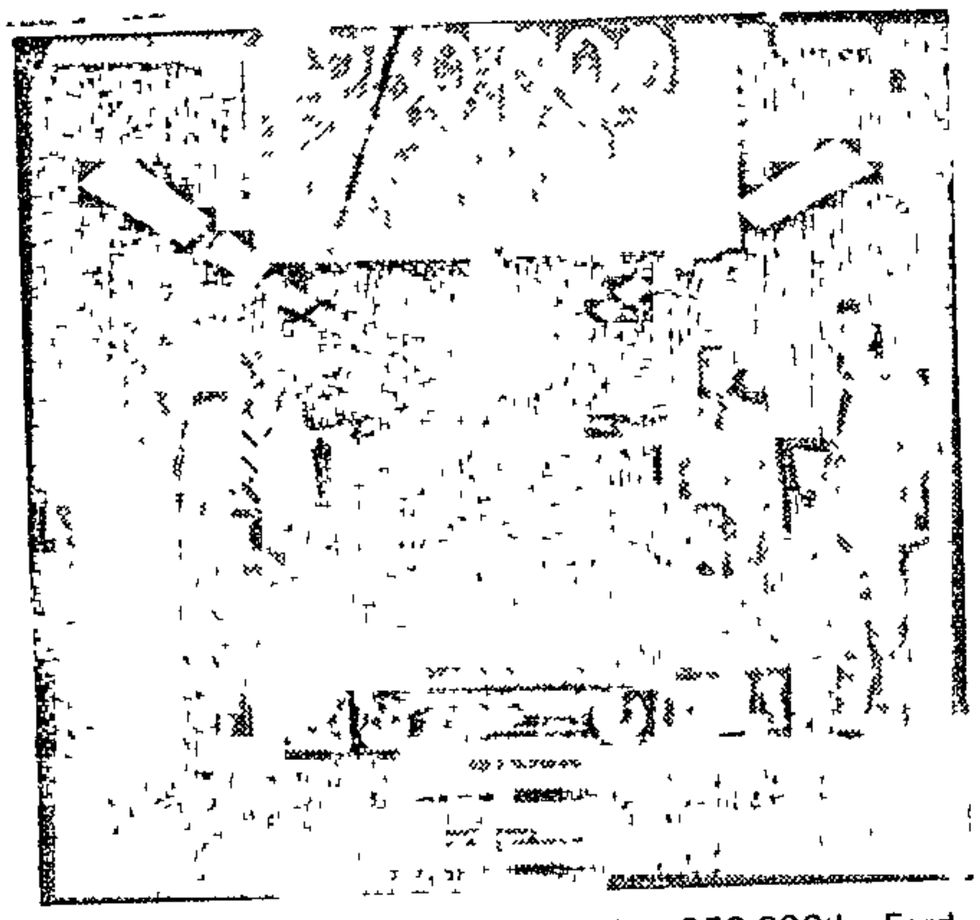
Sixth Year

P F Dunckley

ARCHITECTURE

Cape Provincial Institute
of Architects' Prize
For the best student in :-

FINE ART & ARCHITECTURE



A high-performance XR6 was the 250 000th Ford Cortina to be built in South Africa

Ford notches up 250 000 Cortinas in SA

RDM 27/1/81 (192)

PRODUCTION of Ford Cortinas in South Africa recently reached a total of 250 000, 18 years after the model range was introduced here

In that period R18-million in tooling and facilities, local components worth millions of rands, hundreds of millions of kilograms of materials and countless man-hours have gone into building Cortinas

The car has undergone extensive restyling and uprating in the course of its evolution The Mk 1 was introduced here in 1962, the Mk 2 in 1967, the Mk 3 in 1971 and the Mk 4 in 1976 The recently launched Mk 5 incorporated changes in styling which were probably the smallest involved in any of these changes, yet significantly altered both the appearance and habitability of the car, and considerable engineering changes One of the most important of the latter was a five-link rear suspension system, developed in South Africa, which markedly improved roadholding and handling

"As the Cortina consolidated its position in the market we invested increasingly in its local development, engineering and manufacture When the Mk 1 was first produced in 1962 the local content level was only 12% Today, in terms of the Government's local content programme, the average for the range of cars stands at an impressive 71%", said Mr Brian Pitt, managing director of Ford in South Africa

The development of the car range to suit local conditions also led to the production of the company's One-Tonner light truck It was developed, engineered and tested in South Africa and launched late in 1977 Nearly 10 000 were built in the first year, making it the country's top selling light commercial vehicle in 1978 It is still a market leader in its class

The success of the Cortina led the company to invest R9,25-million in building what is claimed to be the most modern assembly plant in the southern hemisphere The plant started operating at the end of 1973 and is the only one in South Africa devoted to manufacturing a single vehicle range Present production is more than 100 Cortinas a day

FINE ART & ARCHITECTURE

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 the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize
For the best final year student.

S A Read

Osbourn Prize
For the best work in fourth

Three Toyota strikers freed

5 TAR 30/1/81

By Drew Forrest

Three more trade-unionists from the striking-bound Toyota Marketing Company in Sandton were arrested at the weekend and released yesterday without charge

This has aroused the anger of the Federation of South African Trade Unions (Fosatu)

Two shop-stewards, also members of the Fosatu-affiliated Metal and Allied Workers Union, were held for questioning by the security police after being arrested last week

30 fired by Pretoria firm

5 TAR 30/1/81

About 30 workers at the Angus-Hawken Fluid Seal Engineering Company in Rosslyn outside Pretoria were dismissed yesterday after a wage dispute with management

A spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa — a non-racial union affiliated to Fosatu — said the workers had been sacked after refusing to meet conditions set by management for their re-employment

Another 270 workers had been fired after a January 16 strike

R25m Sigma profit

RDM 31/1/81 (192)

SIGMA Motor Corporation, 75% owned by Anglo American Corporation and 25% by Chrysler Corporation expects a 1980 profit of R25-million against R7-million last year, says Mr Harry Oppenheimer

He told the Strategy 80 dinner in Johannesburg that Sigma sales had trebled since the group's formation in 19761 to about 65 000 units last year Capacity was fully taken up and Sigma was investing almost R40-million in a plant to double output by 1985

Sigma is still paying no tax, say company sources It gained credits from the Chrysler losses it took over, and is not likely to pay tax for another two years — Reuter

R250 000 commercial development at Umhlanga

S. Tribune 1/2/81 (192)

Property Reporter

MORE commercial dtvelopment for Umhlanga Rocks was disclosed this week — a major motor company is to expand its dealership in the town at a cost of R250 000.

The expansion will provide additional showrooms, workshops and office space for NMI. The two-storey development is expected to be completed by July or August.

Mike Lowman, managing director of the distributor, said: "Umhlanga has become a major market for us in its own right. There is a high proportion of Mercedes owners in the area and sales and service facilities are essential."

The Umhlanga project is the latest in a series of expansions and redevelopments at branches of the company throughout Natal.

Last year, the company spent more than R350 000 improving branches in Newcastle, Ladysmith and Empangeni. Now plans are advanced for similar projects in Pietermaritzburg, and the main West Street, Durban showroom.

Another 500 jobs in wake of R50-M VW scheme

S A Indus Wk (192)

By Fred Roffey

MORE jobs will be created at the Uitenhage plant of Volkswagen as a result of the decision by the company to accelerate its investment programme by another R50 million this year.

About 500 extra workers will be taken on.

The staff increased from 5 441 to 7 322 last year, due to increased demand for the company's products.

Feature

A major feature of the Uitenhage expansion is that 50 new apprentices of all races will be trained this year.

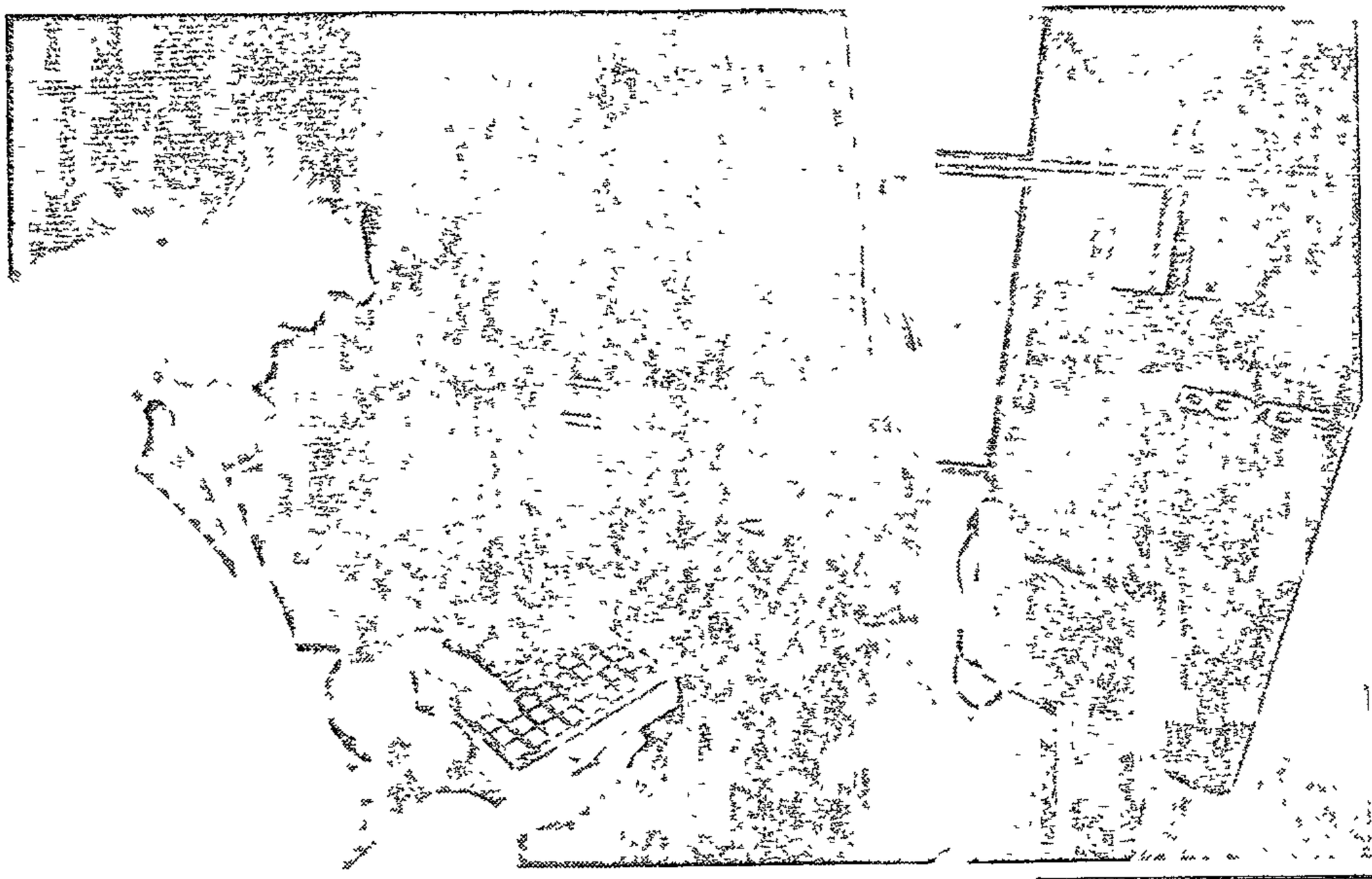
The R50 million forms part of the R100 million investment programme announced by the company at the beginning of 1980.

The managing director of Volkswagen South Africa, Peter Searle, said the company had committed R46 million during the first year of the programme.

New plant

This had been for projects such as a new engine plant which was scheduled to come into operation by the middle of this year.

Other projects were the installation of extra presses in the press shop, extensions to production facilities, the introduction of new products, the increasing use of local content, and welfare and education projects for employees.



New-car sales won't match 1980 record

By Fred Roffey

OPINION is mounting that this year's new car sales will not grow to the [illegible] of the inflation rate, the Budget is also likely to be more restrictive than that of March last year, which would [illegible]

The managing director of General Motors South Africa, Lou Wilking [illegible]

overall investment programme, and this year we will commit a further R50 million

Strong

"Although we do not expect the same dramatic growth in the market this year as last year, it will remain strong, and our investments in both people and facilities will ensure that we share fully in this expected growth," said Searle

Expanded projects for employees include extending the company's bursary programme, opening a new sports club, and increasing the money spent on community projects in the Uitenhage area, plus stepping up the company's ongoing worker training programme

economist of Barclays National Bank, Dr John Cloete

"The very substantial increases in sales of cars and other durable consumer goods are unlikely to be repeated in the year ahead, as pent up demand for these goods has now probably been largely satisfied," he said

Another factor was that the rate of increase in salaries and wages might well slow down significantly

"Following the sharp increases in wages as well as other costs during the past year, firms are likely to cut back on wage increases this year and to embark on cost reducing and containing exercises in general," he said

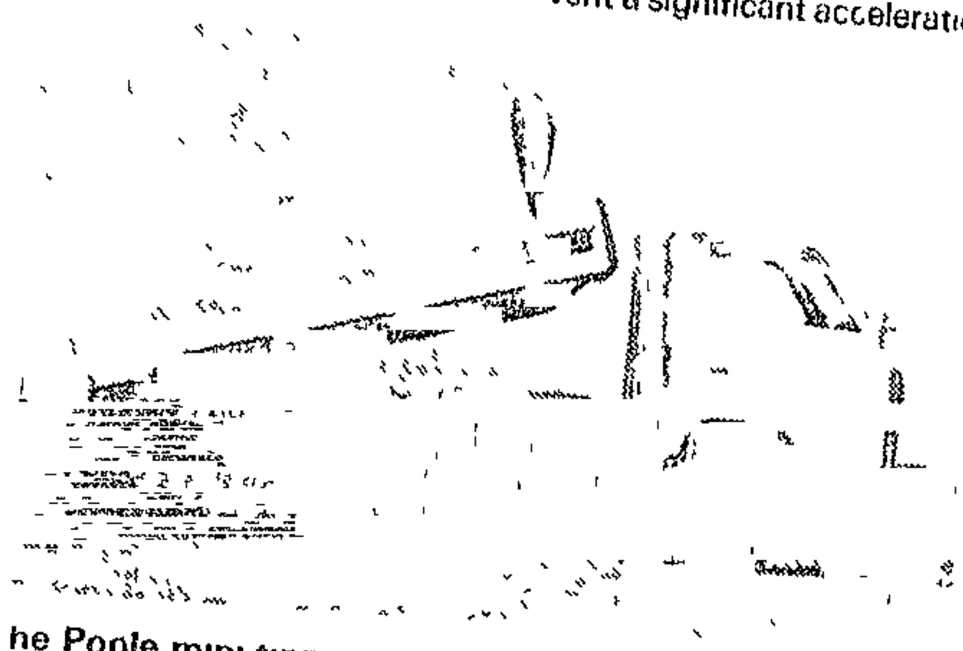
"In view of the need to prevent a significant acceleration

Dr Cloete pointed out that interest rates and the cost of money had already started to rise and were likely to rise further as lending capacity in the banking system became fully absorbed

"The increase in the cost of finance will, in turn, affect both investment and consumption expenditure," he said

marginally lower than last year's record sales volume

However, the managing director of Ford South Africa, Brian Pitt, forecasts that this year's new car sales figure will beat that of 1980, while the managing director of Volkswagen South Africa, Mr Peter Searle, believes 1981 new car sales will be about the same as last year



he Poole mini tipper is a low cost tipper especially de-
gned for smaller jobs — which means you can still
make a profit even on smaller jobs where a larger tipper
ould prove to be uneconomical Add to this the fact
hat your running costs are considerably reduced and
you have a tipper that is designed to increase your pro-
fitability and versatility The body capacity is 1,8 m³ and
e floor is made of 3 mm mild steel supported on rolled
eel longitudinals and crossmembors Purchase of the
pper with fixed or dropsides is optional The mini tipper
may be fitted to most 2 or 3 tonne payload carrying ve-
cles.

The mini tipper is fitted with a Heil hoist system with a
° dumping angle and the maximum dumping speed is
seconds. Except for the pump, which is imported from
he USA, the Poole mini tipper is made of 100% local con-

RDM 4/3/81 (192)

Fedvolks gets 75% of Firestone

By DAVID CARTE
Deputy Financial Editor

FEDERALE Volksbeleggings has bought 75% of Firestone SA from Firestone of the US for an undisclosed sum

Partly to finance this deal, FVB has also announced a R30-million rights issue of 9 5% R5 convertible preference shares

This is the second large acquisition FVB has made from a major North American company in the past year Last March it bought 75% of Massey Ferguson from that company s Canadian parent

Firestone SA "has about 25%" of the South African car tyre market, Federale chairman, Dr P Rousseau told a news conference yesterday He believed this made it No 2 in its field

It has two major factories, one in Port Elizabeth and one at Brits and employs 2 600 people

Dr Rousseau stressed that the sale was not "disinvestment from SA" by Firestone US He said Firestone US sold to FVB as part of a new policy of involving partners in its overseas operations

He showed reporters a copy of a letter from Mr John J Nevin president of Firestone US, stating "It's my view that companies like the Firestone Tire and Rubber Company will be more successful overseas long term, if they associate themselves with partners who are nationals of the countries in which we are doing business"

Firestone has such associates in Japan, Mexico and Spain

Firestone US is under new management and is also trimming its sails in the recession, selling off other subsidiaries as well

Dr Rousseau said the management of Firestone SA was nearly entirely South African and would not be changed

Mr Peter Morum stays on as managing director, and Firestone US will have two representatives on the board — its president, Mr Nevin, and vice-president, Mr Jack M Cornely

Dr Rousseau said Firestone SA would continue to benefit from US know how and a technical agreement had been signed

The reason price has not been disclosed according to Dr Rousseau is that "the details are subject to exchange control regulations — always a sensitive issue"

Dr Rousseau confirmed that Firestone SA would use synthetic rubber from Sentrachem's R150-million plant being built at Newcastle Sentrachem is also a subsidiary of FVB

* The convertible prefs will be issued on a basis of 22 prefs for 100 ordinary shares They will be convertible when the ordinary dividend exceeds the pref dividend of 47,5c Sanlam will underwrite the issue

While it was unprepared to comment on price, profits or even turnover, Federale said the acquisition would be favourable to profits Dr Rousseau would say only that the acquisition would absorb more than half the R30-million being raised by the pref issue

COMMENT Perhaps Firestone does want a South African partner and perhaps it is trimming its sails internationally, but it is hard to imagine that the political problems of US investment in SA did not enter the equation Especially with the Rev Mr Sullivan breathing down US companies' necks For this reason I would suspect that Firestone US was a fairly willing seller and the deal will turn out favourable to FVB

The closest I could get to a price was one FVB source's statement that this was a "big" acquisition, amounting to something like 10% of FVB's assets Last year these were about R358-million

Black workers must unite Macwusa told

NEW BRIGHTON — More than ten black union leaders from all over over South Africa took a resolution that 1981 be declared a year of worker action here yesterday and that all workers organise themselves to form a united front to "break the shackles that bind black workers"

This agreement was taken by more than 5 000 workers at a Motor Assemblers Component Workers Union of South Africa (Macwusa) congress held at the Great Centenary Hall here.

Trade unions from all over South Africa were represented

The chief guest speaker from Mdantsane, Mr Thozamile Gqweta, said: "We are not prepared to sit back but our actions will tell The battle is still on until we achieve what we want"

He said Macwusa would not register officials until the Department of Manpower answered the call of the organisation

One of the problems of the organisation was particularly those workers who fell directly under the homeland area, a system that deprived the right of blacks in East London

He said there were many trade unions who belonged to the whites who had already shown that they were only there to protect their own rights and not those of the black workers.

Mr Gqweta said political power in South Africa remained safely with the whites and they would defend these rights at all costs

In conclusion he said it was through black unity that they could survive

The congress was covered by the international television companies of UPI and Visnews — DDR

CHEMICAL

J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon
T J Cummíng
D P Weeks
J H Rens
B F McClelland

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)
For the best student in each of the 2nd, 3rd and final years.

Corporation Medals

FACULTY OF ENGINEERING

FINANCE

TURNOVER SOARS AT LEYLAND SA

ARGUS 11/2/81

(192)

Financial Editor Argus 11/2/81

LEYLAND SOUTH AFRICA, the Western Cape's biggest manufacturing organisation, is alive and well. Threatened a year ago by the group chairman, Sir Michael Edwardes, that it faced closure unless it paid its way, it now has an assured future.

Reorganisation at its factories at Elsies River and Blackheath, coupled with the upsurge in the economy, have sharply boosted earnings

Profit figures are not available, but according to a Leyland spokesman, sales last year jumped more than R160 million, or almost half as much again as the R110 million turnover in 1979

Contributing to the rise was a 10 8 percent gain in truck sales and a 17,5 percent increase in car sales Sales of tractors rose by more than 16 percent while Landrover sales were 9 4 percent higher

However, biggest growth was in bus sales, which more than doubled from 309 in 1979 to 702 last year It seems that this growth rate will be more than maintained this year In the first six weeks of this year orders have been received for another 700 buses

With the establishment of the Atlantis Diesel Engine Company, Leyland looks like becoming even more important to Western Cape industry It has already secured contracts to supply ADE with R10 million worth of flywheel and ring-gear assemblies

As one of the few companies in the Western Cape with the necessary manufacturing skills it can also expect to gain further large orders for other components

MORE THAN R4-M

Last November it announced that it was spending more than R4-million on expanding production

However, it now seems possible that expenditure on new capital projects could well exceed R10-million in the next year or so

It seems that the Western Cape has a major engineering industry that will play an increasingly important role in the economy of the area in the years to come

The need for the integration of curative and preventive health services in South Africa is well documented [8] and will not be considered further here. In the future, following the Health Act of 1977, all new facilities will be co-ordinated by the Provincial Administrations.

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1) See Feldstein p.57ff
   Trengrove Jones p.159.

2) Stigler G. "The Division of Labour is Limited by the extent of the market" Journal of Political Economy Vol. 59 No.3, June, 1951.

3) To the extent that confidence and belief in the doctor forms an important part of a cure, this may be true.

4) One year after the new outpatient block was opened, the problem of the bottleneck at the pharmacy in the 'non-whites' section became apparent. It is not possible to extend this pharmacy at the moment since structural alterations would be very expensive and there is no alternative facility to use as a pharmacy while these alterations are made. Also the outpatient department will be expanded when the extensions to Groote Schuur stretching down to Main Road are completed in five or six years time.

5) See Searle p.509ff

6) See Trengrove Jones Section II.
   developing - tuberculosis, high infant mortality, vector borne and parasitic diseases, malnutrition;
   developed - heat disease, lung cancer, hypertension, diabetes.

7) And as mentioned, I cannot do this.

8) See Trengrove Jones
   J. Matheson "The Economics of Health in S.A. - A Survey" Economics Honours Thesis UCT (1977)

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(7) Conclusions

(7.I.) The Cost Effectiveness of the Day Hospitals Organisation

The possibility of reducing cost benefit and cost effectiveness results to balance sheets in the health sector has been questioned. [1] This is obviously not possible in this study. The cost figures used are not of the type an accounting

P.M. 20/2/81

JANUARY CAR SALES (192)

	1981 Jan	% of Market	1980 Dec	% of Market	1980 Jan	% of Market
VW	4 690	23,03	4 270	18,58	4 184	23,28
Sigma	4 482	22,01	4 851	21,11	3 974	22,11
Ford	2 650	13,01	3 411	14,84	1 815	10,10
GM	2 471	12,13	2 551	11,10	1 079	6,00
Toyota	2 141	10,51	3 233	14,07	2 202	12,25
Datsun	1 695	8,32	2 037	8,87	2 107	11,72
BMW	731	3,59	821	3,57	753	4,19
Alfa	695	3,41	897	3,90	1 035	5,76
UCDD	402	1,97	507	2,21	508	2,83
Leyland	393	1,93	393	1,71	317	1,76
Other	18	0,09	8	0,04	—	—
January total	20 368 (13,32% up on 17 974 last year)					
December total	22 979					

COMMERCIALS

	1981 Jan	% of Market	1980 Dec	% of Market	1980 Jan	% of Market
Toyota	2 738	29,56	2 930	29,83	2 574	28,10
Datsun	1 701	18,36	2 057	20,95	2 080	22,71
GM	1 354	14,62	1 215	12,37	1 301	14,20
Ford	1 333	14,39	1 298	13,22	983	10,73
Sigma	822	8,87	970	9,88	896	9,78
VW	445	4,80	485	4,94	447	4,88
UCDD	333	3,60	339	3,45	215	2,35
Leyland	246	2,66	223	2,27	421	4,60
Alfa	85	0,92	67	0,68	107	1,17
MAN	53	0,57	77	0,79	25	0,27
Int Harvester	50	0,54	65	0,66	55	0,60
Oshkosh	29	0,31	23	0,24	18	0,20
Vetsak	20	0,22	37	0,38	5	0,05
Malcomess-scania	15	0,16	5	0,05	6	0,07
ERF	14	0,15	8	0,08	7	0,08
Margrus-Deutz	13	0,14	9	0,09	11	0,12
Fodens	11	0,12	12	0,12	7	0,08
VSA	1	0,01	—	—	1	0,01
—	—	—	—	—	—	—
January total	9 263 (1,14% up on 9 159 last year)					
December total	9 810					

such services from a rural health centre to a village health post, in a rural area with a low population density.

./...

MOTOR INDUSTRY (192) FM 20/2/81

VW shifts into top gear

Volkswagen (VW) will become the country's biggest single-make car engine producer when its new engine plant starts up this July Initially it will turn out about 55 000 units a year

This is more than the 45 000 diesel engines to be made by the giant Atlantis Diesel Engine plant, but less than from the Datsun plant which makes engines for commercials as well as cars

The engine plant is part of VW's R100m expansion programme which began last year The programme was to have taken three years but runaway sales, which put VW at the top of the booming car market, prompted the company to complete it sooner The final R50m is now being committed so that all the new facilities will be in use next year

This comes none too soon as VW's factory is now producing nearly three times as much as in 1977 when output was 500 vehicles a week on a four-day week Last year the labour complement rose 35% to 7 322 and will rise by another 500 this year

The building for the engine plant which was designed from the ground up for its purpose, will cost R15m and is built on the German pattern with space heating and insulated walls Where possible existing buildings are being modified on the same lines

A new street of four new Schuler body presses costing R5,5m will eliminate round-the-clock work in the body shop which produces VW's needs as well as body parts for Mercedes cars

The assembly hall is being enlarged to lengthen the assembly line This will allow more cars to be worked on at the same time and will also enlarge work stations

VW MD Peter Searle says the investment is the final major step towards the attainment of the company's local content goals It will give VW Kombi commercials the required minimum 66% local content by the beginning of 1982 and will raise local content of the VW Golf to about 75%

The engine plant will initially save at the rate of about R6m a year in foreign exchange, but this will rapidly increase as more and more locally-made components are substituted for imported items

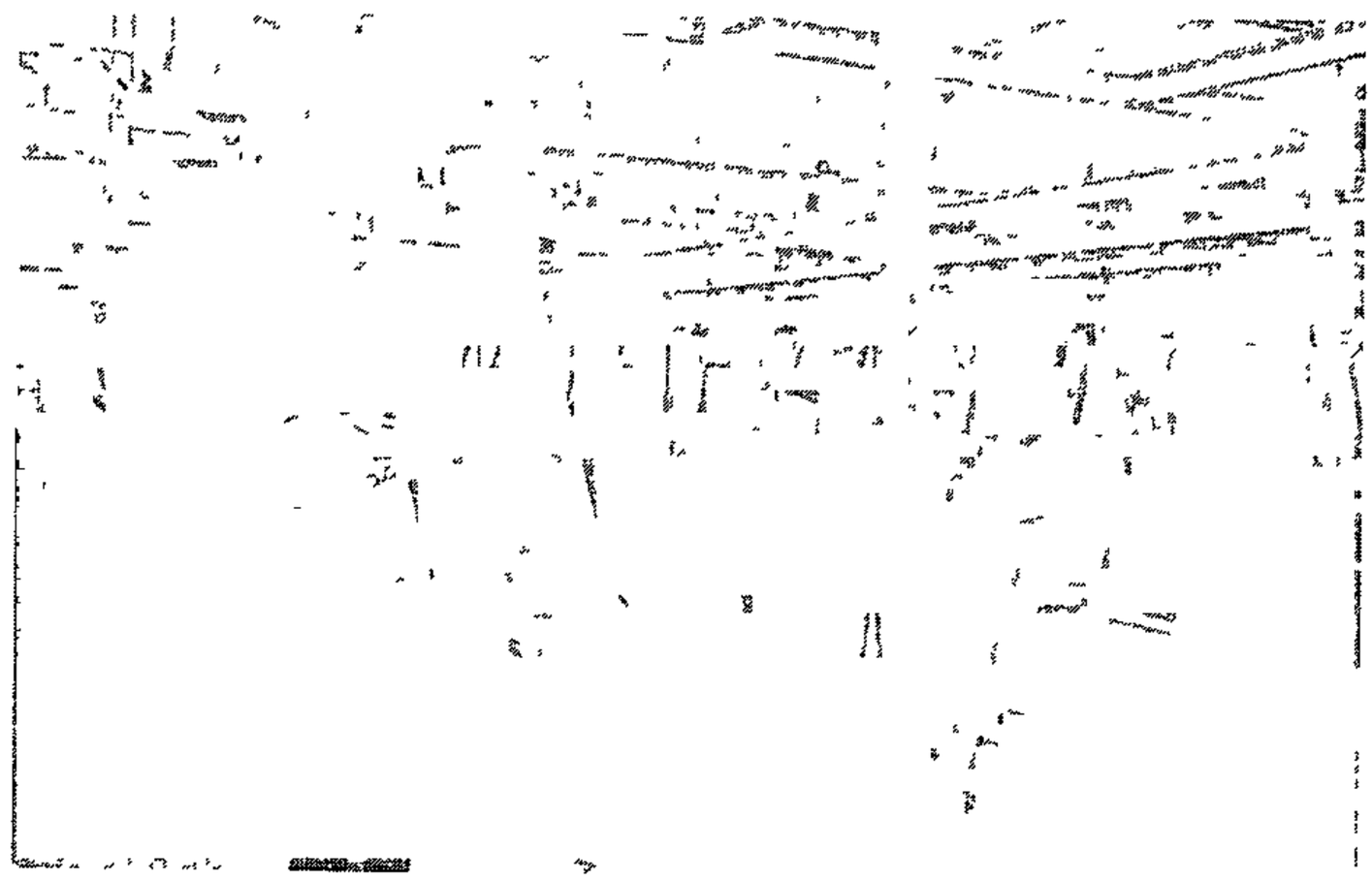
It will produce watercooled engines for the Golf, Jetta, Passat and Audi Aircooled engines for the Kombi will continue to be imported But rumour has it that a new generation of watercooled engines is on the way to replace the Kombi's famous flat-four aircooled model, which was originally designed for the Beetle during the Thirties If and when they come, the new plant will almost certainly produce them

The Reef foundry Autocast is signed up on a R3,5m a year agreement to supply castings Autocast is a subsidiary of the Messina Group which owns Datsun

The Alberton firm Karl Schmidt will supply pistons and piston rings worth about R1,4m a year NF Diecastings, also of Alberton, will supply inlet manifolds worth about R1m a year VW will make sump housings in its own press shop

For the time being, VW will import crankshafts and camshafts until suitable machining facilities are available

The company will continue to import cylinder heads, valves, valve guides and connecting rods for some time



New VW plant . . part of a R100m expansion plan

The investment will increase total production capacity by extensions to the company's press shop, assembly plant, paint shop and warehouses It will also improve in-plant working conditions and increase space for offices and training facilities

"We are not yet even in the reserve league of automation," says a VW spokesman, "because we are not trying to eliminate jobs But certain improvements are being made to humanise some of our production jobs"

APPENDIX

A Note on the available statistics.

For the purposes of economic analysis, the data that are currently collected by the authorities have severe limitations. Market forces are not operative so that cost figures that are calculated are inappropriate indicators of the value of resources used in health service delivery by the CPA. The purpose of this section is to outline the data that are available and to point out the deficiencies of these figures.

(I.) Throughput statistics.

information, assessing tion, and for the ons, remains. The reater interdisciplinary cularly in the admini- frica, economists lth sector analysis, om medicine. ~~We~~ ~~have~~ ~~part~~ a

Atlantis Diesel Engines

354 Mr N E WOOD asked the Minister of Industries, Commerce and Tourism

Whether the use of engines produced locally by Atlantis Diesel Engines will mean an increase in the price of agricultural tractors, if so what is the estimated percentage increase in respect of tractors equipped with (a) 3-cylinder and (b) 4-cylinder engines?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM

(1) It is anticipated that the use of Atlantis diesel engines will result in increased prices for agricultural tractors

(2) The percentage increases cannot be estimated at this juncture It will depend not only on the cost of the local engine and the engineering costs for the incorporation of the local engine into the tractor, but also on the deletion allowances of the overseas tractor manufacturers These deletion allowances, which will also be influenced by competition are still unknown The upper limit for increased tractor prices will more or less be set by the excise duties and countervailing customs duties of 40% *ad valorem* on the tractors but it is expected that in practice the increases will be considerably lower

Toyota's taxed profit soars by 520%

192

STAR 25/2/81

By Mervyn Harris

Taxed profit of motor manufacturer Toyota South Africa soared by 520 percent from R4,6-million to R24,3-million in the year to December and the company expects to increase its penetration of the market this year.

A final of 65c boosts the total dividend payout from 28c to 85c a share, but the dividend cover has been lifted from 4,1 times to seven times. Earnings a share rose from 115c to 598,32c.

The significantly improved results are a reflection of the increased vehicle market — nearly 30 percent up on 1979 — and the group's marked increase in market penetration, 16,2 percent against 14 percent in 1979.

Toyota has been the No 1 manufacturer in the commercial-vehicle market for eight consecutive years but this is the first year in which combined commercial and passenger-vehicle sales topped the market.

SYSTEMATIC

The higher dividend cover means that the company has retained income of nearly R21-million for the year.

At a Press conference to announce the results, the chairman, Dr A J J Wessels, said that the board hoped to maintain further systematic growth and needed the money for reinvestment.

"In the next three years we will have to reinvest R47-million so shareholders should not consider the high dividend cover this year as normal," he said.

Dividends would be considered each year in accordance with the needs of the company and the economy of the country.

SENSITIVE

Dr Wessels said that although the company would like to maintain a definite ratio of dividend cover this was not always possible in an industry which reflected large fluctuations as it was more sensitive to changes than most other durable goods sectors.

Asked about prospects for the current year, he said he shared the optimism that 1981 would be a good year for South Africa although growth would be lower than last year.

"Although lower growth is expected in the industry, we expect to increase our share of the market. We have the product, the facilities and the management and I am confident that the group will continue to show profitability in 1981," he said.

FORD RECORD

"January 1981, was a record month for the industry and certain manufacturers placed in a short-supply situation," Mr Wally Rautenbach, Ford's director of tractor operations, told Sapa in Port Elizabeth yesterday.

Commenting on the outlook for the tractor industry in 1981, Mr Rautenbach said that the strong recovery in the agricultural sector indicates that the industry is likely to see the 1975 record of 19 166 units broken.

-35-

Date	No. Inpatients Resident at State Mental Hospitals						Rat'd Bed Capacity at State Mental Hospitals						No. Admissions to State Mental Hospitals					
	Total	Black	%	White	%	Total	Black	%	White	%	Total	Black	Total	Black	White
1919	5 007	2 552	50	2 455	50	4 644	2 361	51	2 283	49	–	–	–	–	–
	5 771	2 993	52	2 778	48	5 702	3 050	52							–
1925	–	–		–		–	–								–
	6 915	3 967	56	2 948	44	6 437	3 639	57							1 000
	10 971	5 073	46	5 214	54	10 871	5 015	47							1 200
1935	11 726	5 978	51	5 784	49	10 974	5 078	46							1 150
	14 439	8 056	57	6 383	43	12 494	6 095	48							1 200
1945	15 794	9 117	59	6 774	41	12 843	6 389	49							1 150
	17 094	10 038	59	7 056	41	16 142	8 189	51							1 150
1955	18 919	11 577	60	7 342	40	17 149	9 373	55							1 050
	20 214							48							1 350
1965	21 957														4 650
1976	23 849														5 700
	16 751														
	36 232 (2)														

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			1 150

Car workers flock to new union

Labour Reporter

The small offices on Port Elizabeth's Main Street overlook the municipal courts and the police station

"At least if we ever get arrested we can ask for an immediate hearing at the courts," jokes one of the men staring out the window

There is no telephone yet on the secretary's desk but only a small card with the title Motor Assembly and Components Workers of South Africa (Macwusa)

START

The offices are only a start for the recently-formed union and its leaders forecast a growing membership and eventual national representation

Macwusa had its origins during the Ford strike in Port Elizabeth in 1979

It rose to counter the leadership of the United Automobile Rubber and Allied Workers (UAW) which has since linked up with two sister unions to form a national body (Numarosa)

The chairman of Macwusa, Mr Dumile Makanda, said their union was formed because they felt the UAW was not representative of all the workers

ACCUSED

There is no love lost between the unions with Macwusa taking away members at the major car assembly plants in Port Elizabeth

And Macwusa has even accused Numarosa of largely being a coloured union body

Macwusa's membership is on a non-racial basis, according to Mr Makanda, and they have coloured members

Their membership is largely at Ford with 1 300 members General Motors with 500 and Feltex with 300

PLANS

It has yet to break into Volkswagen in nearby Uitenhage, because opposition union leaders are also community leaders there

Mr Makanda said Macwusa had plans to branch out to other areas such as Cape Town and already had links with the South African Allied Workers Union which is largely based in East London and Durban

Managements at Ford and General Motors do talk to Macwusa representatives, although they officially recognise the UAW union and Numarosa

Macwusa, however, would have to have at least 50 percent representation at a plant to achieve official recognition

At present Macwusa has no intention of registering as a union as long as issues such as the Group Areas Act are being enforced by the Government

"We still plan to ask for formal recognition but at this stage there is no benefit in registration," Mr Makanda said.

The unions basic demands are for equal pay for equal work and a call for fair labour practices between employer and employee

Macwusa has also found recent members among the strikers from the Firestone plant where workers walked out last month over the issue of pension pay-outs

Mr Makanda said the pension issue was a sensitive one because workers feared the proposed draft laws would freeze pensions until the age of 65

He said workers looked upon pensions as necessary funds to tide them over during periods of unemployment

OUSTING

"There is generally a lack of trust on this matter because employers did not consult the workers about pension schemes," he said

Macwusa was busy moving into the smaller automotive component businesses and ousting Fosatu member unions from the work place

Their union members were concerned last week about the circulation of a pamphlet calling on "black workers to cast off the shackles of oppression" and join Macwusa Workers should leave the "puppet unions controlled by whites and coloureds," the pamphlet read

Mr Makanda said the pamphlet was put out by "enemies" and designed to destroy Macwusa's non-racial image

United car workers to elect new leaders

Star 4/3/8

Labour Reporter

The National Union of Motor Assembly and Rubber Workers of South Africa (Numarosa) is reorganising its membership to form one united body.

Numarosa, which is based in Port Elizabeth, joined two affiliated Western Cape motor workers' unions in November and January to form one body.

The other unions were the United Automobile, Rubber and Allied Workers' Union and the Western Province Motor Assembly Workers' Union.

A convention is being planned in the next few weeks to elect one Numarosa executive, union spokesmen say.

At present Numarosa is represented in the major car manufacturing firms in Port Elizabeth and nearby Uitenhage.

It is a member of the Federation of South African Trade Unions (Fosatu).

Two charged with inciting Toyota strike

RDM 3/3/81

(331) (152) (192) (143)

By STEVEN FRIEDMAN
Labour Reporter

IN A MOVE which has evoked trade union protest, the authorities have decided to prosecute two former workers for allegedly inciting a strike at the Toyota car company earlier this year

The charges carry a maximum penalty of five years' jail

Lawyers said yesterday that prosecutions of alleged strike leaders appeared to be a growing trend at present The authorities had generally used anti-strike provisions in the law rarely But recently several prosecutions flowing out of work stoppages have been launched

The Metal and Allied Workers Union, of which both men are members, yesterday expressed its "disappointment that "the State has once again seen fit to involve itself in industrial relations"

A union spokesman added "Using the law against strikers will not help the State Nor will it help industrial relations at Toyota "

The two men, Mr Charles Ngobese and Mr Johannes Ngwenya, appeared in the Randburg Magistrates' Court yesterday after being arrested by Security Police last Thursday They were granted bail of R250 each and the hearing was postponed to March 16, though the trial is not, however, expected to begin on that date

A charge sheet handed to their lawyer says they are being prosecuted under Sections 10 and 12 of the Riotous Assemblies Act which make it an offence to incite a strike These sections carry a maximum sentence of five years jail, or a fine of R1 000, or both

Mr Ngobese was a shop steward and Mr Ngwenva a union member at Toyota

The charges against them flow out of a strike at the company earlier this year in which workers alleged they were being made to work compulsory overtime The company denied this

It was the third strike at Toyota in little over a year All those who took part in the strike were sacked and very few have been taken back by the company

Before the arrest of the two men, police had detained seven ex Toyota workers

A Ma[illegible] spokesman said yesterday the union had taken up the case with the motor industry's industrial council It alleged that Toyota was guilty of an "unfair labour practice" and the council was investigating the matter

'It is even more disturbing that workers should be prosecuted when the matter is being dealt with by the industrial council,' the spokesman added

RAND DAILY MAIL, Thursday, March 5, 1981

RPM 5/3/81 (192)

Another new idea at Ford

STEVEN FRIEDMAN reports

THE very thought of "affirmative action" — special treatment for black workers to help them to compete with whites — makes most employers blanche

They see it as "reverse discrimination", arguing that if blacks can't compete, that's their fault, not the company's

Accepting a trade union role in community affairs is even more unpopular among employers, who fear a "politically motivated" union movement

But a report on the Ford Motor Company urges the company to do both these and other things which are sure to be branded "radical" by some

And yesterday, Ford's industrial relations director, Mr Fred Ferreira said the company was likely to accept all the recommendations and had already begun implementing some

Once again, Ford could act as a weathervane in labour relations by experiencing trends which are afterwards felt throughout the country

The report is itself unique It is the second audit of Ford's labour practices carried out by a team of academics on behalf of the SA Institute of Race Relations — an audit which Ford itself commissioned

The first audit caused a storm Ford commissioned it to get an independent view of its progress in implementing the Sullivan code for American firms operating in SA

The report was leaked to the Press at the time of the Ford strike in 1979 It was sharply critical and some said it pinpointed many of the problems which sparked the strike

Ford men argued later, however, that the report had helped the company isolate shortcomings in its employment practices and, undeterred, the company commissioned a second audit — to be made public this time — late last year

This audit, compiled by three Rhodes University academics, Professor Michael Whisson, Dr Marianne Roux and Mr Cecil Manona, and two from the University of Transkei, Profs Wiseman Nkuhlu and Wolfgang Thomas, was released last night

Like the first audit, it is likely to be sought-after reading by major employers who believe Ford's experience could contain pointers for them too

Audit II generally finds that the company has made significant progress in implementing the recommendations contained in Audit I

It argues that there is still a division in Ford "between those who see the Sullivan Principles as a nuisance and those who see them as an opportunity and that "the latter group does not always prevail"

But it concludes that Ford "has acted far more positively than we imagined possible at the time Audit I was compiled and a more systematic approach with greater real commitment now informs company policy"

Ford's labour relations policy is lauded and the report says the company has "taken major steps" to implement equal pay for equal work It has also desegregated facilities and benefit plans

The "structure of the company is essentially fair and opportunities for advancement exist" And Ford, the report finds, is committed to identifying and training all possible trainees to meet the skills shortage

Ford has, however, "made little progress" in increasing the number of blacks in management partly because of circumstances beyond its control and there are still no black or coloured workers in the more senior office jobs

It also reveals that the percentage of black and coloured workers in more skilled factory floor jobs has risen slowly over the past three years The coloured worker proportion rose from 12% to 13%, the black from 4% to 5,4%

The report appears to suggest that progress will not be rapid until measures which recognise the peculiar problems of black workers are introduced

The most serious problems are the inferiority of the black education system, difficulties black workers experience in adapting to a "managerial culture" and "stereotyped attitudes" on the part of white supervisors

Thus, on training for management jobs the report argues that Ford needs to develop a more sophisticated black programme because its present system "does little more than mirror that of the educationally advantaged whites"

It suggests blacks could be recruited in their matric year and employed on probation for a year, during which they could upgrade their weaker subjects Ford could then support them through their higher education while they worked for the company through vacations

Graduate trainees should be given a "much clearer idea" of their prospects to minimise frustration flowing from "exaggerated expectations"

The company should also relax the "no pass, no pay" rule in its education assistance to workers, bearing in mind that most full-time white students do not complete their degrees in the minimum time

Ford should also continue special tutorial training aimed at preparing school leavers for apprenticeships and other training programmes

This supplementary education should be seen as a short-term exercise until such time as "an education system acceptable to blacks" is introduced

Ford's black artisan training programme should give attention to additional maths, language and communication skills, and priority should be given to foreman training for blacks.

To combat poor study conditions in townships, the Ford training centre should be expanded into an education centre with a library and education advice on hand where workers could study "any course of value to the company"

Identifying suitable black candidates for training is a problem, particularly in areas where blacks are "prejudged (by management) as unlikely to succeed"

A special system of selection for black workers is necessary and the report recommends that union shop stewards could be consulted on selections

The auditors also see "stereotyped" attitudes on the part of white middle managers and supervisors as a major stumbling block

Thus foreman training should involve training in human relations and many managers must be trained to understand "the changing ethos" in political and labour relations

On labour relations, the report was compiled at a time when Ford had once again become "a microcosm of a much broader labour situation"

A new black union, Macwusa, had emerged to challenge the existing Fosatu union at Ford, which it claimed was not sufficiently militant

This was soon to be repeated elsewhere as new unions emerged to challenge black unions who had until then been seen as too militant by employers

Ford was thus the first, says the report, to experience a situation in which "a new generation was developing to challenge what its leaders saw as traditional unions out of touch with the aspirations of their members"

The report says that Ford's policy in this area has been "exemplary"

"By recognising each (union), registered or not, which commands substantial support among any self-defined group or in any plant, and by avoiding showing favour to any, the company promotes freedom of association"

The auditors recommend that Ford continue this policy but supplement it by offering "what protection and support it can" to labour leaders who are "harassed by the State" — whether their unions are registered or not

Ford should also, the report argues, "remain sensitive" to the community role which unions like Macwusa see for themselves

It should meet labour leaders regularly to "establish priorities for social action" in areas directly affecting workers' lives

The company, together with labour leaders, should also press for the removal of discrimination in labour law and the end of influx control

Although the latter may not be in the interests of most Ford workers (the report says organised labour at Ford has also not fought influx control because their members are "protected in part" by it), "it is in the long-term interests of peace and economic growth"

Ford should also ensure that, where it donates money to educational institutions, it retains influence in their policies, particularly over who can be admitted This should apply to white as well as black institutions

And, where the company donates money to statutory bodies, Ford should "ensure that it retains a say over the uses to which the resources are put"

Many of these proposals may seem "radical" to many employers But the time may come when they may begin to appear a lot more like plain necessity

CAR SHORTAGE FM 6/3/81 (192)

Clogging the works

Car dealers are crying out for vehicles to supply a hungry market Yet some car plants are being sporadically shut down And thousands of unfinished cars are standing outside factories because they lack parts which local component manufacturers are unable to supply

Although the industry did fail to anticipate the 29% market growth last year, most of the blame for the present shortages lies with government's local content programme, and its insistence that it cannot be temporarily varied

For government is obdurate that car makers must choose between buying their components from a local industry, which cannot fill present demand, or importing them and paying crippling penalties So whatever course manufacturers choose, car prices are likely to go through the roof this year as demand outstrips supply

The Department of Industries, Commerce and Tourism disagrees "Rises in car prices sharper than the general price increase of commodities and services can only be conjecture government will certainly not be prepared to relax local content requirement for reasons other than those provided for in the existing programme

"Should an inflationary situation due to short supply arise, the automobile industry can certainly be expected to take the necessary preventive action '

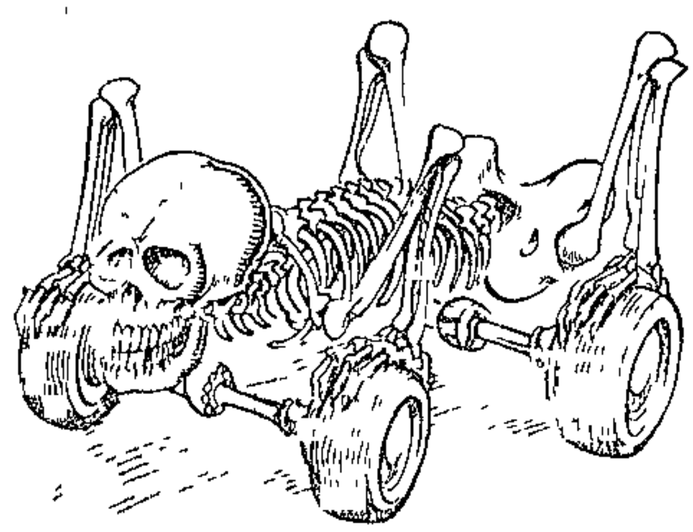
Having helped industry into the mess Industries Minister Dr Dawie de Villiers' department is happy to let it find its own way out Most likely it will be the consumer who foots the bill

So far, the car makers have opted mainly for local supplies But delivery shortfalls have caused the stop-start production schedules and the unfinished vehicle situation in an industry which is already stretched to its capacity

The *FM* estimates that car makers are now sitting on more than 5 000 unfinished vehicles, or "cripples ' as they are known, because of the parts shortage This figure should rise further if present sales trends continue

Cripples have to be dragged back into the factory for further work when their missing parts arrive This labour-intensive operation partially reduces the economies of the production line and exacerbates the industry's critical labour shortage Both add to production costs

The labour shortage affects component and car manufacturers alike and, in many cases, expensive plant can be worked for only one shift a day for lack of skilled operators and supervisory staff Car manufacturers also lack some capital equipment, such as press shop and painting facilities And it is rumoured that body pressings are being flown in at enormous expense from Germany to make up more local shortfalls



Car manufacturers are reluctant to identify their component shortages for fear of retribution from certain dominant suppliers Says a car company MD who wishes to remain nameless "I would not dare to embarrass a supplier who is not delivering because it might backfire on me and I have no alternative source

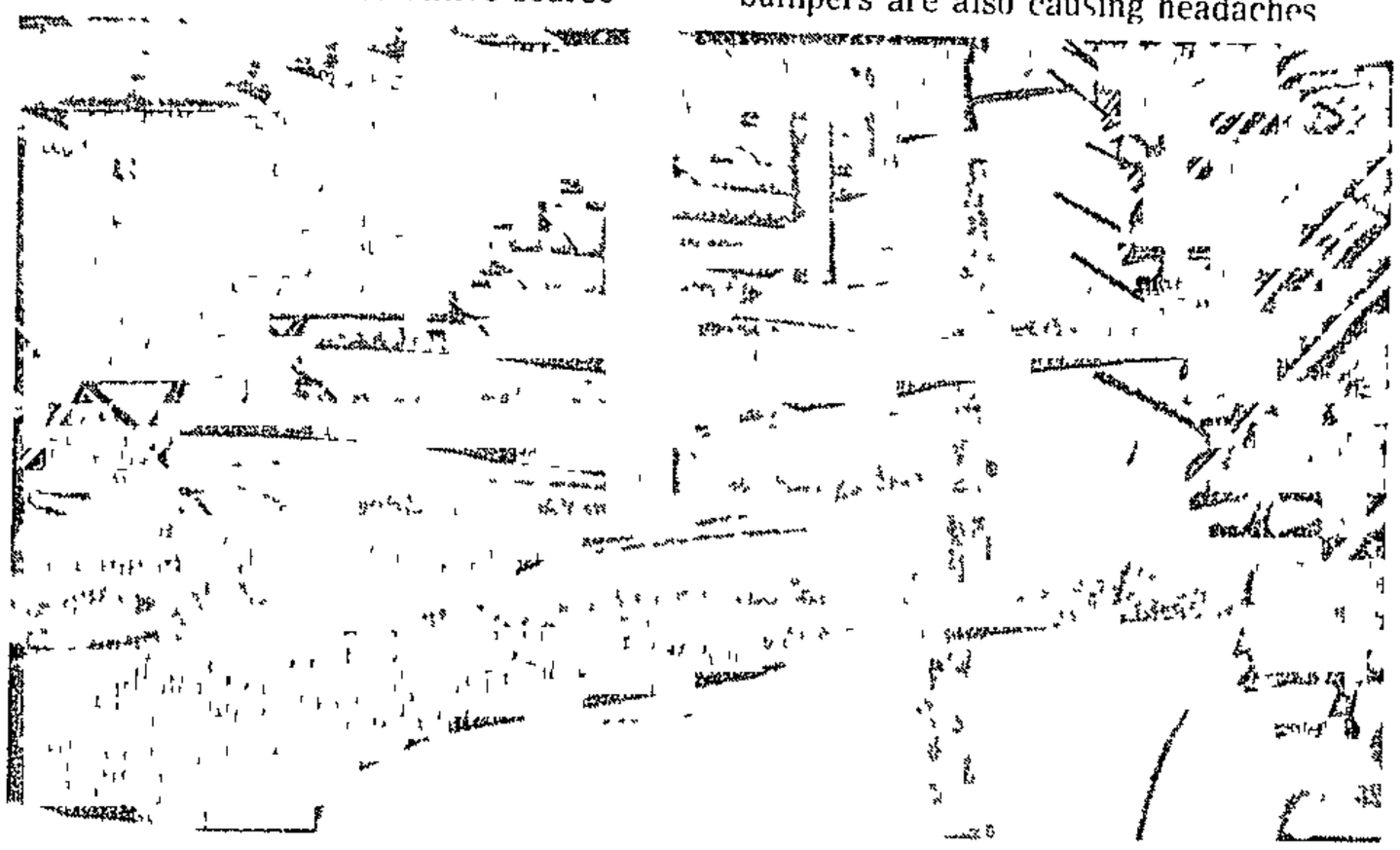
"Some component manufacturers which did not have the courage to invest in good time are now falling behind in their deliveries We are having to pay them ridiculous prices and often get stuff that doesn't work, while they enjoy an advantage which is protected by government "

The figures seem to bear him out February's Standard Bank Review reports that while vehicle assemblers have already announced major capacity expansion programmes totalling R400m, few component manufacturers have made similar commitments And while reporting a current shortfall in components supplies it states that component manufacturers should shortly invest around R300m to avoid "severe capacity bottlenecks' from 1983 onwards

"The Minister should have the authority to allow car manufacturers to import their requirements without penalty if they have problems with local supply," says National Association of Automobile Manufacturers of SA (Naamsa) president Lou Wilking

He confirms that a number of car manufacturers have had to curtail their output for this year due to shortages of components and says "I do not want to get into a finger pointing match, but we are having discussions with the National Association of Automotive Component and Allied Manufacturers (Naacam) with the view to approaching government for permission to import items which cannot be locally obtained '

Shortages of brakes, wiring harnesses and engine castings seem to be the most pressing at present, although delivery muddles and sub-standard quality on items such as exhaust systems, struts and bumpers are also causing headaches



Unfinished cars . what are they waiting for?

Hella, of Uitenhage, is the country's main wiring harness manufacturer and Girlock SA of Isando the main brake manufacturer Castings come from several foundries but two of the more important are the IDC's Ferrovorm, of Port Elizabeth and Rosslyn s Autocast, a member of the Messina Group which controls Datsun

Hella is not prepared to comment on the alleged shortages and sub-standard quality of some of its wiring harnesses But Girlock's MD Brian Drury admits that vehicle manufacturers have on occasion had to build vehicles without brakes due to Girlock's inability to meet increased demand

"We have arranged for artisans to be loaned to us on short-term contracts from overseas, and new plant ordered during 1980 will soon be commissioned he says

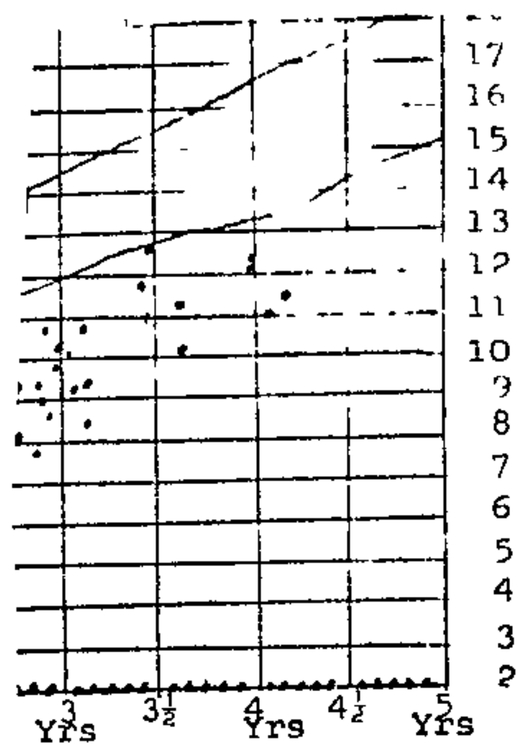
A leading component manufacturer says We have no objection to an arrangement whereby a vehicle manufacturer in conjunction with ourselves imported a limited number of components without suffering penalty in order to overcome the current situation However this would have to be on the understanding that the temporary relief granted by this arrangement did not prejudice the future of existing local supply contracts

Naacam director Mike de Lange admits that there are shortages but says that his association is working closely with Naamsa to overcome them He says that the components industry did a good job in supplying the rapid and unexpected growth in demand last year and insists that shortages affect few categories

"What's the good of that retorts a disgruntled car manufacturer You only have to be short of one component to have a crippled car on your hands

Many components at present in short supply could rapidly be replaced by imports as factories overseas are anxious to reduce inventories But some are custom made for the local market and do not exist abroad Even so a relaxation of local content requirements would go some way to filling demand and keeping down prices

Car companies believe this So do some of the component manufacturers Only government remains unconvinced What has happened to its free enterprise policy? After three years of record trade surpluses it is not as if the country couldn t afford the imports



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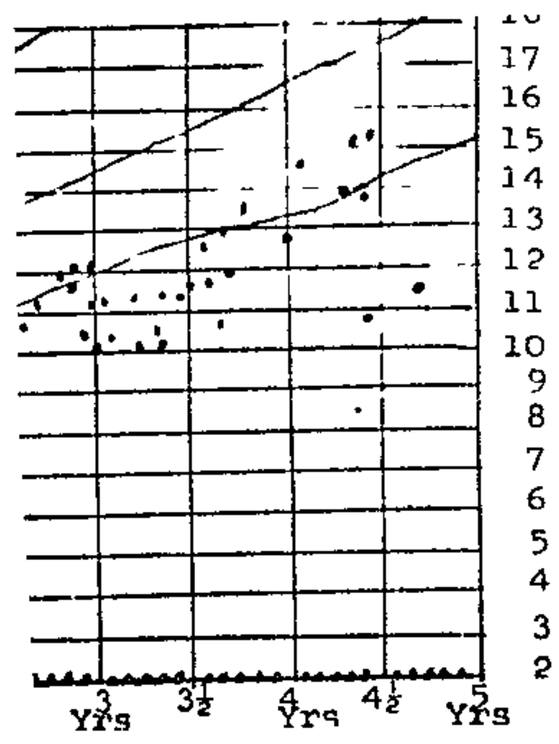
3-months - 21 months later



I. Bargani - 18 months, marasmus. Illegitimate and father unknown. Mother dumped child on an acquaintance after attempting to strangle him, for which she was subsequently gaoled. Grandparents dead.

II. Vusumzi - 3 years, third admission for kwashiorkor. Mother a defective epileptic, father unknown, grandparents dead.

III. Zolika - 4 months, marasmus. Abandoned, false address supplied.

IV. Tobek le - 16 months. Mother working in town because father dead. In care of sick granny who died while child was in hospital. If the mother stopped working to care for child, she would not have money to buy food for him.

A childrens home was established in the Ciskei for such children, although against considerable initial resistance on the grounds that African society always provided "a place for every child". This is an anachronistic view of the extended family and disregards changed socio-economic arrangements and the fact that many children who cannot be rescued from their guardians and circumstances die.

An analysis of the circumstances of the first 30 children admitted to the home illustrate their social derangement. Thus only one was supported by his father, but he had been abandoned by his mother. Five fathers were dead and the rest had deserted their children. Only three mothers were caring personally for their children, two of whom were defective and one mad. Of the rest, three were dead, two more defective, one other mad, one in gaol and four had abandoned their children, two of whom were alcoholics. The rest were working in the town because they had been deserted and there was no work nearer home. All the children were in the care of very unsuitable guardians. In addition to the defective and mad mothers already mentioned, there were twelve very old relatives of whom three died while their children were in hospital, three were blind and six frankly senile. The rest were in the care of young children, hired nannies, a neighbour or destitute aunt with their own children, one of whom had abused the child by beating and burning. Four children had been abandoned.

6. Job Opportunities.

It has been attempted to show that malnutrition is an expression of family dysfunction occurring in a poverty economy. Measures which the community can provide to deal with the problem have been discussed. These include doctors, nurses, nutrition workers, surrogate mothers, family planners and social

.. / 9.

TRUCKS (192) FM 6/3/81

Small mercy

Being thankful for small mercies truck makers are rejoicing that government will probably allow two monopolies in truck axle manufacture instead of one

It now seems that the business will be neatly divided between Gencor's SA Axles which will make drive axles for trucks above 15 t and Protea Holdings' Protea Axles which will make axles for trucks between 7 5 t and 15 t Protea s application for 20% protection against imported axles in this category was gazetted this month the company is unlikely to have applied had it not already received official blessing for its local manufacture plans

The Protea project is good news for American and Japanese makes For it will produce American Rockwell axles, which are designed for easy fitting to a wide variety of truck makes — unlike the AP axles to come from the Gencor plant, which were originally designed for Mercedes and MAN trucks only

Protea Axles MD Ray Couldridge says that from January 1982, he will sell 7 500 drive axles a year in a market with potential sales of 12 000 Those not buying his axles he says will continue to import and pay the duty He also hopes to sell 7 500 front, or steering, axles

The project should bring Protea annual sales of around R25m within the next three years — a big increase on what it gets at present from selling 1 000 drive axles and 2 000 steering axles a year

These axles currently have a local content of around 40%, but Couldridge says that a R10m investment will push it up to 80% by January 1984

... in Financial Mail, April 1977.

(9a)

(9)

Medical Aid Schemes

Table 3 shows that a racial bias exists, in terms of which medical aid schemes tend to cover predominantly whites. This stems from the skilled-worker bias of the medical aid schemes (as will be shown from membership criteria), and the fact that whites hold predominantly skilled positions. The contributions for medical aid schemes are also too high for lower-paid workers. It is however the parties to the industrial council agreements who decide on contributions rates and so forth. The parties are the registered trade unions and the employer organization. For the most part, medical aid schemes exist in industries in which the trade union is still organised on a craft union basis. These industries include: Building, Printing, Electr Engineeering Trades, Iron, Steel, Metallurgical motor industry, hairdressing and Furniture. (S C - list of Trade Unions who are parties to med and medical benefit agreements.) 81% of white covered, whereas Africans have virtually no med (See Table 3). The high exclusion rate of Afric tively high exclusion rate of Coloureds and Indi could be related to the workers not employed in positions.

Ten of the sixteen medical aid schemes at presen established after 1963 and only one existed befo

All the schemes cover dependants to differing deg provisions for pensioners and widows to continue

The schemes pay for doctors' accounts and medicin surgical, specialist and hospital and nursing home treatment and services are also paid for. There is free choice of doctors, no doctors being appointed for consultation by the management committee. A preferential tariff is, however, laid down by the management committee of the fund.

9a/ ...

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TABLE 4

Distribution of farms by number of sheep (x) and size of permanent male labour force (y)

No. Men \ No. sheep	0 - 999	1000 - 1999	2000 - 2999	3000 - 4999	4000 - 4999	5000 - 5999	6000 - 6999	7000 & higher	Total No. of farms
0 - 2	4	3							7
3 - 4		2	3						
5 - 6		4	2						
7 - 8			1						
9 - 10			1						
11 - 12							1		1
> 12				2			1	1	4
Total No. of farms	4	9	7	5	2	2	2	1	22

Shot at Fosatu organiser

PORT ELIZABETH — Police are investigating a shooting at the home of a trade unionist here early yesterday and a case of malicious damage to the car of a trade unionist in Uitenhage

Early yesterday, Mr Fuki Ali Shene, an organiser for the Federation of South African Trade Unions (Fosatu), was shot at through the window of his home in Schauderville

In Uitenhage, the car of Mr Freddie Sauls, national organiser of the National Union of Motor Assembly and Rubber Workers of South Africa, was daubed with slogans "Vote for the HNP", "Sieg Heil" and "Wit Kommando"

Mr Sauls was reported previously to have received a death threat which was said to have come from the Wit Kommando — DDC

LABOUR RELATIONS

Sullivan slammed

192

FM 6/3/81

Ford, alternately the villain and the hero of SA labour relations is again in the hot seat this time over the second Audit by the SA Institute of Race Relations of its observance of the Sullivan principles

The report paints a glowing picture of Ford's progressive internal industrial relations structure and praises the company for its commitment to the spirit rather than the letter of the Sullivan principles and the realistic awareness of the role that the company can play in bringing about peaceful change in the directions envisaged by Sullivan

Although written by a committee of two sociologists Cecil Manona and Dr Marianne Roux an anthroplogist Professor Michael Whisson an economist Professor Woltgang Thomas and an accountant Professor Wiseman Mkuhlu the report has drawn an angry response from unionists and has brought into question the usefulness of foreign labour codes and highlighted problems companies face in monitoring them

The National Union of Motor Assembly Workers (Numarwosa) and the United Automobile and Allied Workers Union of SA (UAW) — two unions affiliated to the Federation of SA Trade Unions (Fosatu) which merged at the beginning of the year — and the Motor Assembly Components Workers Union of SA (Macwusa) have labelled the report a 'whitewash' and say it gives unfounded credence to company adherence to the "questionable" Sullivan principles

Says Fred Sauls Numarwosa organiser The spirit of the codes is unrealistic in the political situation in SA They serve primarily to improve the company's credibility but they were drawn up without prior consultation with workers and are being implemented in the same paternalistic way

He adds that Fosatu has taken exception to the mention of its standpoint on the wage issue being included in the report

Sauls says Audit 2 unlike Audit 1 contains no interviews with workers nor does it reflect the views of the black unions active at Ford The report contains no views from organised labour No worker organisations participated in it It cannot therefore reflect what is really happening

The report finds that Ford has complied with Principle 1 of the codes the non segregation of races in all eating comfort and work facilities However Dumile Makanda Macwusa organiser says that toilet and eating facilities have been integrated That is all Sauls adds The company has integrated some facilities but this does not mean integration of people This step has in some cases hardened the attitudes of white workers who resent interference

On Principle 2 — the implementation of equal and fair employment practices the report says While the structure of the company is essentially fair and opportunities for advancement exist problems remain in training non whites to take advantage of the opportunities in training supervisors and managers to transcend stereotypes and in communication especially across cultural divisions

Says Makanda Nothing has changed in this regard in the company over the last two years We would have to be the first to be convinced that it had

Sauls says the problem of middle management still remains 'Even though top management may have made certain decisions in this regard there are many people down the line who do not share the same sentiments The report does not consider this problem at all

The report says that no racial discrimination exists in benefit plans Makanda however points out that many workers joined the company when discrimination regarding wages and benefits did exist The present structure only serves those who have joined recently Older workers are still receiving benefits and increments based on their initial wages The company has done nothing to rectify this

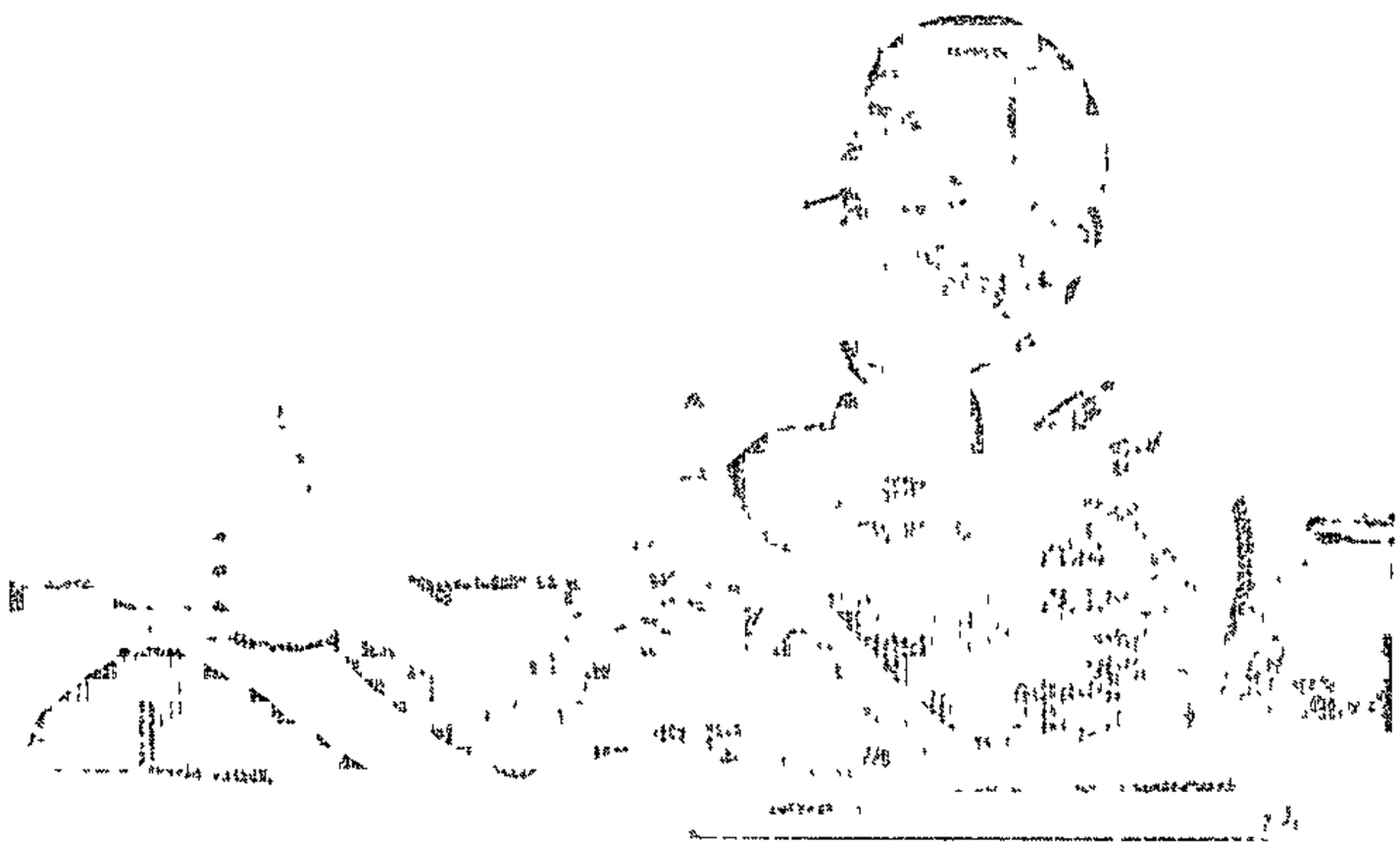
Under recommendations on grievance procedures the report raises the issue of elected and company paid shop stewards The ambivalent position of of the shop stewards especially those paid as such by the company can lead to difficulties if the workers feel they are being co-opted by the company or even by the union bureaucracy and are no longer fully representative or sensitive to worker feelings

The report recommends annual elections on a plant-by plant basis with open nominations ie not restricted to union members

Makanda and Sauls strongly condemn this notion as they feel it will mean the introduction of stooge shop stewards because non-union members elected will have no responsibility to anybody -- other than management Says Sauls Under whose authority will they operate? The report seems to be advocating a liaison committee '

Audit 2 also says the policy adopted by the company concerning discrimination against blacks in organising labour unions has been exemplary and that the company by avoiding showing favour to any organisations promotes freedom of association within the organisation

Although unionists agree the company has accommodated the formation of unions at Ford (it was the first company to recognise an unregistered union) they feel the report fails to acknowledge that the company has little power in the face of repressive state action They use as a case in point Thozamile Botha who was banned and subsequently fled the country With regard to Principles 4 and 5 — developing training programmes for su-



Sauls . the same old paternalism

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SOWETAN 10/3/81

FORD LOOKS AT LABOUR POLICY

THE major problem areas facing the giant Ford Motor Company is the identification of people suitable for types of training where blacks are prejudged as unlikely to succeed, says a five-man reprot by the South African Institute of Race Relations.

By Z B MOLEFE

The report, first commissioned in 1979, takes an in-depth look at how the Sullivan Principles have been implemented at the motor company

Rhodes University sociologists Mr Cecil Manona, and Dr Marianne Roux, anthropologist Professor Michael Whisson; University of the Transkei accountant Professor Wiseman Nkuhlu and economist Professor Wolfgang Thomas prepared the report.

APTITUDE

The report says that the blacks are prejudged unlikely to succeed "because they are believed to be less capable to handle mathematical procedures and for jobs which involve the exercise of authority and supervision."

This can be tackled only by careful pre-training aptitude testing and selection, the report said. The area demands a different type of selection procedure and may benefit from informal consultations between industrial relations officers and shop stewards as to the acceptability of prospective trainees as supervisors.

The report offers far-reaching recommendations on discrimination against blacks in organising labour unions The company should continue, it points out, in its present approach to organised black labour offer what protection and support it can to legitimate leaders.

It adds. "This support should include those from unregistered unions who are threatened by the State for engaging in peaceful activities in pursuit of the broader goals now seen as appropriate for organised labour. In so doing the company should not be seen to be departing from its even-handed approach to all unions."

To increase the number of blacks in management, the report recommends the company must develop a strategy of recruitment and training far more sophisticated than the present system which does little more than mirror that of the educationally advantaged whites

For example, says the report, blacks could be recruited in their matriculation year and employed on probationary basis for a year, during which time they might upgrade their weaker subjects If their interests and aptitudes coincide with company needs "they could be supported through their higher education, spending their vacation at work in the company. In this way more realistic expectations could be established and some of the frustrations experienced by graduate trainees avoided"

INFLUX

On influx control, the report recommends that the company should press for and support others pressing for freedom of movement and opportunity for all blacks in South Africa, recognising that while this may not be in the short-term interests of most of its employees (who are "protected" in part by influx control), it is in the long-term interest of peace and economic growth

Still on influx control. "This, surely, is the touchstone of the spirit of the Sullivan Principles — that the signatories will not only do things which are progressive and in their own interests, but will also do things which are not in their own interests, but will also do things which are not in their own interest, for the sake of the mass of the people."

Finally the report says that the 1979 commission criticised the company for spending a great deal of money, ostensibly in pursuit of the Sullivan Principles, with very lit tle commitment to the spirt of the goals that Reverend Sullivan set.

The 1979 commission recommended that the company be more selective in its efforts and in its identification of targets While there remains an identifiable division within the company between those who see the Sullivan Principles as a nuisance and those who see them as an opportunity

And the latter group does not always prevail. "The company has responded far more positively than we imagined possible and a more systematic approach with greater real commitment now forms company policy"

Bursaries

SIX high school students from Ga-Rankuwa, Makau and Kgabalatsene will today be presented with bursaries by the Odi branch of the Bophutha-Tswana Chamber of Commerce

Mr Nkana Mesh Makena, regional secretary of the African Federated Chamber of Commerce BophuthaTswana affiliates said the presentations will be the second since the fund was established

Mr Makena said it was envisaged that students would proceed to university through Nafcoc's Masekela/Mavimbela Fund

Woman wins car

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BUSINESS

Motor industry expects further records in 1981

By Mervyn Harris

Record sales of between 280 000 and 290 000 passenger cars and about 135 000 commercial vehicles will be realised this year as the motor industry struggles to meet the demand for vehicles.

This is the view of Mr Peter Moss, Sigma sales and marketing director, provided the local component industry can meet manufacturers' needs

Sales of passenger cars totalled 277 658 and commercial vehicles 127 298 in 1980

He was commenting on the company's February sales figures released today which shows a four percent rise over the same month last year

Last month's sales were also higher than for January this year

Passenger car sales rose to 4 514 units and commercial vehicle sales to 864 last month, giving a total of 5 408 units

The Mazda 323 remains one of the most popular cars in the country with sales last month of 2 389 cars

The Colt Galant range sold 953 units and the supply still cannot meet the high demand In the Peugeot range, the 305 sold 372 units the 504 sold 518 units and the 505 recorded sales of 290

Other models sold 22 units

Sales for the motor industry as a whole are due tomorrow and are expected to show an increase over the same period last year

Total car sales in February 1980 were 20 319 and indications are that they should jump by nearly 4 000 in the same month this year

This should make total car sales in the first two months of the year about 16 percent higher than those for the same period last year

Total commercial vehicle sales are also expected to show an increase although the percentage rise will not be as high as for car sales

71.

13. FACTORS INFLUENCING WORKERS' EFFICIENCY.

While small scale production projects seem by their nature, more likely to insure participation in decision-making, efficiency, they are not necessarily conducive to a collectivelyness. Galgart writes 'People who are collectively bind are likely to act collectively in a way that is consistent with their association needs is that of a sense of belonging to such a group. Clarity is the willingness to sacrifice material rewards for group activity, if they believe it will lead to a pattern of rewards." (58)

I include his diagram of variables affecting efficiency, because it seems to me that.

I. Those variables which help individual members to "cope" with the general force through association.

II. Variables that measure the "response."

IV. solidarity, creating values

IV cognitive orientation

III. Social control i.e., the ability of a group to raise the morale of its members to start assess and to raise the morale of others.

(See diagram - Page 72)

I have already discussed the impact of solidarity creating values (i.e. II and IV) in an earlier chapter, if in the response order the greater the general force

I. As regards to I, it is important that projects in efficiency, if they are to be carried out in a manner, it is necessary that the officers will lead a. the 6 most effective members at Kats attacks (success in, commitment) and to set up the 6 most effective members to start a focus for group activity, overall involvement. gardens) (59), outlined a pattern

RAND DAILY MAIL, Monday, March 16, 1981

RDM 16/3/81

Suzuki platinum from Rustenburg

(192)

By ADAM PAYNE

THE major platinum contract with a motor-car manufacturer disclosed in Rustenburg's annual report is with Suzuki of Japan.

The contract is important as it is the first major order for car catalysts to be placed by a Japanese manufacturer

It starts next month and will require the shipment of a progressively increasing number of platinum oxidation catalysts over three years, made by Johnson Matthey Chemicals in Britain, according to the London Metal Bulletin

The platinum and rhodium used in the catalysts will be from Rustenburg platinum mines

The first units are intended for 1982 model cars

Catalysts now form the biggest use for platinum, although demand may be hit by recycling of metal from reclaimed catalytic converters and by new technologies requiring less metal

Suzuki is one of the smaller Japanese car producers, with a 1980 output of nearly 90 000 vehicles It is expected that in the first 12 months of the contract, Suzuki will monitor the effectiveness of the catalysts in Japanese conditions

One unofficial estimate of the precious metals content of the catalysts suggests that in the initial stage a total of between 20 kg and 30 kg will be used

Car emission levels in both Japan and the US have become increasingly stringent since the mid-1970s Japan has the strictest regulations in the world and Japanese car manufacturers are being forced to seek new means to meet the requirements

Many producers there were initially able to meet the standards through the use of platinum pellets, but as controls became more severe this process became increasingly costly

Johnson Matthey claims that its use of ceramic monoliths has technical advantages in size and cost effectiveness

Car emission catalysts in the US have to meet two requirements They have to remain operative over 50 000 miles and be effective in removing all three noxious substances — carbon monoxide, hydrocarbons and nitrogen oxides

Some US companies introduced the rhodium/platinum three-way converter in their 1981 models and this is expected to become more widespread

One in every three owners of a Ford car in the US is now driving with an exhaust employing a Johnson Matthey platinum catalyst

The JM group is also in its third profitable year supplying a specialised platinum chemical compound for use in the cancer-treating drug Cisplatin

Its platinum expertise is going jointly into developing commercial application of a fuel cell, for electric power generation, with the American group United Technologies

Planning value is proved

S. A. Industrial Wk 17/3/81

(192)

Transport

By Fred Roffey

THE importance of long-term planning in the South African motor industry has been emphasised by two developments in Port Elizabeth

One is a decision to form a liaison committee for the component and motor manufacturing sectors — a move which has long been urged in the motor industry

The decision was taken in Port Elizabeth at a meeting between the National Association of Automotive Component and Allied Manufacturers (Naacam) and the National Association of Automobile manufacturers of South Africa (Naamsa)

Secretary

A Naacam spokesman said there were fields of common interest between the two bodies which made long-term planning essential, and the liaison committee would handle these matters

He added that Naacam would be served by a permanent secretariat based in Port Elizabeth and Johannesburg

In another Port Elizabeth move, the managing director of Volkswagen South Africa, Peter Searle, has said there is a need for a 10-year programme of planning for local content in the motor industry

Failure

Speaking at the annual dinner of the Institute of Cost and Management Accountants in Port Elizabeth, he said that while industrialists were generally aware of the thinking of officialdom, the Government continued to fail to give clear indications of what it had in mind for the country.

Typical of the dilemma industry faced was the position for light commercial motor vehicle production in 1982

"There is an understanding of the issue but no positive legislation yet," he said

Searle also referred to the problem of coping with trade unions manipulated for political ends.

Problems

"This makes it no longer easier here than at possible for management to resolve problems on the factory floor," he said

The industrial labour scene had changed drastically in recent years, rendering the old prescription of paternalism a dead letter.

"Gone are the days when one could just make decisions and announce them

"Today's people must be involved in decision-making processes," he said.

Shortage

To compete on a worldwide basis, South Africa "must have an educated work force"

And industry, he said, "must provide bridging education towards this goal which, regrettably, would exacerbate the schoolteacher shortage"

Blacks were now coming into the economy strongly and this would have an influence on motor vehicle designs for future markets

Black aspiratons for a better way of life needed urgent attention

"The quality of life in the townships must be improved — and rapidly," said Searle

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27

ed labour. One day I saw two obviously poor old women
nd thought it might be opening out to other member-
t them and N.M said they were new members. How-
the communal trio later referred to them as labourers.
with some of the vegetables

an educative function here in that since all the
he week they do not have meetings with the extension
haps have a demonstration effect

A general problem with communal gardens is that there is a glut of vegetables
le don't produce in winter.

PARISON OF GARLENS

ETING

problem for people growing produce in the homelands
d sorghum often say that because they have no marketing
hwhile to expand their production beyond what they
n and a small excess to sell in their village For
es too it is a limiting factor "(Vegetables) are
produce After this experience a number of people said that it was more
profitable just to sell in the villages as the prices were better and the
customers not as scarce as in Idolophu

The chief extension officer for Umhlaba said that the Christmas markets
cannot succeed while all the shops in Idolophu continue to import their
vegetables from the Free State. He said that they had considered forcing
the shops to buy locally but since the Umhlaba production drops so low in

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28.

a man who has a beautiful vegetable garden at his house, he has dug dams
and laid pipes to the vegetable plots, fertilised the soil , made composte
and manure and wants to make his living from selling vegetables Because
he is dependant on buyers dropping in he can sell very little and so limits
what he grows accordingly He earns only R40 a year He has no transport
to get to any other centre, and believes that if he could sell at Idolophu
he would be able to produce enough to make R40 a month

n Iolophu but they generally found that the
, was prohibitive and so stopped

cers organised that during the glut months
the people and their produce and
re they would be able to sell at an
se markets people never sold all that
to return home with more than half their

FM 13/3/81

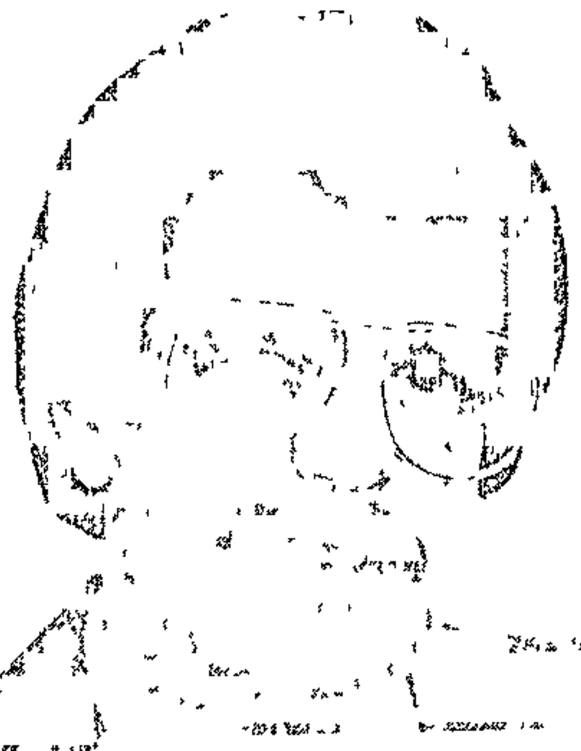
MOTOR COMPONENTS (192)

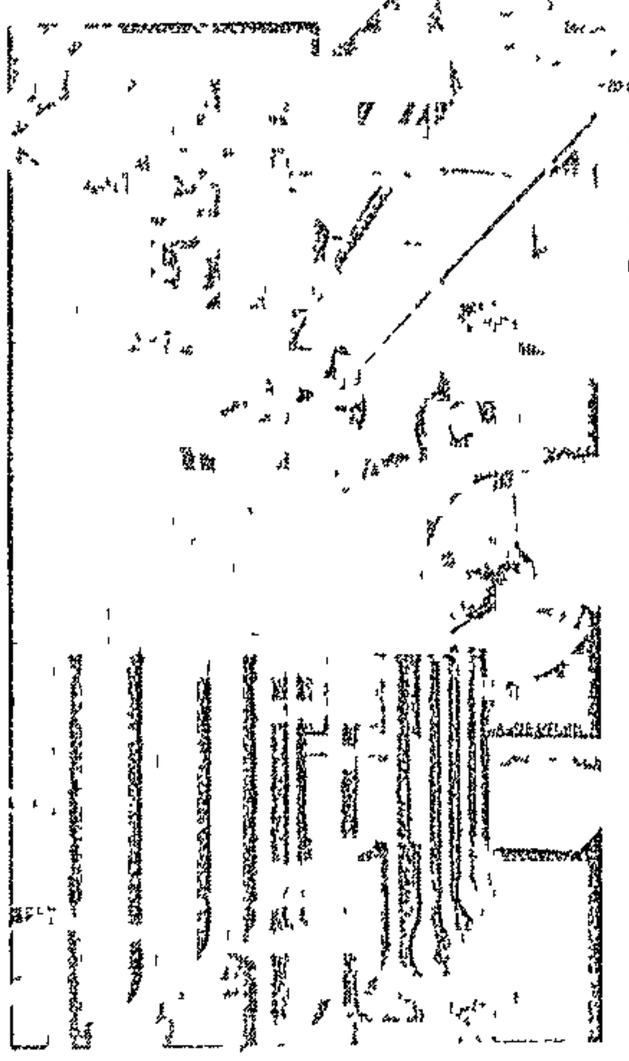
All tied up in red tape

Motor component manufacturers are acutely aware of their inability to meet demand Skilled workers more than capacity restraints are the problem they claim

In a desperate bid to boost output some have now resorted to flying in skilled artisans on three month contracts to overcome government s sluggish immigration procedures This circumvents the bureaucratic rigmarole but costs a lot

And yet shortages in the motor industry would be much less if government cut red tape to speed up the flow of skilled artisans, says Mike de Lange, director of the National Association of Automotive Components and Allied Manufacturers (Naacam)





De Lange (above) the problem is finding men to do skilled work

Skilled artisans (left) R7 an hour and the Rosebank Hotel

With present demand for cars expected to exceed supply by 7%, he also believes that government should temporarily relax local content requirements and allow component manufacturers to import items which cannot be produced in sufficient quantity

Responding to an article in the *FM* ("Clogging the works March 6) which pinpointed motor industry bottlenecks to the shortage of components De Lange criticises those who state that the local component industry is not investing enough

"Most component manufacturers have enough plant to meet local demand but they cannot get the skilled labour to operate it to full capacity, he says Artisans are walking the streets of Europe for jobs, but immigration authorities are taking months to process their applications This is putting people off coming here and slowing down the flow of those who are prepared to wait

Says one manufacturer 'We have to buy their return air tickets, pay their wages in the UK and give them free hotel accommodation And those Poms are satisfied with nothing less than the Rosebank Hotel They are so much in demand here that artisans such as tool setters are paid R7 an hour plus overtime'

De Lange estimates that total real demand for locally made components rose by between 50% and 80% during last year and that car assemblers were supplying component manufacturers with new upwardly revised sales estimates each month This meant that some ended the year trying to supply their car assembler customers with nearly double the quantities originally estimated at the beginning of the year

And while demand for some components rose above the industry s capacity to supply sales of other components actually dropped In the last two years production of locally-made engines declined as some car assemblers have found other means of achieving minimum local content requirements

GM s engine plant, which used to produce for its Chevrolets is rumoured to be closing down as the company now imports its Kadett and Commodore engines

Sigma s new big seller the Mazda 323, has an imported engine The VW Beetle, which had a local engine has been replaced by the Golf with an imported engine However Golf engines will soon be made locally in VW's new engine plant This together with the recent swing from six to four cylinder cars has cut sales of items such as pistons rings bearings and spark plugs Sales of local clutches have also dropped as some imported engines now come fitted with clutches

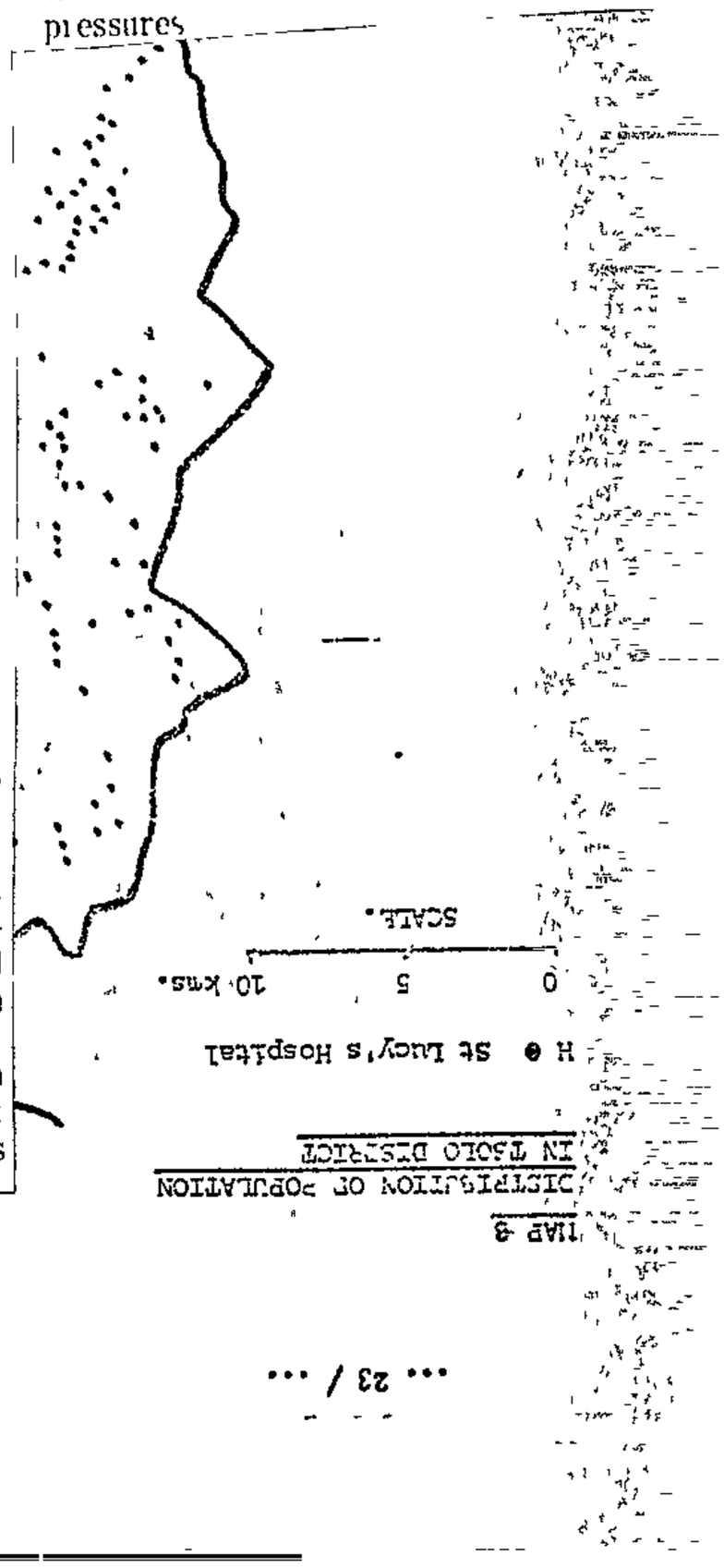
According to De Lange this year's total car sales estimates received by his industry from the car assemblers are well above 300 000 units

'This is well above what some of our members can produce And if members with sufficient capability do produce for these estimates, there will be a serious oversupply of some components which car assemblers will not be able to use because they lack other components'

His industry has another gripe Says he "Our total car market of less than 300 000 units a year is small by world standards Yet SA produces 29 different car models and many more variants This is more than is produced by most other countries and must add to costs' he says

"For it means that some component manufacturers have to start and stop their production lines several times a day We could contain costs better if the number of models and variants was halved as our production runs could be doubled"

Aside from the industry s long term problems, government could provide immediate relief if it cut its controls on the import of key components and skills This would do much to ease inflationary pressures



There are four levels at which people involved in the dairies sell:

a) From their houses locally in the village

b) At local village centres, cafés, bus depots etc

c) Idolophu shops

d) Contract at a big centre e.g the Idolophu hospital contract, and the Bloemfontein creamery contract

a) The problem with selling locally is that because of restrictions concerning hawkers licenses people have to wait until customers arrive at their houses. Thus there is no proper advertising and no centralised sure supply to attract buyers. The most often cited problem is poverty at the village level.

b) Selling at village centres Teddy Mhlauli and Ncomonde Nkalitshani at Amathole manage to sell a fair amount of milk by hawking it outside shops and at bus stops This is illegal and it also requires that someone should make hawking a pretty full-time job where the person is only selling a small amount, hawking does not justify the labour spent on it. The main problem is again the limited market In all of the three villages where people hawk milk they say it is difficult to sell, especially in summer.

c) The Idolophu shops are supplied with milk by a white man in Idolophu and by a Free State town. The small co-ops cannot compete with this regular supply. The people at Amathole used to sell to Idolophu but the shops refused to buy, saying their quality was bad and the supply irregular. In both Inkomo and Amathole we worked out that transport costs (if they could find transport) would be too high unless they were supplying vast amounts of milk.

d) Both the Amathole people and the people who's milk N.M. will not take, tried to establish a contract with the other hospital in Umhlaba. Neither could guarantee to deliver it. The type of contract with the Bloemfontein co-op requires travelling and high level liaison to be established.

In the situation where production is low people cannot afford the travelling costs to send their milk to big centres. In Inkomo after N M. refused to transport members milk they tried to sell locally to shops and from a centre in the location. This involved hiring a vehicle to bring the milk from the dairy which then cancelled all their profits Everyone then reverted to

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selling from their houses In Amathole some people did try to establish a market in Idolophu but they never succeeded. While Mhlauli and Nkalitshane put a lot of labour into hawking, most members could not afford this time and many have stopped trying to sell at all and are using their milk for home consumption only again.

The other problems I discuss affect people differently according to how poor they are. The following charts give descriptions of members economic status, and their present income from the dairies.

STAR 12/2/81

Dismissed workers in bid to be reinstated

Dozens of former employees of the Toyota Marketing Company in Sandton gathered in the offices of their trade union yesterday to call on the company to negotiate their reinstatement

One hundred and twenty-three warehouse workers were dismissed and not rehired after a strike in January this year

Negotiations between Toyota and the Metal and Allied Workers' Union would be in everyone's interest, they stressed.

The workers who had replaced them were not meeting production targets and, they claimed, the company's personnel manager, Mr J U Buchler, had recently reproached the new workers for their low productivity

The position of many of the unemployed workers had been worsened by the refusal of the West Rand Administration Board to register them for other jobs, they said.

But Toyota managing director Mr Colin Adcock said productivity was "infinitely higher now than in the closing months of 1980"

The effort to solve labour unrest

By Derrick Thema

The director of industrial relations at Ford Motor Company in Port Elizabeth, Mr F H Ferreira, believes the industry in South Africa will go through a period of turmoil and adjustment.

In an interview during a visit to the plant last week, he gave his views on the Sullivan code of conduct, the simmering discontent at industries, the growing black labour movements and the adjustment his company had made since the labour unrest at Ford two years ago led by Mr Thozamile Botha

"I do believe that, in the interests of South Africa and its people, it would be incumbent on all orgnisations to re-examine their philosophies to adapt to the realities of South Africa," he said.

Everything in South Africa had political implications, he said.

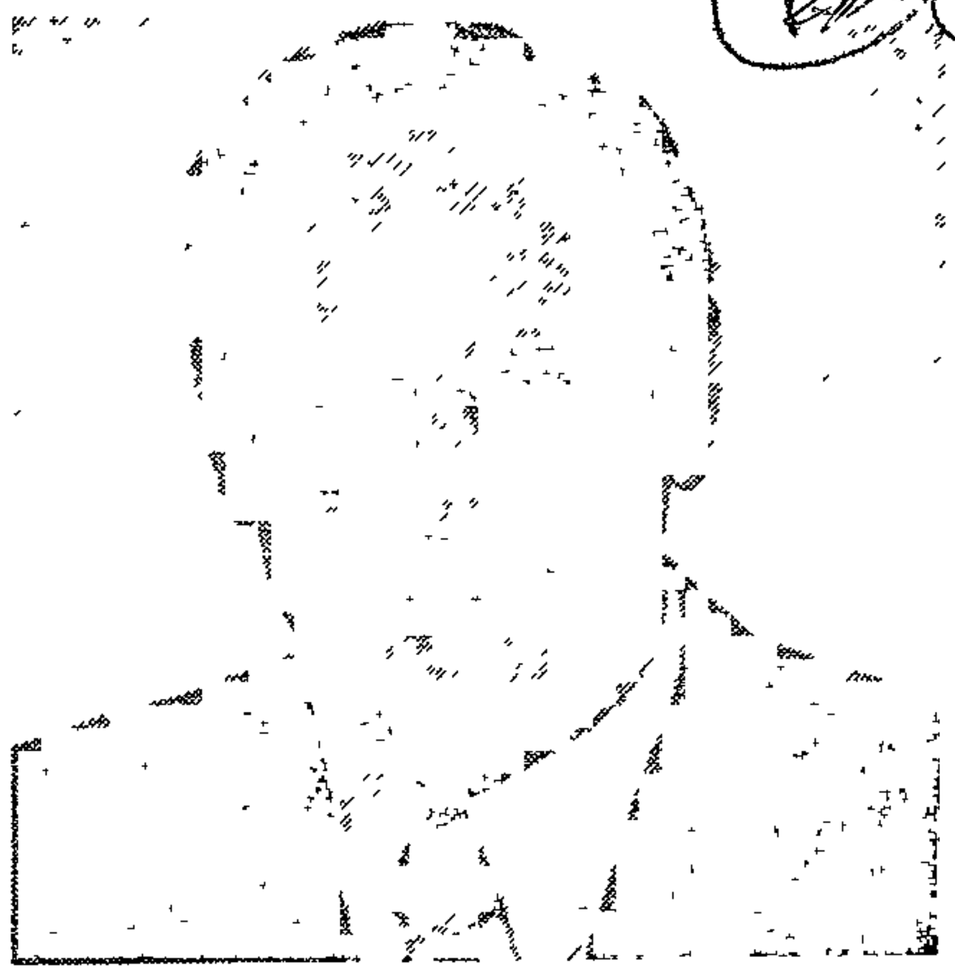
"With blacks deprived of platforms to air their views, many unions have been politicised and view labour movements as a vehicle for political expression.

"Fundamentally, what blacks are after is participation in the decision-making political machinery As the consciousness of the contribution they are making grows, they will question long existing methods and systems which evolved without their participation

"They will start re-examining these systems and the industry will have to face the fact that the system is being challenged by people who did not participate in it and who are even prepared to die to see it reversed," he said

The process, which many may view as conflict, will be the moulding of South Africa

He did not state categorically that Ford had met all the Sullivan principles because, "the concept of happy labourers is a relative one.



Mr Fred H Ferreira — "We must re-examine our philosophies and adapt to the realities of South Africa."

"The expectations of labourers have changed Many workers look beyond a good salary for satisfaction"

He pinpointed income, working conditions, communication, opportunities for advancement and fulfilment, recreation and housing projects as concepts wanted by workers

"We have to some extent met some of the Sullivan principles, but the only measurable thing is money and I believe Ford is among the best payers on basic salary scales."

The company is doing several things to satisfy workers although the level of satisfaction differs from person to person.

"Man," he said, "is never satisfied with anything for long We are busy with redistribution of wealth which involves the haves and have-nots"

Naturally, he argued, the redistribution involves blacks and whites.

"This brings with it conflict because some people resist this change while others welcome it"

He said that where one is involved in equality, many felt they would lose what they had. But, he emphasised, the process of change was on-going and was fostered by social and political changes in South Africa and the world

"Although we have in-service training, the best in the country, and have moved away from discrimination, we can only say we have met the workers' objectives for 1981"

Mr Ferreira believed disinvestment did not leave a vacuum behind "When somebody withdraws his stock, somebody buys them"

He pointed out that in South Africa, there was overemployment among whites while blacks were underemployed

"I say that if investment creates more jobs for the underemployed, disinvestment can only aggravate the situation for the unemployed"

What South Africa needed was the ability to create more job opportunities for everybody so that all could benefit and make meaningful contributions

He stressed that he believed in orderly change because disinvestment would only create chaos

Recently, the South African Institute of Race Relations conducted an independent second survey into labour practices at Ford and found that the company had made progress in implementing the Sullivan principles

However, it recommended annual elections for shop stewards by all workers, protection and support for labour leaders, including those from unregistered unions who are "threatened by the State, investigation of the predominance of whites in certain salaried jobs and housing provision for senior black staff

The survey blamed the shortage of skilled black workers on unsuccessful selection procedures and urged the recruitment and training of workers

Touring the plant workers presented a satisfied facade but beneath the relaxed faces anger was simmering

They maintained that no attempt had been made to raise salaries They also complained of unfair employment practices and that whites remained senior to blacks who had better academic qualifications.

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development of a policy [illegible]

move to greater community partic[illegible] must have a sociological framework within which the contributions and responses of individuals and communities can be elicited and interpreted. For too long attention has focused on the medical aspects of health problems. We are now realising that most of the crises in health are centred in issues of economics and the organisation of care, rather than in conventional medicine. It therefore follows that we must develop the discipline of health economics until it ranks with the

/2 ...

Sacked men claim intimidation

By Z B MOLEFE

DISMISSED workers of a well-known motor company alleged that some of their colleagues who have been reinstated by the company have formed squads that kidnap them from their homes. They are then transported to the company's security guards where their captors brand them agitators before they are taken to the police.

This is one of the allegations that surfaced at the weekend when some of the 123 black Toyota Motor Company employees, dismissed last year after a strike, held a Press conference at the Johannesburg offices of the Metal and Allied Workers Union (Mawu).

"Our children are not sure whether we will return home. They fear that we will be killed or arrested," said one speaker from the floor as he told of the squads A Mawu source explained that some time last month eight of the dismissed workers were raided and had claimed they had to spend a weekend at the Bramley and Alexandra police stations. Two of the men claim they made a court appearance but were acquitted because of lack of evidence

When approached by the **SOWETAN**, the Johannesburg police liaison officer Major Fred Bull, was surprised. Said Major Bull· "It's news to me. To my knowledge, I know nothing of this These arrests by the squads and the company security guards, if they are true, were illegal"

Giving the background to the strike that led to their dismissal, Mr Nicholas Mokgotsi, chairman of the company's liaison committee, said up to this day the workers do not know why they were dismissed

"What happened is not the grievance procedure of the company We were taken by surprise," said Mr Mokgotsi.

He also said when the workers wanted to know why they were dismissed, management told them to ask questions outside company premises This was when the workers decided to go on strike after eight of their colleagues were dismissed last year for refusing to work overtime.

Some of the former Toyota workers who attended a Press conference in Johannesburg yesterday where they made a number of allegations against the company.

Pic: LEN KUMALO

Mr Colin Adcock, managing director of Toyota, admitted that he had received a Mawu letter on Wednesday, containing some of the allegations made at the Press conference but it "was regretable that Mawu called the conference before I could answer"

He dismissed the allegation that the reinstated workers had formed squads that intimidate the dismissed workers. "I have made it clear to their union that this is a serious allegation that must be reported to the police," went on Mr Adcock

But he said he had information that in January the dismissed workers raided the houses of their reinstated colleagues and intimidated them. Later the reinstated workers retaliated when they came across those who had intimidated them. "A court case is coming up on this But my security guards had nothing to do with this"

Mr Adcock dismissed a number of issues arising at the conference Some of these were

- Toyota would not reinstate a sizeable number of the dismissed workers — "they can apply individually and each case will be treated on its merits"
- Because of the dismissed workers Toyota production had suffered — "there was never a meeting where our workers were told this Our productivity is very satisfactory and we are working normal time"

Cape diesel project criticized

CT 25/3/81

45 192

From GORDON KLING

PORT ELIZABETH. — The head of one of the largest motor manufacturers in South Africa yesterday hit out at the R300-million Atlantis Diesel Engines project on the West Coast north of Cape Town as being badly-conceived, ill-timed and certain to cost the public far more than it appreciated.

Coming within a hair's-breadth of calling for immediate cancellation of the venture, which is scheduled to begin trial production next week, the managing director of General Motors South African, Mr Lou Wilking, told a briefing session of senior company personnel and motoring journalists yesterday that the ADE engines would add between R5 500 and R6 000 on average to all diesel trucks in rapid stages, beginning on October 1

If you take the smaller truck bracket I've deleted a brand name here we are looking at a probable 30 or 35 percent or even as high as a 40 percent, price escalation to incorporate the ADE engine in those trucks

Mr Lou Wilking

The man in the street simply doesn't realize what's coming, I really don't believe they know said the company's sales manager Mr John Cooley "Just think of how the farmer will react when he's told a bigger truck will cost R7 000 more than he expected

Even the limited pre-price rise buying that was now taking place had left dealers with demand 50 percent ahead of what could be supplied

'But we all know demand will collapse when they have to buy ADE, with all the implications this has for our workforce' said Mr Cooley

'We're nine months pregnant now so I don't think I should go on record as calling for the project to be scrapped, but from where we sit it certainly doesn't look very wise and we think it was very ill conceived," said Mr Wilking

Everybody from supermarket chains to farmers and industry would have to pass on the increases in the form of higher prices at a time when the economy was going into a cyclical downswing

Ford's managing director, Mr Brian Pitt said the implications for his group had yet to be quantified 'but we continue to be concerned about the escalating cost levels implicit in the ADE programme

At ADE the chief executive finance Mr Otto Scholtz yesterday maintained that its advantages still outweighed other factors The benefits included standardization, training and inventory savings from the conversion to 11 ADE engines in five basic families as opposed to the some 200 types now in use self-sufficiency and the impetus the project would give to the component-manufacturing industry

Mr Wilking rejected this

He said thousands of "crippled cars lacking everything from brakes to window fixtures were being stored on company lots because the components industry was already incapable of meeting demand

ADE engines would not make the country self sufficient because numerous key parts still had to be imported

Military use

The plant would not be capable of turning out air-cooled diesels required for military use, which had been one of the main reasons why it had been established

Demand in South Africa was insufficient for economic production runs and export potential of the engines was nil

He also did not believe it was in the interests of South Africa to embark on uneconomic manufacturing to cushion against sanctions

'I personally think it would be an error to make ourselves really self-sufficient When you stop doing business with the banks in the United States Japan Britain and Europe it's much more likely rather than less likely that the door will be slammed on us'

GM chief: Atlantis will be inflationary

(192) STAR 25/3/81

PORT ELIZABETH — Mr Lou Wilking, managing director of General Motors, South Africa, yesterday criticised the Government for saddling the motor industry with a R170-million-a-year bill for its State-inspired Atlantis Diesel Engine (ADE) programme

The programme could not achieve its objectives and the money was desperately needed for training and expansion, he said

At a conference in Port Elizabeth dealing with the Atlantis scheme, he said the programme would create inflation, add between R5 500 and R6 000 to the cost of a truck and in the end fall short of its objective

"Essentially the Government's objective was to make South Africa self-sufficient in diesel engines — the only essential change to the initial plan being that the engines considered important at that time are not the ones now being manufactured

"The money that has been put on the table so far stretches to R280-million which is aimed at producing two complete families of diesel engines

"These engines are to be used in a range of vehicles stretching from small tractor diesels right the way through to the really heavy big trucks

"These 31 000 units are going to incur cost penalties which we estimate will average around R5 500 or R6 000 per unit

"Consequently you arrive at an enormous amount somewhere between R170-million to R190-million of cost penalty

"If you take that kind of cost impact and you start to divide it, for example, over the cost of bread, the price of eggs and other food commodities or whatever it's going to result in significant inflation

"All this is going to put a large additional strain on the economy

"I cannot possibly foresee that South Africa can become totally self-sufficient insofar as diesel engines are concerned," Mr Wilking said

In the smaller truck bracket, the ADE would mean a price increase of R3 600, in the medium range around R7 600 and in the heavy truck range a price increase of R22 000 to R23 000 — Sapa

Atlantis reacts to GM chief

CAPE TOWN — Atlantis Diesel Engines (ADE) is committed to supply the South African market with engines of the highest quality at the lowest prices, the managing director of ADE Mr H H Beckurts said in a statement in Cape Town yesterday

He was reacting to a statement by the managing director of General Motors, Mr Lou Wilking, in Port Elizabeth on Tuesday who said the ADE programme would be extremely inflationary and that there would be a significant escalation in costs — a probable 30 to 35 percent, or even as high as 40 percent in the smaller truck bracket to incorporate the ADE engine

Mr Beckurts said "We are unable to justify the statement that prices would increase by 30 to 40 percent provided realistic deletion allowances for engines are granted by the overseas source plants

"In any event the normal market forces will dictate the final outcome and we believe that since some manufacturers will not have to increase prices, those who do will have to revert to their principals for more realistic deletion allowances

"We do not wish to be drawn into an argument with our customers the truck and tractor manufacturers, with whom we have a most cordial relationship

"We firmly believe that the real advantages of the ADE project will only become apparent to all in time to come

"ADE is committed to supply the South African market with engines of the highest quality at the lowest possible prices In this connection we are proud to announce that the first cylinder block line has been commissioned successfully and is producing blocks of exceptional quality

"Furthermore, the first ADE engines have been assembled and tested as part of our pilot production programme, while full scale assembly and testing of engines for validation will commence within the next two weeks, in line with our original commitment not 16 months from the start of civil engineering construction at the Atlantis site" — Sapa

CT 27/3/81

Diesels: Govt rejects attack

By GORDON KLING

THE ROW in the motor industry over price rises caused by the need to replace imported diesel engines by those manufactured by the government-sponsored Atlantis Diesel Engines project escalated this week with a rejection by both the government and ADE of General Motors' complaints

GM is the largest motor manufacturer in the world and its diesel truck range is one of the biggest sellers in South Africa

The Minister of Industries, Dr Davie de Villiers accused certain manufacturers of concentrating on the negative aspects of the project and conveniently choosing to ignore the positive aspects which it had for the consumer

ADE's managing director, Mr Hartmut Beckurts — prefacing his comments by noting that the venture was not a truck or tractor manufacturer — said he was unable to justify statements in the Cape Times by GM's managing director, Mr Lou Wilking, that the engines would cause diesel truck prices to rise by between 30 and 40 percent, provided realistic deletion allowances for engines are granted by overseas source plants

Deletion allowances are reductions in the price of trucks from the overseas source plants based on costs saved by eliminating their engines, which from October 1st are to be supplied by ADE

"In any event," said Mr Beckurts, "The normal market forces will dictate the final outcome, and we believe that since some manufacturers will not have to increase prices, those that do will have to revert to their principals for more realistic deletions allowances "

GM's head of public affairs, Mr Peter Ray, has rejected this stand, however He said in an interview this week "I can assure you our figures were based on facts developed by our own finance department Obviously the calculation we did allowed for any deletion allowance from the source plant from which we are presently drawing our engines "

Dr Dawie de Villiers said in a separate statement yesterday that the government saw fit to approve the ADE project because transport and food production were two areas in which South Africa should strive to be self sufficient The latest technology had been incorporated in the engines and the project would create thousands of new jobs

DIESEL ENGINES (192)

US connection?

FM 27/3/81

Although the government-backed monopoly Atlantis Diesel Engines (ADE) will be building Daimler-Benz and Perkins diesel engines only, it is not planning to cut all ties with other overseas diesel engine companies

For ADE will probably sign a distribution and maintenance agreement with Cummins, importer of the US-made Cummins engines used in long-haul trucks of 20 t and bigger

Cummins will not comment, but ADE's marketing manager Koos de Wet confirms that his company has indeed talked to Cummins on the deal

Cummins must have a more positive indication than this for it is in the final stages of purchasing a 3 2 ha property next to its Wynberg Johannesburg premises (see *Property*)

It faces steadily declining sales of its truck engines as more and more ADE engines in this category become available to local truck builders If they used Cummins instead of ADE engines, their trucks would be subjected to a crippling 30% duty

Cummins expects to sell 1 000 truck engines this year after selling 800 last year Next year s sales are problematical as the ADE equivalent to the Cummins engine should start coming into production

Cummins is well served to distribute and maintain ADE's engines as it has facilities in nine SA centres And the talk is that its new property will be the site for an extensive engine-rebuilding operation with facilities for machining crankshafts, blocks, bores and heads

The deal would make a lot of sense for ADE as it would keep open the door to one other overseas source of diesel technology It would also strengthen the link with Cummins in the US which will continue to sell SA the relatively small number of diesel engines used in earthmoving and open cast mining

ADE will not be making these 56 / 1 200 kW giants

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tividual was producing enough co-operative has been useful t first a village market could

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It has ceased to be useful to her however, because most members have too few resources to expand production further or even keep it stable all year round. The main advantage of participation in a co-op for someone like N.M. is the access to resources allocated by the government (or other external agency) on the grounds that "the project benefits the community". I have mentioned all the external resources given and at the moment very few people apart from N.M.'s se resources and even when the co-op was working, , obviously gained much more from the resources than the elopment is taking place in Inkomo since I did my research. 'offered to help already existing dairy co-ops in pastoral areas n a hire purchase basis. The scheme brings the dairy scrutiny with officials visiting all members to assess fford the cows. When the members first heard of it, would force N.M to transport their milk again. the first offer was confirmed, N.M. called a meeting and nsport the milk again but that all members must finish first. N.M has ordered 20 cows under the scheme, igure is 10.

The internal organisation of Inkomo dairy works in such a way that people with more cows benefit relative to those with less. Costs are always per person, i.e. all members pay an equal amount towards the building, salaries, transport, fodder, plots etc. Thus, a person with ten cows pays the same overheads as someone with one cow, even though the ten cows take ten times as much labour, eat ten times the amount of green fodder and ten times the amount of milk has to be transported.

The story of the dairy fits into a pattern occurring in other areas of the underdeveloped world. Edward Brett (5) says that the communal strategy has worked best in some of the least developed areas of Tanzania. "In such areas we may assume that the differentials between rich and poor peasants may not be so great (though this too should be subjected to closer examination), and, more important, that the benefits of the richer elements to be obtained from being incorporated in the programme may outweigh the losses stemming from communalisation of production." He goes on, however, to cite the problems of establishing an efficient project in such under-developed regions and writes "... there is a danger that these elements in the less-

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Star (192) 25/3/81

Toyota expansion

TOKYO — Japan's largest car manufacturer, will expand production in South Africa from next month to meet soaring consumer demand there, a Toyota spokesman said today

Under a production efficiency buildup plan, Toyota will increase to 450 units its daily assembly of compact passenger cars, vans and jeeps from the current production of 220 to 320 units a day, the spokesman said.

autonomy and responsibility within the larger society which might directly contribute to removal of these diseases.) It was noted by the doctors that diseases of class (ii) are prominent, especially among the so-called 'coloured' population.

This classification of disease does not indicate that preventive and curative health care as traditionally understood are pointless, curative and educative measures can do much to alleviate ill health in the absence of of measures which could substantially alter the underlying circumstances. Doctors and nurses were clearly aware of the conditions precipitating ill health in many cases, though their own role in coping with the problem was

That health services can launch a successful attack on public health problems is shown by the enormous decline in TB. In 1959 - 61 there were about 800 cases on the register of Addo clinic alone. Now there are about 100 still a substantial number but a declining one. The fall is particularly dramatic in children. In Kirkwood there were 100 child TB cases in 1972, now there are 10. Among school entrants, no grade 3 and 4 reactors were found in Sunland schools, and 19 were found at Addo (giving a rate for Addo of about 3%). The decline is clearly related to the immunization of neonates, school entrants and school leavers, and the great efforts made to find and treat active cases, again through systematic visiting, as described

below in the history of the clinics. The present rate of TB may be estimated in Bontrug, the black location for Kirkwood, which has 50 cases and a population of about 4 000, i.e. about 1,2% of the population. This is considerably lower than in Tiersdorp.

3.1. Primary Health Care Facilities

The positions of doctors and clinics, which comprise the primary health care facilities of the valley are shown on the map.

3.1.1. District Surgeons

RDM 27/3/81

Govt defends diesel engine project

Own Correspondent

CAPE TOWN — The Minister of Industries, Dr Dawie de Villiers, yesterday defended the Atlantis Diesel Engines project against criticism

He was reacting to a statement in Port Elizabeth by the managing director of General Motors, Mr Lou Wilking, who said the R300-million project was "badly conceived, ill-timed and certain to cost the public far more than it appreciated"

Mr Wilking said the programme would create inflation and add thousands of rands to the price of a truck

Dr De Villiers said the project would increase engine prices by "a much smaller extent" than the 30% to 40% estimated by Mr Wilking.

The Government had seen fit to approve the ADE project because transport and food production were two areas in which South Africa should strive to be self-sufficient

"The Government accepts that sometimes there is a cost 'premium in self-sufficiency which has to be paid in order to attain the goal, but in this instance, the premium is not near to that claimed by certain persons," he said

Among the positive aspects were that "a range of more than 200 engines is being reduced to 14, with the resultant rationalisation of spares and service, as well as the cost advantages that follow from this".

"In many instances the Atlantis diesel engines are also longer-life units compared with many of those currently in use Initial higher vehicle prices will, therefore, be partially offset by lower operating costs"

He said general advantages of the project were

- Transfer of the latest technology and equipment to the Republic from the two largest diesel engine manufacturers in the world, and agreements ensuring this would continue
- About 1 800 jobs would be created at the ADE plant, and 2 500 more would open up in the component industry later,
- A substantial foreign exchange saving

are made on this basis, including visits to patients in the Rita Coetzee hospital in Kirkwood. This is in fact a small nursing home which has 42 beds, 10 for whites and 32 for blacks. It has no outpatients department and takes maternity and other patients not needing specialist attention. The district surgeon also visits a small clinic at Enon on Friday afternoons. The other doctor is a private practitioner and attends to patients in the nursing home when required.

The Sunland doctor is also a district surgeon, but because it is a round trip of 40 km or so to the nearest magistrate's office at Kirkwood he will see indigent patients free without their having to obtain a certificate. Again employed farm labourers do not qualify as indigent,

Durable, reliable, rugged

YOU'LL be able to see Leyland's Landtrain at the Rand Show. It's a vehicle which was designed for Middle East, African, Latin American and Far East markets.

Featuring rugged bonneted truck models, the range offers 'European' standards of comfort and ease of handling for the driver coupled with the essential features of high reliability and durability and ease of servicing and maintenance. Landtrain covers eight basic models with gross weights ranging from 19 tons to 65 tons. The models include both two and three axle derivatives for rigid vehicle (haulage/tipper), drawbar and articulated vehicle applications.

The high comfort cab is derived from that fitted to the successful Leyland "G" cab truck range. It is tastefully trimmed and equipped to a high standard.

Other features include the frame which is based on that fitted to the Scammell Contractor, with a full paint finish to minimise corrosion, and the fitting of many additional items such as radiator stone guard, wing mounted oil bath air cleaner and full width brush guard as standard.

Coming to South Africa soon is Leyland's Roadtrain an exciting range which was the most significant post-war development in commercial vehicle design from any European manufacturer.

It was also the first all-new model from any part of British Leyland since the reorganisation of the company by Sir Michael Edwardes. These models are the most tried and tested trucks ever to be introduced.

Leyland's Landtrain which has been designed and built to handle load factors that are 20% greater than those nominally quoted on the vehicle plate

Economy, reliability, style, driver comfort — these are just some of the elements that go into vehicle purchase decision. Ard Roadtrain adequately satisfies every one of these requirements.

The cab offers saloon car comfort, low in-cab noise levels, a bright, clean working environment and, above all, safety in the event of collision.

Vision from the cab is excellent both to the front and rear. Seating positions are variable in every direction to take account of all shapes and sizes of drivers and the steering column rake is adjustable to meet each individual driver's preference.

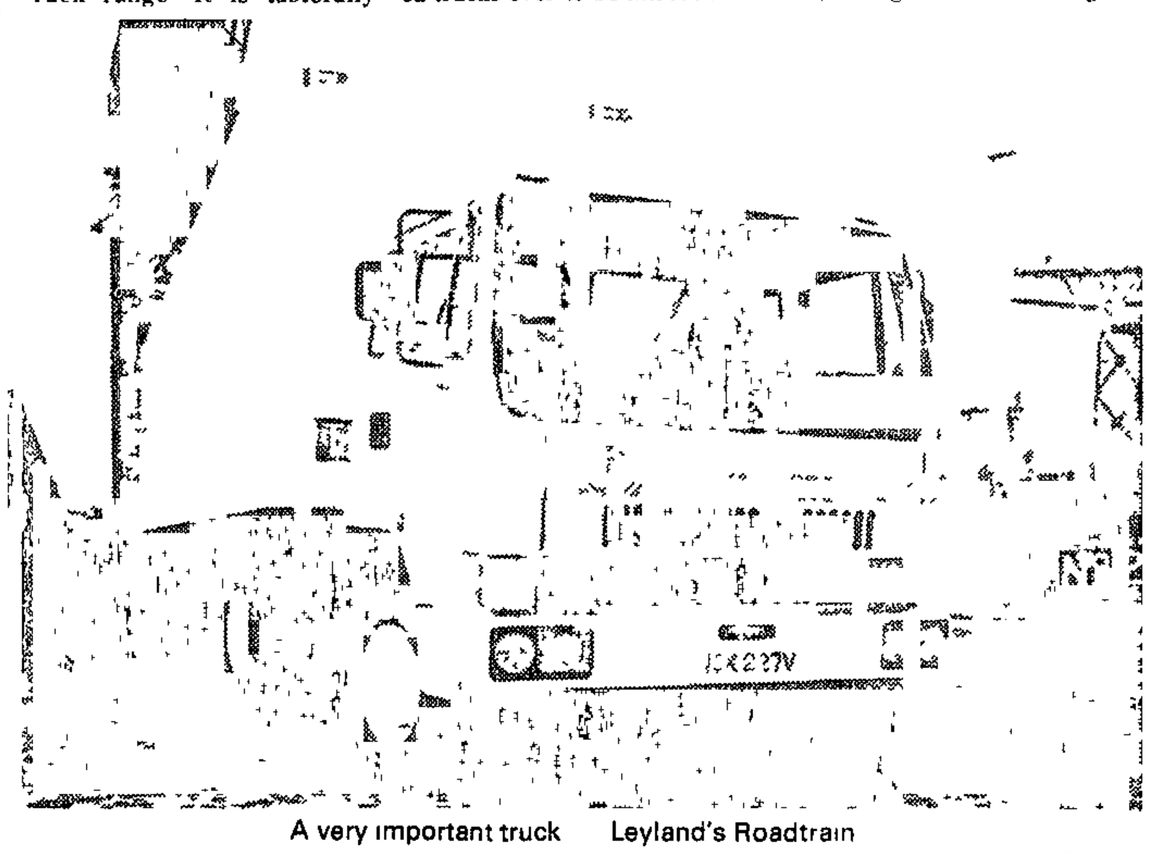
Instrumentation is comprehensive too and is an aspect of the cab design which has been greatly influenced by Leyland's "human factors" research activities. Controls and instruments are located according to the frequency with which they are likely to be used and can be scanned or reached without effort from the normal driving position. This obviously helps to reduce driver fatigue and improves safety.

Access to and exit from the cab are made easy by wide, well-spaced steps and conveniently placed grab rails. The steps can be seen from the cab as the driver descends and are each lit to ensure his safety even at night.

There is ample storage space in the cab for the driver's personal belongings.

The man in the street has not been forgotten either. A refreshing approach to styling has given Roadtrain a far less intimidating appearance than is usually the case with big trucks.

Mr David Beck, Leyland South Africa's new managing director, who takes over tomorrow. He succeeds Mr Leslie Wharton, who has been appointed managing director of Leyland Parts a division of Leyland Vehicles Limited, Britain. A qualified accountant, Mr Beck has been employed by BL Limited for 10 years, during which time he has held both finance and general management positions within BL's international operations and its Special Products Group. Mr Beck joined Leyland South Africa as financial controller in 1976 and was appointed finance director in May 1979.



A very important truck — Leyland's Roadtrain

Production to be increased

RDM 30/3/81 (192) 66

SALES of Nissan diesel heavy vehicles increased in 1980 by 778 units over those sold in the previous year.

This puts Nissan diesels firmly into third position overall among manufacturers of heavy trucks, a significant achievement in view of the fact that the company is only represented in three segments of the total heavy vehicle market — 10 000 - 12 500 kg, 12 500 - 15 000 and over 20 000 kg.

Sales have also increased by a substantial 400% in volume since 1973.

In the 10 000 - 12 500 kg segment the company sold 1 164 units, 278 more than in 1979, an increase of 31,4% over 1979's volume. Nissan is in number one position in this segment for the year. This improved performance is largely attributable to the reliability of the vehicles together with the availability of parts and the high rate of standardisation which assists the operator with speedy service. Nissan heavy vehicles in this segment are the UG780, CK10 and the DU780, a freight carrier, bus and tipper respectively.

In the 12 500 - 15 000 kg segment the company improved its volume by 55,8%, in spite of the fact that the 1980 market went over the top with the company battling to keep pace with demand. Increased sales in this segment are due largely to the increasing popularity of the CB20ND bus which has brought in a number of large orders. In this segment too, the company's market share improved during the year putting it in third place among all manufacturers.

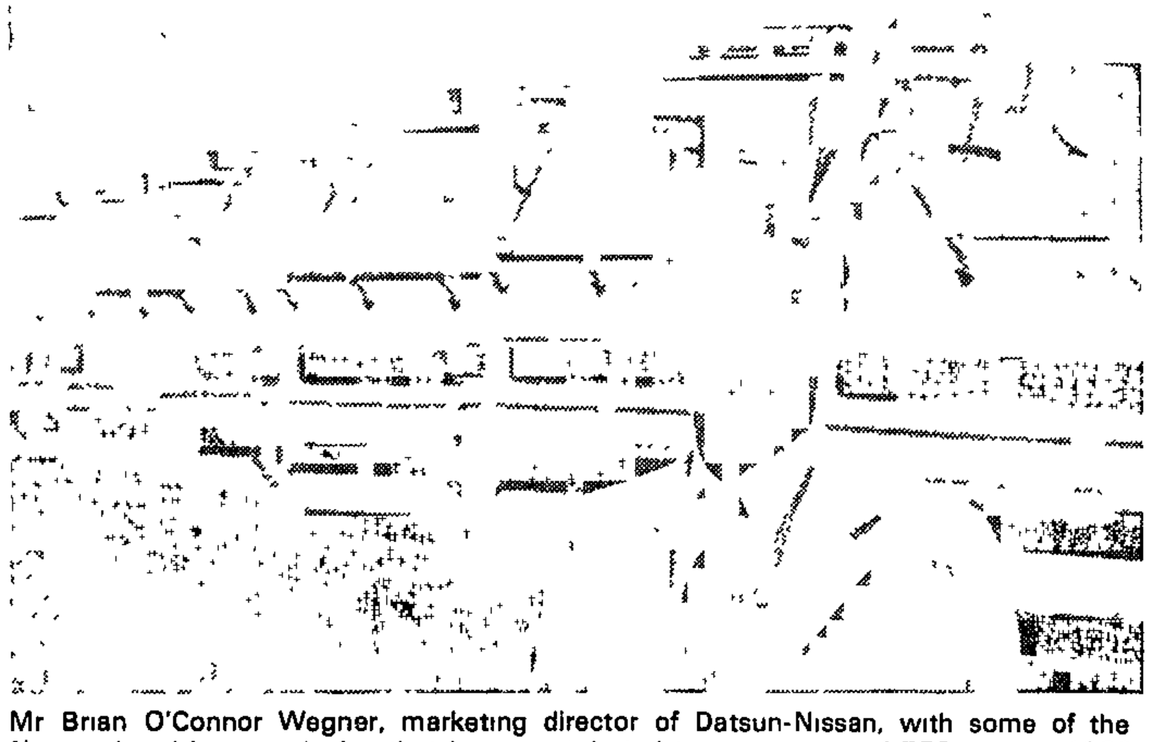
An increase of similar size brought Nissan's 20 000 plus kg vehicles up to 641 units for the year, an increase of 229 units over 1979. The best seller in this category was the Nissan CK41HD and CK41P.

Commenting on this substantial increase in sales Mr Brian O'Connor Wegner, marketing director of Datsun-Nissan, said that proof of Datsun-Nissan's confidence in the medium- and long-term prospects of the heavy vehicle market was clearly indicated in the company's recent acquisition of the Fiat plant in Rosslyn.

"This new facility will increase our building capacity for our heavy vehicle range to a significant extent," he said. "During the course of 1981, we expect our production capacity to double its maximum in 1979, bringing us up to about 400 heavy vehicles a month.

"Our increase in sales is only partly due to the overall growth of the heavy vehicle market as we have improved our penetration of that market in those segments where we are represented."

Mr Wegner said that Nissan heavy vehicles were finding increasing acceptance among operators and big fleet owners and the company was optimistic about its anticipated growth in 1981.



Mr Brian O'Connor Wegner, marketing director of Datsun-Nissan, with some of the Nissan diesel heavy vehicles that have contributed to an increase of 778 units in 1980 over those sold in 1979

White have-nots, black have-nots

C Herald 28/3/81 (67) P8 (97)

INDUSTRY in South Africa will go through a period of turmoil and adjustment says Fred Ferreira director of industrial relations at the Ford Motor Company in Port Elizabeth

Last week he gave his news on the Sullivan code of conduct, the simmering discontent at industries the growing black labour movements and the adjustment his company had made since the labour unrest at Ford two years ago led by Chozamile Botha

I do believe that in the interest of South Africa and its people, it would be incumbent on all organisations to reexamine their philosophies to adapt to the realities of South Africa he said

With blacks deprived of platforms from which to view many union have been politicised and view labour movements as a source for political expression

I anticipate what happens in the industrial

[illegible] promotes more jobs for the underemployed disinvestment can only aggravate the situation for the unemployed'

ALL BENEFITS

What South Africa needed was the ability to create more job opportunities for everybody so that all could benefit and make meaningful contributions

He stressed that he believed in orderly change because disinvestment would only create chaos

Recently the South African Institute of Race Relations conducted an independent second survey into labour practices at Ford and found that the company had made progress in implementing the Sullivan principles

However it recommended annual elections for shop stewards by all workers, protection 'and support for labour leaders including those from unregistered unions who are threatened' by the State, investigation of the predominance of whites in certain salaried jobs and housing provision for senior black staff

participation in the decision-making political machinery As the consequences of the confrontation they are making grows they will perhaps look at the method and system which evolved without their participation

They will start reexamining these systems and the method will have to take the fact that the system is being challenged by people who did not participate in it and who are even prepared to die to see it reversed, he said

The process which many may view as conflict will be the moulding of South Africa

He did not state categorically that Ford had met all the Sullivan principles because the concept of happy labourers is relative one

EXPECTATIONS

The expectations of labourers have changed Many workers look beyond [illegible] mary for satisfaction

He pinpointed income, working conditions communication, opportunities for advancement and fulfilment recreation and housing projects as concepts wanted by workers

We have to some extent met some of the Sullivan principles, but the only measurable thing is money and I believe Ford is among the best payers on basic daily rates

The company is doing several things to satisfy workers although the level of satisfaction differs from person to person

Man, he said, is never satisfied with anything for long We are busy with redistribution of wealth [illegible] involves the [illegible] and [illegible]

BLACKS AND WHITES

Naturally [illegible] redistribution involves [illegible] rights

[illegible] with it conflict because some people [illegible] while others benefit

Though we have to [illegible] standards, the best in the country and have moved far from discrimination, we can only say we have met the workers' objectives for 1981'

Mr Ferreira believed disinvestment did not [illegible] a vacuum behind 'When nobody withdraws his stock, somebody buys them

He pointed out that in South Africa there was [illegible] among whites while blacks were underemployed

'I say that if investment

Africa, we have devoted very inadequate time and attention to the development of a strategy of our own that is in line with the needs of local cultural and value systems. We accepted the unfortunate view that what is good for Europe and America, is good enough for us in Africa. This approach, of course, led to an energetic expansion of our services while we struggled in a heroic fashion to bring these services in line with norms and standards as we knew them from travelling abroad. This approach may be - even if only partly - recommendable and applicable when it comes to those on the Westernised end of the scale in the dichotomy of acculturation, but what does it offer to those who by circumstance or deliberation find themselves at the other end of the scale?

Acceptance of the medical model in mental health services leads us inadvertently to accept a body-mind dichotomy. This dichotomy is already apparent in the meaning of the word disease. The medical doctor's domain is the body, while the mental health team is expected to see to the 'mind problems' of people. This fragmentation is even carried further into the mental health field, where the psychiatrist, the social worker and the pastoral counsellor, all attend to certain needs of the same patient, while they still struggle to find each other so as to be able to work together as an integrated team.

Another innate questionmark in our present system is that the medical model carries with it a rigorous tradition of subjection to proven scientific method. This leads to a negative attitude towards lay workers and especially towards traditional healers, who try to move into the area which medical science claims as its monopoly. Of course, we know of the limitation and the disregard of the traditional medicine systems for the scientific methods and research with its unrelenting

disciplinary codes which it imposes on the art of healing. However we have to admit that when it comes to health promotion, traditional systems have a lot to offer - under the right guidance and subject to the establishment of dialogue. When it comes to psychiatry and especially to psychotherapy, traditional practitioners are the only ones that can reach that large section of our population where those with an exclusively Westernised m[illegible] access and therefore very [illegible]

For the traditional Blac[illegible] for people in transition, [illegible] ancestral shade s form a c[illegible] fact which also finds clea[illegible] ment of the traditional pr[illegible] gives [illegible]s ers to misfortun[illegible] why things happened, not [illegible] things came to pass, as for [illegible] health care system (Marmond [illegible] approach is unacceptable to [illegible] and even, for reasons alrea[illegible] local [illegible] patients.

I have stressed that the [illegible] medicine is the power that [illegible] counteract misfortune. If we [illegible] system with this approach in [illegible] medical doctor, when consulte[illegible] commands a lot of power (van [illegible] in the patient approaches the psychiatrist [illegible] complaint, we have less to offer medically and almost nothing to offer psychotherapeutically to the traditional patient. Taking this into account, we can predict that to the traditional patient the non-medical members of the mental health team must appear as a group of impotent and powerless workers

Toyota South Africa is to expand its offices and warehouses as part of a R50 million investment programme over the next three years, the chairman Dr A T Wessels, says in his annual review.

The expansion of building will accommodate the groups growing activities and enable it to remain competitive.

The money will also be spent on having model-related tooling to meet the local content programme for planned new and replacement models.

Referring to the wildcat strikes at the Sandton plant which resulted in the replacement of 129 employees, Dr Wessels says Toyota will resist unauthorised interference until unions of black workers are properly organised and gain experience in negotiating conditions of employment.

Dr Wessels says the group is ready to meet the projected demand for vehicles this year which is expected to be slightly up on last year.

Toyota to spend R50m

By ALEC HOGG

TOYOTA South Africa last year's top motor-vehicle seller, will spend R50 million in the next three years to remain competitive, says the chairman Dr Albert Wessels in the report for the year to December 31

The money will be used to expand office and warehouse facilities acquire model related tooling to meet the local content programme and to update manufacturing facilities

Discussing the group's dividend policy, Dr Wessels says this year's large dividend increase — more than treble the previous year's — and the high dividend cover (seven times) should not be regarded as normal

Toyota expects to maintain a high growth rate and will have to reinvest funds for the expansion needed for systematic growth

Seven times cover is not normal he says, and future dividends "will have to be considered each year in accordance with the needs of the company and the economic expectations of the country'

Dr Wessels adds however 'Shareholders can be assured that the board will protect their interests and strive to maintain systematic growth in dividend rates "

He expects the group to continue enjoying satisfactory profitability in 1981 because of the quality of the product sufficient production capacity, the dealer network and competent management

QH SUPER (192) FM 3/4/81

Recovery continues

Activities: *Manufactures and distributes automotive components, electrical components and safety products Burmah Oil of the UK owns 80,9% of the equity*

Chairman: *R Sollett, managing director M W Kirby*

Capital structure: *6,9m ordinaries of 50c, and 1,75m 9,5% ref cum prefs of R1 Market capitalisation R5,9m*

Financial: *Year to December 31 1980 Borrowings long- and medium-term, R1,2m, net short-term, R4,3m Debt equity ratio 66,5% Current ratio 1,3 Group cash flow R2,5m Capital commitments R108 000*

Share market: *Price 85c (1980-81 high, 100c, low, 50c, trading volume last quarter, 316 000 shares) Yields 30,2% on earnings, 7,6% on dividend Cover 4,0 PE ratio 3,3*

	'77	'78	'79	'80
Return on cap %	—	9 8	13 5	23 5
Turnover (Rm)	24 7	28 4	27 6	41 7
Pre-tax profit R 000)	(1 176)	526	1 055	2 595
Gross margin %	—	3 8	6 1	8 7
Earnings (c)	—	4 5	12 4	25 7
Dividends (c)	—	—	1 5	6 5
Net asset value (c)	67	71	83	92

Corrective measures taken in 1977 to stem growing losses have paid off handsomely, with the group returning to a position where positive real returns are once more being earned on capital employed And provided management can hold course on its financial objectives, and the markets the group serves are not overly affected by the anticipated slowdown, the share at 85c looks an attractive proposition

QH Super's previous problems arose out of a depressed motor market and high gearing Both these situations have changed the motor industry is still growing after a record 1980 and the group is in a much stronger financial position In addition, management is aiming to expand its range of activities so making earnings less dependent on motor sales

Chairman Ray Sollett says the improved trading position last year resulted from better performances in all divisions (see table) Turnover was up 51,1% while pre-tax profit accelerated 146% to R2,6m (R1,1m) as the group's cost control exercise bore fruit and higher throughput improved overhead recoupment

In addition, QH Super benefited from acquisitions during the year Brest Motor Metal Works, which has been "successfully" integrated, gave a "good contribution" says Sollett, while a small group of retreading and exhaust companies acquired in February 1980 is expected to boost earnings this year

The greatest profit contributors continue to be the electrical and automotive divisions In the latter, sales more than doubled to R15,4m and, with a reduction in unit costs, reported an operating profit of R973 000 (R524 000) This solid improvement follows on strong original equipment and replacement sales in the motor sector with increases in market shares The only area which did not perform well was the automotive export division, where depressed markets abroad restricted sales However, the shortfall was more than made up at home

Divisional contributions

	Sales '79 %	Sales '80 %	Operating profit '79 %	Operating profit '80 %
Automotive	28	39	27	26
Electrical	22	23	52	44
Wholesale	30	21	1	6
Safety	20	17	20	24

The electrical division's turnover rose 60%, while operating profit increased by 65% The bulk of this came from the supply of original equipment to the motor industry Sales to the OE market rose by 65%, while replacement sales were 48% higher As with the automotive division, the group expects sales and earnings from electrical products to improve again in 1981

The safety products division, including seat belts, boomed with a substantial operating profit improvement This and the wholesaling division, which is broadening its product and customer base, is also budgeting for enhanced earnings this year

Overall, QH Super is looking for a sales

improvement of around 20%, while management expects to remain within its longer-term financial targets These include a ceiling debt equity ratio of 67% and a return on capital employed of at least 25%

However, certain elements of QH Super's financial performance appear to need further attention — such as the still somewhat slim 3,5 times cover on annual interest and leasing payments and what looks like a slower collection rate on debtors But the expected profit improvement in 1981 should pull the group firmly onto a healthy footing Liquidity in terms of the current ratio was somewhat lower at end-December This, though, appears to be the result of acquisitions during the year, which will only start contributing to earnings in 1981, and stocking up ahead of the anticipated sales increase

If turnover does rise 20%, and cost control is at least as good as in 1980, there is no reason why earnings should not improve by a greater percentage QH Super s longer-term financial objectives allow for 30% of earnings to be distributed which suggests 1981 should see a minimum distribution of around 8c This places the share on a 9,4% prospective yield, which augurs well for capital gains in the current market

Des Kilalea

definitions

Gross profit Pre-tax profit plus all interest paid

Debt equity ratio All interest bearing debt as a percentage of total shareholders funds

Total shareholders' funds The total of ordinary minority and preference shareholders funds adjusted for the market and/or directors valuation of investments less intangibles (eg goodwill)

Return on capital Gross profit as a percentage of capital employed

Capital employed Total shareholders funds plus deferred tax and all interest bearing debt

Gearing Total interest bearing debt plus preference share capital as a percentage of net asset value

Net asset value Net assets attributable to ordinary shareholders after adjustment for market and/or directors valuation of investments less intangibles

Return on equity. Pre-tax profits less preference dividends as a percentage of total shareholders funds less preference

Current ratio Current assets divided by current liabilities

Cash flow, group net profit plus depreciation **net** retained earnings plus depreciation

Capital commitments Contracted and authorised commitments

Gross margin Gross profit as a percentage of turnover

Stock turnover Turnover divided by the year-end stock figure

Market capitalisation Number of ordinary shares multiplied by latest market price

Earnings per share Net profit after tax minority interests and preference dividends and after adjusting for non-recurring items divided by the weighted number of ordinary shares in issue

PE ratio The number of years purchase of latest earnings per share represented by the current share price

Cover Earnings divided by ordinary dividends paid

of European settlement, the Khoikhoi vigorously resisted the their lands The heroic figure of the original Dutch settlement, stated clearly that the Europeans claimed the land by right of the African chiefs interpreted the numerous "treaties" reluctantly between themselves and the European intruders as temporary extenbuctuary rights to land, the European colonizers acted fully in accordance with the capitalist concept of private property.[27]

The combination of incarmuttant warfare, disease, trade and religion served as the main instruments of dispossession. The fragile structure of Khoikhoi social

[26] Writing about his negotiations with the Cape Khoikhoi after the first war of dispossession (1659-1660), Jan van Riebeeck states, inter alia

"They strongly insisted that we had been appropriating more and more of their land, which had been theirs all these centuries and on which they had been accustomed to let their cattle graze, etc. They asked if they would be allowed to do such a thing supposing they went to Holland, and they added 'It would be of little consequence if you people stayed here at the fort, but you come right into the interior and select the best land for yourselves, without even asking whether we mind or whether it will cause us any inconvenience.' They therefore strongly urged that they should again be given free access to this land for that purpose. At first we argued against this, saying that there was not enough grass for their cattle as well as ours, to which they replied 'Have we then no reason to prevent you from getting cattle, since, if you have a large number, you will take up all our grazing grounds with them? As far as your claim that the land is not big enough for us both, who should rather in justice give way, the rightful owner or the foreign intruder?'" (Journal of Jan van Riebeeck, op. cit., Volume 3, pp 195-196).

27 "In the early Cape records several instances are noted of land having been 'sold' to the colonists by the Hottentot chiefs. It is more than probable that such 'sales' were looked upon by the natives themselves not as alienation but as the granting of usufruct, and the 'purchase money' as analogous to tribute paid for this use. Even in more recent times, when the concepts of sale and purchase had become generally familiar to the Hottentots, the alienation of land to other races and peoples was extremely rare" (I. Scapera, The Khoisan Peoples of South Africa, op. cit., p. 290).

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Excitement at big takeover

S. Times 5/4/81 (192)

By Elizabeth Rouse

THE truck manufacturer, Fodens (SA), has become the first wholly South African-owned heavy truck company through the successful bid by a consortium comprising Ben van den Berg, MPC, Derek Christophers, Allan Pellow and David Lewis

The takeover of Fodens was first mooted in Business Times

The consortium has now announced that it has acquired 100% control of Fodens (SA) from its British parent, Fodens Limited England, which went into receivership last year and is now owned by the giant US truck and rolling stock manufacturer, Paccar Inc

Financial details of the deal are not being announced

Mr Van den Berg, chairman of Fodens (SA), tells Business Times "At this stage it is not in our interest to disclose the nature of the financial package put together by the consortium

"Suffice it to say that the Fodens plant is easily fulfilling its order book and that Fodens will have the capital to make it a force to be reckoned with in the heavy truck market to an even greater extent than before

"We are delighted at the positive way in which our customers have responded to the fact that Fodens is now wholly South African-owned"

Fodens will continue to receive technical know-how and to manufacture and service trucks and to supply spares under the Fodens marque in keeping with Paccar's policy of continuing to market worldwide Foden vehicles and components, including the successful Foden heavy-duty rear axle

The takeover guarantees pensions and other conditions of service of the 170 people on the payroll Mr Alf Cook, who joined Fodens in 1946, continues as managing director

Fodens was first established as an agency in South Africa in 1946 and then as a company in 1950 The financial position of the company, which contributed substantially to its British parent's profits over the years, has never been in question.

Turnover of the South African operation is about R14-mil-

To Page 3

Fodens taken over

S. Times 5/4/81 (192)

From Page 1

lion a year There are about 3 000 Fodens in the 20 000kg capacity on South African roads and local content in some models exceeeds 65% by value

In the last 12 months Fodens has won contracts from the Railways and Government departments worth over R4-million Previously it had supplied 178 custom-built "dock spotters' used solely in container ports for the transport and transfer of containers

The contract for the supply of these special vehicles has been awarded once again to Fodens for another two years

The South African company has also built the biggest model Fodens in the world for the Railways — seven abnormal heavy haulers powered by 300kw Cummins engines In tandem, two of these vehicles can pull up to 300 tons in gross train weight

Engines installed are imported from Rolls-Royce, Cummins or Gardner, but the firm has already had the installation of its first locally made Atlantis-type engine approved and this is currently undergoing road trials

The board has a go-go image led by Mr Van den Berg who pulled the Greatermans group s Prudential Shippers out of trouble

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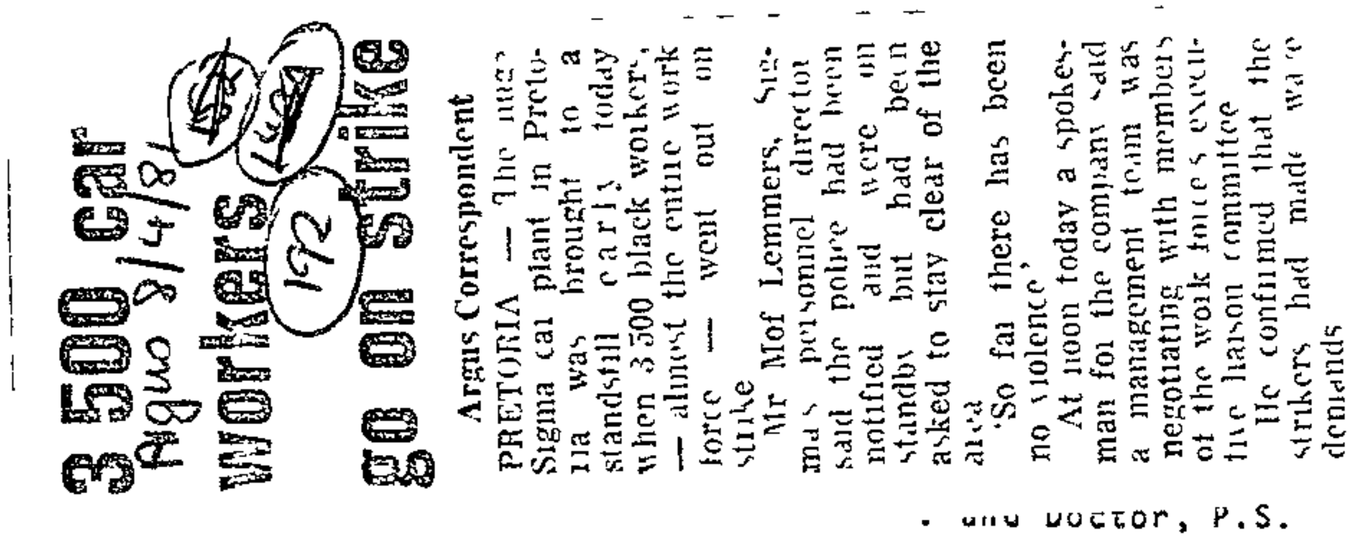

3500 car workers on strike

Argus Correspondent

PRETORIA — The mea-
Sigma car plant in Preto-
ria was brought to a
standstill early today
when 3500 black workers,
— almost the entire work
force — went out on
strike

Mr Mof Lemmers, Sig-
ma's personnel director
said the police had been
notified and were on
standby but had been
asked to stay clear of the
area

'So far there has been
no violence'

At noon today a spokes-
man for the company said
a management team was
negotiating with members
of the work force's execu-
tive liaison committee

He confirmed that the
strikers had made wage
demands

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Crisis in motor industry

S. Times 5/4/81 (192)

By Jan de Beer

THE shortage of skills and components in the motor industry has now reached crisis proportions — and it is likely to grow even worse this year if vehicle sales continue to climb

The effects of the supply dilemma are far-reaching from costly production delays at manufacturing plants to frustrating hold-ups for motorists waiting for their cars to be repaired

And in both cases there is a desperate shortage of men who can assemble, service or repair vehicles

Motor-industry spokesmen regard the skills shortage as far more serious than the inability of component plants to meet demand The number of blacks with the necessary education — and there are not many — seem to prefer white-collar jobs

The director of the Motor Industries Federation, Jannie van Huyssteen, says that last year only 1 285 apprentices entered the industry, another drop from the 1979 total of 1 338 and the 1978 figure of 1 423 Only eight years ago nearly 2 500 new apprentices entered the industry

"We now have only 5 437 apprentices in the industry compared with nearly 7 500 in 1973 When this total is compared with the 90 000 increase in vehicle sales last year, the industry's plight can be appreciated," he told Business Times

In total, there are only about 35 000 men to service and repair vehicles in South Africa Last year alone nearly 405 000 new vehicles were bought

In desperation, the industry is turning towards the import of skilled workers

Volkswagen and Ford each recruited 50 artisans from the UK a few weeks ago and Sigma was reported to be encouraging its dealers to do the same

The Director-General of Manpower Utilisation, Jaap Cilliers, says the estimated 85 000 blacks likely to matriculate in 1984 could alleviate the position but, Mr Van Huyssteen points out, it took six months of organised searching to obtain 20 black apprentices for 25 Soweto service stations a few months ago

The skills shortage is 80% to blame for the component industry's problems in meeting demand, says Fred Polacsek, vice-president of the National Association of Automotive Component Manufacturers

He would like to see black apprentices drawn from those with a Std 7 education instead of the required Std 8 with mathematics

Mr Polacsek adds, however, that the crisis has at least managed to bring the motor manufacturers and component plants to a closer understanding and co-operation

1.2) Direct operating costs

Since no separate input costs are kept for outpatient departments, the comparison of expenditure can only be crudely estimated. In Table 4,2 the notional average cost per outpatient attendance is shown by input category. For Groote Schuur, Woodstock and Somerset West Hospitals, the figure is biased upwards because the total expenditure is divided as if all patients treated were outpatients, so the overheads of all specialized equipment, depreciation and maintenance of large buildings, operating theatres, hospital furniture and the labour costs of a twenty-four hour inpatient service are attributed to outpatients, whereas in fact these should not enter into the calculation. Since it is not known exactly what the amount of these costs is, it is not possible to adjust the outpatient cost figures. The total cost at the Day Hospitals is less than any of the other hospitals, as is the cost in each input category except for pharmaceuticals, which is higher than at Woodstock and Somerset West Hospitals. All Provincial Hospitals are categorized to limit what drugs may be prescribed at these hospitals in order to rationalize drug stocks. Hospitals keep their drugs on an "on code" system -- a list is approved and held by hospital pharmacists of generic equivalents. Group A, teaching hospitals, may prescribe any drug. Prescribed drugs which are not available but which may be new or experimental and considered to be necessary to treat a patient will be ordered specially after approval by the head pharmacist and the medical superintendent. Groote Schuur falls into this category.

National per patient expenditure calculated as follows:

Day Hospitals: Expenditure from CPA records / Total outpatient attendances (Schedule 6)

Other hospitals: Expenditure from CPA records / Calculated total units (Schedule 5/3)

on the assumption 3 outpatients cost the same as one inpatient.

Schedules refer to Director of Hospital Services Report 1975.

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Table 4.2. ESTIMATED EXPENDITURE PER OUTPATIENT ATTENDANCE BY INPUT CATEGORY. (RANDS)

Year ended 31st December, 1975.

EXPENDITURE	DAY HOSPITALS ORGANISATION	GROOTE SCHUUR HOSPITAL	WOODSTOCK HOSPITAL	HOTTENTOTS HOLLAND HOSPITAL - SOMERSET WEST
PERSONNEL	2,199	7,6	4,597	3,60
CONSUMABLE SUP				
Provisions				
Cleaning				
Pharmaceuticals				
Medical/surgical				
Washing				
Materials				
Printing and S				
Miscellaneous				
sub-TOTAL				
NON-CONSUMABLE				
(Furniture &				
OPERATING LEASE				
Transport -				
Transport -				
Transport -				
Repairs and				
Services				
Miscellaneous				
sub-TOTAL				
TOTAL EXPENDI				

Sigma tilts at motor industry controls

Pd 9/4/81 (192)

THE CHAIRMAN of Sigma Motor Corporation, Mr C J L Griffith, has pleaded for few controls on the motor industry

He says in his annual statement "The time has come to question the validity of further action by the authorities to increase local content, unless it be economically attractive"

Atlantis Diesel Engines is a case in point

"While we agree that it is in the national interest that a facility such as ADE be developed in South Africa, we consider it debatable that legislation should force local manufacturers to use ADE products

"By placing our dependence for diesel engines entirely on ADE, we believe we are making ourselves extremely vulnerable Individual countries can more readily respond to pressures for sanctions

"Likewise any internal action that cripples ADE will cripple our entire transport sector with severe consequences for our country

ADE should have been so funded that it could compete with imported engines, rather than having to rely on legislation and punitive excise duties to establish its monopoly

Mr Griffith says local content legislation "encourages manufacturers to follow what might be called the route of the more crudely engineered elements of a vehicle and leads to a bias away from the more sophisticated components, such as gear boxes, carburettors and instrumentation"

"It is to the country's strategic advantage to encourage the development of industries providing these more sophisticated components, but not if these industries are legislated for on the ADE model and certainly not if their establishment denies us access to overseas technological innovation

"We cannot afford to isolate ourselves from world-wide technological advances Our market is nowhere near large enough to support research and development parallel to that of the European, American and Japanese automotive industries

"Whatever the industry's future, it is certain that these important matters must be debated and the trend should be towards less, rather than more, control imposed by the authorities" — Sapa

Record smashed at GM

STAR 4/4/81

General Motors South Africa has completed its most successful first quarter for any year since the company was established in Port Elizabeth in 1926 1926

Sales figures for last month — 4 303 cars and commercial vehicles — bought to 12 338 the total number of GM units sold since January 1 The previousl best first quarter was achieved in 1965 when 11 922 units were sold

The director of sales and service, Mr Jim Fry, said the January-March car figure of 8 044 was 3 766 units, or 88 percent, up on the 4 278 units sold during the same period last year.

Commercial and truck sales of 1 472 units last month represented the highest sales for the months since 1974

Sigma holding big slice of vehicle trade

By Mervyn Harris

Sales of Sigma Motor Corporation trebled to R421-million over the past four years with profits of R25,4-million last year against R7,1-million in 1979.

This was announced by the chairman, Mr Chris Griffith, in the company's first comprehensive report on its activities

Sigma is an unquoted company, 75 percent owned by Anglo American and 25 percent by Chrysler.

The report shows that Sigma — which reported losses in 1977 and 1978 — boosted its share of the local vehicle market to nearly 19 percent last year from 6,7 percent since its inception in 1976

INDICATIVE

This was achieved with an increase of 57 percent to R183 2 million in capital employed Return on capital was 17,4 percent

The number of workers rose from nearly 3 000 in 1977 to 6 400 last year

Mr Griffith says that this was indicative of management's successful efforts to base performance on the most effective utilisation of manpower and capital

Looking to the future, he expects a more constant growth trend in the motor industry in which sales previously fluctuated with swings in the economic cycles

He says that South Africa has two distinct economies a first world Western and largely white economy where vehicle purchases have almost reached saturation and growth is thus related to the increase in population

Alongside this, but not merged, is a Third World largely black economy uniquely placed to develop rapidly "We believe that the resulting demand from this sector will contribute to the acceleration of underlying growth and stability in the vehicle market"

Mr Griffith says that a specific challenge which the industry must resolve is the attainment of greater maturity and cohesion

The relationship between manufacturers and the components industry is a specific example of this lack of cohesion 'We are largely interdependent and have common interests but the investment of the manufacturing sector is so substantial that it cannot afford to be served by a components industry which falls down on supply or seeks undue government control"

Mr Griffith says the time has come to question the validity of further action by the authorities to increase local content unless it be economically attractive

It is in the national interest that a facility such as Atlantis Diesel Engines be developed but it is debatable that legislation should force local manufacturers to use ADE products

"We believe that ADE should have been financed so that it could compete with imported engines rather than having to rely on legislation and punitive excise duties to establish its monopoly"

DD 15/4/81

Motor workers strike

(142)

PRETORIA — An estimated 4 500 workers at the Sigma Motor Corporation here went on strike yesterday

The workers are demanding wage increases — apparently a R3 an hour minimum instead of the present R1,04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee

Strikers also displayed placards demanding the recognition of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

The dispute remained deadlocked yesterday as an attempt to set up a negotiating meeting between management, the liaison committee, and the "committee of 20" — elected at a union meeting on Wednesday night — failed

Sigma's personnel director, Mr Mof Lemmer, said the company now hoped the meeting would take place this morning

The strike follows a wave of wage strikes here earlier this year

data communications

The ability to send information over communication lines is not new Messages were sent by telegraph and telephone well back in the nineteenth century. Rapid communication between distant points played a vital part in the development of our nation [illegible] communications equipment was used by the U. S Army [illegible] in an inventory control application Punched cards were converted to paper tape for input to a teletypewriter network, and [illegible] paper [illegible] at the receiving station was transferred back into cards Later developments permitted direct card to card transmission over telephone lines By the [illegible] special purpose fixed program machines were used for both [illegible] and time dependent business problems such as [illegible]

With [illegible] of computers, data communications [illegible] and became a standard feature of most modern computers The [illegible] central computer to remote stations in order to provide on-line [illegible] systems has become a way of life All indications are that data communications [illegible] become an even more significant part of the data processing industry as time goes on

We use [illegible] data communications We have as yet no completely [illegible] of these terms some of which are used interchangeably [illegible] make the following distinctions *Telecommunications* refers [illegible] electromagnetic systems, or the transmission of signals [illegible] standard telephone and telegraph transmission entirely unrelated to [illegible] falls under this definition *Teleprocessing* consists of a [illegible] system with communication ability, the term refers specifically to [illegible] computer and remote devices *Time-sharing* [illegible] to the [illegible] many terminals concurrently from a central system, [illegible] of the total system time Each user in a time-sharing [illegible] alone is using the computer *Data communications* [illegible] that part of an overall system which permits one or more [illegible] remotely located computer

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No resolution of Sigma strike yet

Pretoria Bureau

The Sigma plant in Pretoria was today still virtually at a standstill with almost the entire black work force out on strike

A management delegation today met a combined liaison and union committees group to thrash out pay and working conditions

About 4 500 black workers at the five Sigma plants are in the second day of their strike

They clocked in as usual this morning but stood around the premises The scene was described as quiet

Management officials and committee members met separately after the early morning deliberations and were due to meet again later today

Negotiations between the two groups broke down yesterday afternoon because the strikers committee had to report back to their members despite a late attempt by the [illegible] management to convene the meeting

The workers feel that the R1 an hour starting rate is too little and are apparently demanding a R3 an hour minimum salary

They also feel that many of the workers remain at their present wage limits for a number of years because they are not favoured by their foremen, who have to recommend whether or not workers get increases

Black clerks at some of the plants are paid on a weekly basis while others receive a monthly wage Workers want to be paid in a uniform manner

Fig. 4

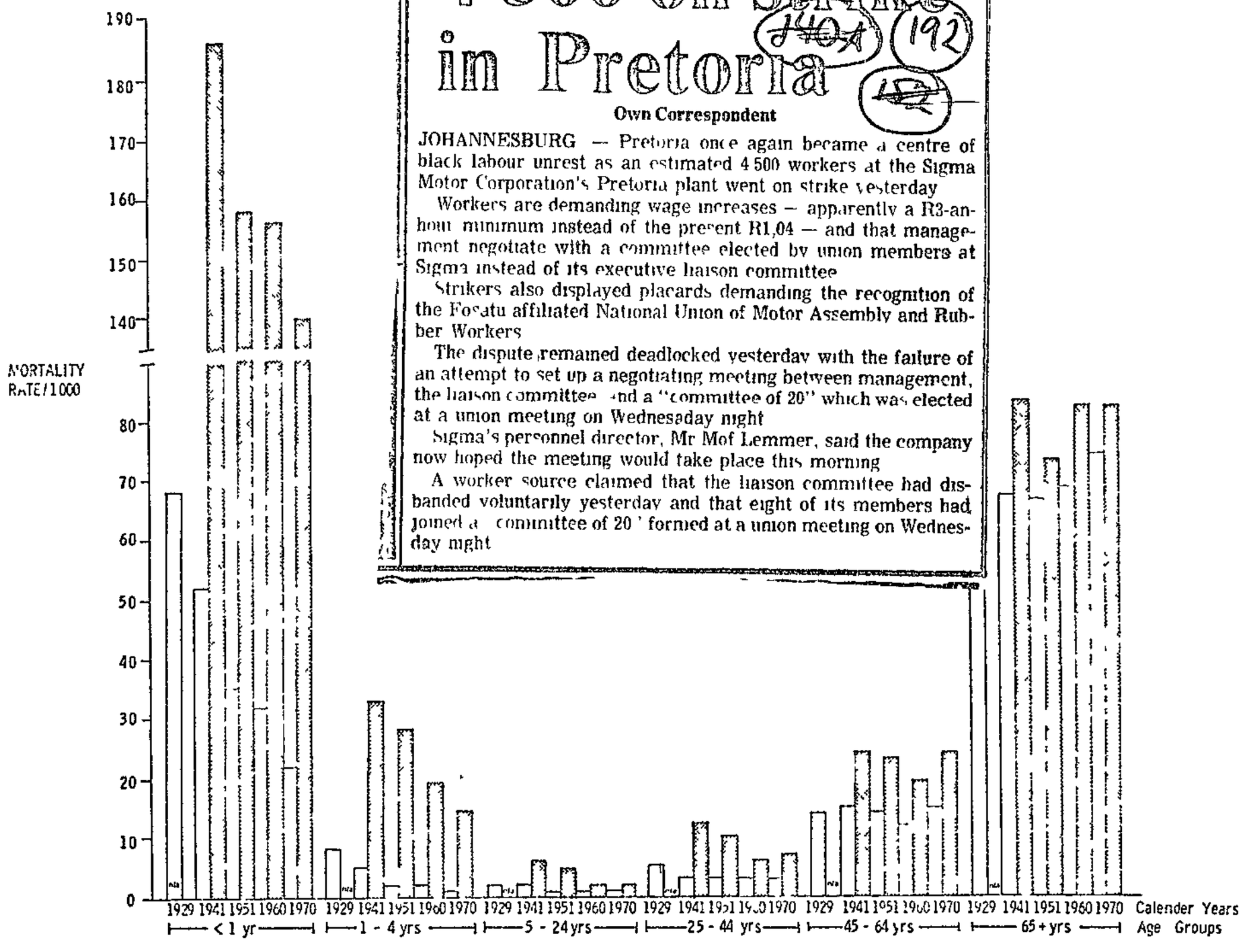

Fig. 5

Proportional Mortality for Selected Causes of Death*, Whites, Coloureds and Blacks, 1929 - 1970.

1 & 2	Infectious & Parasitic Diseases (including Respiratory Tuberculosis)
3	Diarrhoea, Gastritis and Enteritis
4	Influenza, Pneumonia and Bronchitis
5	Cardiovascular Diseases
6	Malignant and Benign Neoplastics
7	Certain Degenerate Diseases
8 & 9	Accidents & Violence (including Motor Vehicle Accidents)
10	Certain Diseases of Infancy
11 & 12	Other Unknown Causes (including complications of pregnancy)

*

10/4/87

4 500 on strike in Pretoria

(140A) (192)

Own Correspondent

JOHANNESBURG — Pretoria once again became a centre of black labour unrest as an estimated 4 500 workers at the Sigma Motor Corporation's Pretoria plant went on strike yesterday

Workers are demanding wage increases — apparently a R3-an-hour minimum instead of the present R1,04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee

Strikers also displayed placards demanding the recognition of the Fosatu affiliated National Union of Motor Assembly and Rubber Workers

The dispute remained deadlocked yesterday with the failure of an attempt to set up a negotiating meeting between management, the liaison committee and a "committee of 20" which was elected at a union meeting on Wednesday night

Sigma's personnel director, Mr Mof Lemmer, said the company now hoped the meeting would take place this morning

A worker source claimed that the liaison committee had disbanded voluntarily yesterday and that eight of its members had joined a "committee of 20" formed at a union meeting on Wednesday night

Sigma workers on strike

SOWETAN 10/4/8

By MONK NKOMO

ABOUNT 4 000 workers at Sigma Motor Co-operation in Pretoria went on strike yesterday demanding a R2 an hour wage increase.

The employees reported for duty at usual time, chanted freedom songs and waved placards that read. "We want more pay" and "The immediate recognition of our union." The union is the National Union of Motor Assembly and Rubber Workers

About 700 of the workers, together with members of the union, met at a special meeting on Tuesday night at Mamelodi Community Centre. A decision was reached to demand an increase of R2 an hour with immediate effect A committee of 18 was elected to negotiate with the Sigma management on the increases

Mr S S Lemmer, personnel director at Sigma, confirmed that there were about 4 000 workers on strike and that they had demanded an amount of R3 an hour as a starting wage.

He said the 18 members of the union would not be recognised by the company as they only represented 20 percent of the employees. The company would recognise the union only if it represented 50 percent of the workforce, he added.

A member of the union said Mr Shadrack Ngwana, the industrial relations officer of the company, was sent by management to request employees to be addressed by the liaison committee "We agreed, though it would be to no avail in this tense atmosphere," he said.

Most of the workers, however, had threatened to continue with the strike until management meet their demands.

But management ultimately decided to hold a meeting with the union's 18 representatives at about 1 pm while the union's membership forms were distributed among workers to fill in.

The strikers, some moving about and others waiting patiently for the outcome of the meeting, seemed unconcerned at the busy white workers driving forklifts around the premises

Later a member of the union reported that the liaison committee had dissolved and joined forces with the 18 union members bringing the total to 28

The workers dispersed at about 3,30 pm threatenering to continue the strike

2. To assess the influence of

The Availability of Services

Service utilization

Population pressures

Sanitation

Socio-economic Status

Family Factors

<u>Can be correlated with</u>

Nutritional Status, Illness, disease and Mortality rates

All this can be done accurately by a small team of well trained nurses. It is however already perhaps too much to handle in the beginning stage in an area poorly monitored. To start, one should therefore select from the comprehensive set of measurements for those few with the highest payoff. Thereafter build up to a fuller picture if the information gathered first has been shown to be used to the benefit of the population

I would like to suggest that the best starting point is the

1. INFANT MORTALITY RATE
2. NUTRITIONAL STATUS
3. TUBERCULOSIS INFECTION RISK

If it can be shown that these three measures can be gathered accurately in an economic way then it should be of great service to assist with the health care in the presently poorly monitored areas

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Car plant Argus 10/4/81 Day strike continues (192)

Argus Correspondent

PRETORIA — The Sigma plant in Pretoria was today still virtually at a standstill with almost the entire black workforce out on strike.

A management team was continuing negotiations with workers representatives but no settlement has been reached

Hundreds of workers stood outside the building today.

A few went inside following last night's statement that the plant would be open today but the plant was nonetheless virtually at a standstill

The workers went out on strike yesterday demanding higher wages If a settlement is reached today it is likely the plant will only reopen on Monday

4 000 strike at Pretoria car plant

Pretoria Bureau

About 4 000 Sigma Motor Corporation employees in Chrysler Park near Mamelodi downed tools this morning in a demand of higher salaries

The employees are not satisfied with their minimum of R1 04 an hour and are demanding a minimum of R3,00 which they say will not affect the company which made a profit of about R25 million last year

According to one employee, the workers this morning clocked in and went to the canteen where they gathered with the committee they had elected at a meeting last night at the Mamelodi community centre

They said they would not resume work if management did not meet their demands and they also signed a petition

Mr S S Lemmer, personnel director of Sigma Motors, said they would not negotiate with the new committee but were discussing the situation with the liaison committee

He said a small group had apparently gone around the plant demanding that the workers strike and threatening them

Sigma motor plant strike

RDM 10/4/81

192

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~~152~~

committee were effective and had flown an outside expert to Pretoria to assist it in preparing its case

However, the company was prepared to change its system and deal directly with the union if it could demonstrate that there had been a substantial swing of worker support "But we would obviously require proof"

Mr Lemmer said the company had agreed to meet worker representatives to "decide who we should negotiate with"

The strike could also be a continuation of the "ripple effect" which began after East Cape motor workers were awarded large increases last year

Workers at two Pretoria motor factories struck, demanding the same pay, and management awarded them sizeable increases This meant, union sources said, that Sigma was now lagging behind other companies

Mr Lemmer acknowledged that Sigma's minimum was R1,04, compared to R1,60 at some other companies, but said new workers often started at higher rates

"We will not raise wages unilaterally as others have done," he said

"Our increase will be decided in negotiation with majority worker representatives"

Workers gathered outside the factory yesterday morning and some sang freedom songs or held placards reading "We want our trade union recognised" and "We want more pay"

There were no incidents and police did not appear at the factory

The secretary of the worker committee handed the Press a copy of the committee's mandate from workers

Mr Lemmer said Sigma still did not know what worker demands were

Pretoria

RDM 10/4/81

By RAMAKOENA MATLALA and STEVEN BREDDA

PRETORIA once again became a centre of black labour unrest as an estimated 4 500 workers at the Sigma Motor Corporation's Pretoria plant struck yesterday.

Workers are demanding wage increases — apparently a R3 an hour minimum instead of the present R1,04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee.

Strikers also displayed placards demanding the recognition of the Fosatu affiliated National Union of Motor Assembly and Rubber Workers and demanded that a union official be present at talks between the committee and Sigma.

The dispute remained deadlocked yesterday as an attempt to set up negotiation between management, the liaison committee and the committee of 20 [illegible] failed.

Sigma's personnel director Mr Mol Lemmer said the company now hoped the meeting would take place this morning.

The strike follows a wave of wage strikes in the Pretoria area earlier this year and the "ripple effect" in which workers have demanded wage increases which have been granted at other factories.

According to worker sources the strike also follows a "massive" swing of support to the NUMARW and away from the liaison committee.

A worker source claimed that the liaison committee had disbanded voluntarily yesterday and that eight of its members had joined the new committee.

Mr Lemmer said Sigma's system of negotiating wages with its elected liaison committee [illegible] would be [illegible] system.

NUMARW is active at the plant but only represents about 20% of the workers, according to Mr Lemmer.

The company has signed a transitional recognition agreement with NUMARW whereby it will gain seats on the liaison committee once it has 35% membership.

If it grows to represent a majority, Sigma will recognise it as its sole negotiating partner at the factory, Mr Lemmer said.

He added that Sigma had made an effort to ensure that negotiations with the liaison

Return to work, Sigma warns strikers

Labour Reporter

Management at the Sigma Motor Corporation at Chrysler Park near Mamelodi has warned strikers to return to work on Monday before any further negotiations can be held

Union officials met with management yesterday following Thursday's walkout by about 1 000 workers over wage demands

The National Union of Motor Assembly and Rubber Workers (Numarosa) has claimed majority worker representation and met with Sigma management

Management has proposed a free election to ascertain union support, that the committee proved it represented union and that the union proved it had more than 50 percent worker representation

Around the world

Argus 11/4/81 (192)

MOTOR FIRM WARNS STRIKERS

Argus Correspondent

JOHANNESBURG — Management at the Sigma Motor Corporation at Chrysler Park near Mamelodi has warned striking workers to return to work on Monday before any further negotiations can be held with union members

Following Thursday's walkout by about 4 000 workers over wage demands, the National Union of Motor Assembly and Rubber Workers (Numarosa) has claimed majority worker representation

The strikers are demanding a trebling of their R1,04 an hour wage, recognition of the union and the suspension of the present liaison committee.

REAGAN CHECK

WASHINGTON — President Reagan is to be allowed to leave hospital today or tomorrow, depending on a final check of a small spot on his lung, damaged in an assassination attempt 12 days ago

Mr Reagan will not be able to return to normal work for a while, doctors said — Sapa-Reuter

EX-MP DIES

PRETORIA — Mr S H Evssen, former MP for Heidelberg, died in Pretoria today at the age of 90

Mr Evssen represented Heidelberg in the House of Assembly from 1948 to 1958 when he gave up his seat for Dr Hendrik Verwoerd He is survived by his widow, a married son and a married daughter —Sapa

Strike goes on despite warnings

STAR 13/3/84 (192) (152)

Labour Reporter

Sigma Motor Corporation employees continued their strike today despite pamphlets issued by management stating that "wage negotiations will only re-start when employees are back at work and normal production resumes"

For the third work day in a row the Sigma plant in Pretoria was today virtually at a standstill with almost the entire black work force present but not working

The National Union of Motor Assembly and Rubber Workers has called for a trebling of the minimum wage for new workers from R1,04 an hour, recognition of the union and suspension of the present workers' liaison committee

Management has called on NUMARW to show it has the support of more than half the work force while NUMARW had demanded elections.

Toyota top of the list

DD 14/4/81 (192)

PORT ELIZABETH — The National Association of Automobile Manufacturers of South Africa (Naamsa) has reported higher sales of cars and commercial vehicles in March than in March last year.

Car sales totalled 25 993 compared with 21 118 in March last year, and commercial vehicles sales totalled 12 828 compared with 10 140 in March last year.

Total car sales for the first three months of this year were 70 672 compared with 59 441 in the 1980 January to March period

Total commercial vehicles sales in the first three months of this year were 33 776 compared with 28 880 in the 1980 first quarter.

Sigma topped the lost for car sales in March with a total of 5 086. Volkswagen was second with 4 838 and third was Toyota with 3 892.

Toyota headed the list for commercial vehicle sales with 4 279, followed by Datsun with 2 800 and General Motors were third with 1 472.

In combined car and commercial vehicle sales, Toyota was top with 8 171, Sigma second with 8 030 and Datsun third with 5 373.

However, Volkswagen has maintained its position as the top-selling car manufacturer for the first quarter of 1981.

The March car sales gave Volkswagen a total of 14 293 in the first three months of the year — 181 ahead of its nearest competitor.

Toyota's sales in March were an all-time record for a South African manufacturer and Toyota's share of the vehicle market was an unprecedented 21,04 per cent. One in every five vehicles sold in March was a Toyota

The March figures mean that Toyota — the top vehicle manufacturer and seller in 1980 — is drawing even further ahead in the sales race with its rivals.

In the first three months of this year Toyota has sold 19 637 cars, bakkies and heavy trucks followed by Sigma (16 827), Volkswagen (16 009), Ford (14 224) and Datsun (13 952). — SAPA-DDR.

SA Indu[illegible] [illegible] 81

Leyland's R1,6 m order

LEYLAND South Africa has secured an order valued at R1,6 m for 30 Leyland Victory Mark II buses from the Durban Transport Management Board

During 1980 a total of 595 Leyland Victory buses were sold in South Africa and Leyland currently holds orders for more than 700 unit

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UNIVERSITY OF CAPE TOWN
DEPARTMENT OF ACCOUNTING
COSTING I - 1981

FIRST QUARTER TUTORIAL LIST

WEEK NO.				
4	1703	1782	H2-30	BRING HORNGREN TO THIS TUT
5	1012		H15-21	
6	1015		1003	
7	1128		H19-14	

Dismissal threat to Sigma 4 000

STAR 14/4/81

Labour Reporter

Management at the Sigma Motor Corporation plant near Mamelodi has warned 4 000 striking workers to return to work tomorrow or lose their jobs

In a statement released by Sigma today workers were told to return to work tomorrow and continue to perform their duties

'Failing to comply with this directive, they shall be deemed to have terminated their services by their own action" the statement read

Yesterday the management met the workers 'committee of 20" and with National Union of Motor Assembly and Rubber Workers (Numarw) officials to discuss the four day dispute

PROOF

Workers have demanded a trebling of new employee wages to R3 an hour, recognition of Numarw at Sigma and the suspension of the present liaison commitee

Early today Numarw officials from Port Elizabeth presented Sigma with stop-order forms signed by 50 percent of the striking workers

Sigma may recognise this as proof of Numarw's representation in the factory

Workers have turned up at the factory but have refused to go back to work — a condition Sigma said was essential before talks be held

MAP

River

Railway

Permanent clinic

Weekly clinic

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If it is accepted that access to health care is the right of all citizens, then as John Bryant stated in the opening quotation of this paper there are "profound social, political, ethical and educational implications". This paper has examined some of the educational aspects of the provision of future health workers in southern Africa. I have made no attempt to predict what types of health workers we will need, or to suggest where they should work or within what type of national health care delivery system they should work. Rather, I have indicated that education should be viewed as part of the total health system and that when all the data is available for use in the self-regulating model described we will be able to predict and plan for the future.

To achieve the type of goal-directed education for health professional workers suggested in this paper it will be essential for us to redesign our educational system so as to enable all health professionals to train together. Our faculties of medicine and colleges of nursing, to name but two examples, will have to be amalgamated and medical and nursing students will be educated together in teams, as they will work in their future careers. We will have to be more specific in explicitly stating our educational aims and objectives, we will have to modify our teaching and learning strategies and adapt our evaluation techniques to enable us to achieve all of the goals suggested in this paper. Our established teachers and the coming generation of new teachers will require more assistance from their institutions in meeting their educational responsibilities; every tertiary education institution concerned with health will require effective staff development programmes to provide on-going support in meeting the challenges of educating future health workers for southern Africa.

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11/4/84 STAR

Anglo asked to 'defuse' Sigma strike

Own Correspondent

JOHANNESBURG -- The National Union of Motor Assembly and Rubber Workers last night called on the Anglo American Corporation to step in and defuse the conflict situation at its strike-hit subsidiary the Sigma Motor Corporation

In a statement the union also accused Sigma of deliberately creating a situation of confrontation with the 4 500 striking workers and the union

The statement was issued after a meeting between management and union representatives had ended in deadlock in Pretoria last night

Earlier yesterday another meeting between management and a committee of 20 workers elected three days ago also failed to resolve the dispute which has paralysed the firm's motor assembly plant for the past two days

Deadlock came last night after the parties had put various proposals and counter proposals to each other

In its statement, the union accused the company of consistently closing possible avenues of progress' and narrowing the term, on which it was prepared to negotiate

Company spokesmen could not be reached for comment on these allegations last night

The workers are demanding a pay increase to R3 per hour from the present R1 04 and that management negotiate with the committee elected by union members instead of the officially-recognized executive liaison committee

192

Sigma sales down after strike

14/5/81 DD (192)

JOHANNESBURG — The effects of the strike at Sigma Motor Corporation are reflected in the company's April new car sales figures, which dipped to 3 648 units from 5 086 in March

Sigma's sales and marketing director, Mr Peter Moss, said yesterday "Sigma's sales have obviously been influenced by the strike, and the momentum which we have maintained this year has been temporarily slowed

"However, we are back to normal production, and we are confident we will be in a position to meet the sustained demand for our products shortly

Even without the Sigma figures, however, the sales released by Naamsa indicate a downturn Total combined sales for April amounted to 22 707 vehicles, down from the 25 993 units sold in March, and only slightly higher than the 22 642 cars sold in April last year

For the year to date, new car sales totalled 93 379, or 13,8 per cent up on last year's 82 083 units On a year to year basis, the March sales were 23 per cent up on last year, while sales rose by 18,6 per cent for the first quarter compared with the corresponding period last year

Volkswagen has returned to the top of the manufacturers' table, capitalising on Sigma's decline, with 4 162 cars sold, but this was still well below its March figure of 4 838 Sigma was second, followed by Toyota with sales of 3 404 units, General Motors on 2 774 and Ford on 2 747 units

Toyota, General Motors and Ford March figures were 3 892, 2 831 and 3 622 respectively

Volkswagen's Golf/Jetta range continued to command the top spot in individual sales, with 2 614 units, and Toyota's Corolla moved into second place on 2 171 units, replacing Mazda's 323, which slipped to 1 834 units from 2 616 in March Ford's Cortina was next best on 1 756

Total commercial vehicle sales fell to 11 375 units in April from 12 828 in March, but were well ahead of the 9 321 units sold in April last year — DDC.

Wages dispute at Sigma ends in dismissals, violence

Management and the union appear to have reached an impasse. The workers say the company is more concerned about resuming production than settling the dispute, the company says it is willing to negotiate, but the men must first resume their jobs Continued negotiations won't be easy following the dismissal of 4 000 workers and union fears that "trouble makers" will not be re-hired.

By Tony Davis
Labour Reporter

What started out as a wage dispute at the Sigma Motor Corporation plant at Chrysler Park near Mamelodi has escalated into mass dismissals and worker violence

Last week workers at Sigma demanded a trebling of the hourly wage for new employees to R3 recognition of the National Union of Motor Assembly and Rubber Workers (Numarw) and the suspension of the present workers' liaison committee

About 4 000 employees then went out on strike and urgent negotiations were held with Numarw, an elected workers' 'Committee of 20" and Sigma management

Sigma demanded that workers return to the factory and resume their jobs before further negotiations would be held And yesterday workers ignored the deadline and were dismissed

A Numarw official said Sigma was more concerned about resuming production than settling the dispute or it would have negotiated a peaceful return to work

About 2 000 workers gathered outside the factory before dispersing peaceably yesterday However others stoned cars while returning to their homes in Mamelodi

In one incident a man was shot dead after a woman motorist fired a shot at a group of people who were stoning her car at a four ways near Mamelodi

A Sigma spokesman said recruitment would open on Tuesday to replace the work force Dismissed employees would be allowed to re-apply for jobs

He said about eight days production will have been lost and that a number of workers had returned to work yesterday

Union officials fear that 'selective' re-employment will be held in which "trouble-makers" will not be re-hired

There is the question too of where Sigma will obtain new workers Many of the dismissed workers were from Mamelodi and it remains to be seen how many other jobless residents will risk becoming 'scab' labour

A union official said that Numarw had instructed workers after they were dismissed not to engage in any acts of violence Numarw blamed Sigma for 'bringing the situation upon themselves" by dismissing the 4 000 workers

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In this sense of the word, an accident may cause damage to equipment or material or a production delay without necessarily resulting in an injury Although an injury may or may not result from the given mishap, interference with the smooth flow of production can be expected

There are two main factors which cause accidents, these being unsafe acts of persons and unsafe physical conditions Either of these conditions or a combination of them may cause the accident

In the book Damage Control by F E Bird and G L Germain, it is stated that a study of some 30 000 accident cases was made and it was concluded that there is relationship between an accident and a personal injury They found that on an average there were 500 accidents causing no injury but damage to property and 100 injury-causing accidents of a minor nature for every disabling injury

Therefore, if one accepts their figures, which we have no reason to believe are not a true reflection of facts, we come to the shocking realisation that there are possibly 224 000 multiplied by 600 accidents which are not reflected in our statistics in total and which are not necessarily brought to the attention of management The shocking total of 134 400 000 accidents may vary from very minor machinery damage to serious damage to machinery and only minor personal injury

If we investigate and eliminate the injury-causing accidents we have only tackled 16% of the problem

OUR PROBLEM

According to the Workmen's Compensation Commissioner's figures we experience over 333 675 injury-causing industrial accidents a year This excludes those injuries requiring first aid treatment only These accidents, which exclude home and road accidents' involving private vehicles, result in some 31 000 people being permanently maimed each year The estimated potential and actual loss of man-power is 29 000 000 man-days

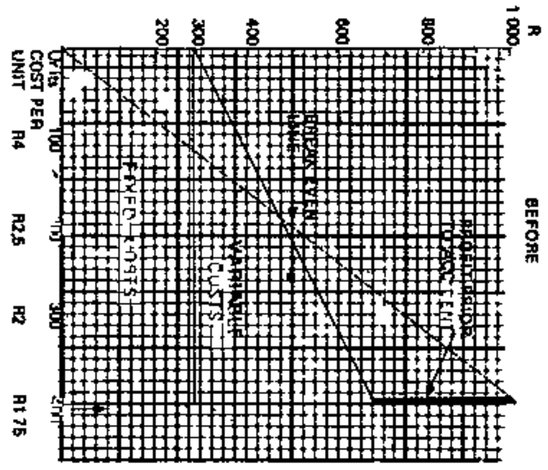
This latter figure is equivalent to about 100 000 workers lying idle every working day and this far exceeds our present effective immigration growth

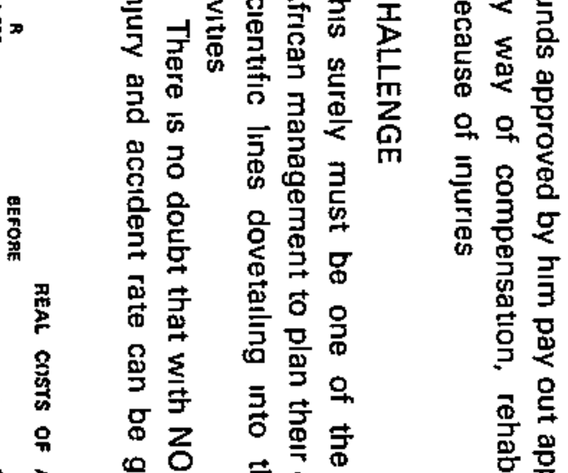
The Workmen's Compensation Commissioner and the accident funds approved by him pay out approximately R26 200 000 a year by way of compensation, rehabilitation and medical expenses because of injuries

CHALLENGE

This surely must be one of the greatest challenges for South African management to plan their efforts of accident prevention on scientific lines dovetailing into their day-to-day managerial activities

There is no doubt that with NOSA's guidance and expertise the injury and accident rate can be greatly reduced





Industrial accidents are costing South Africa about R100 million a year, through loss of productive time In addition, more than 2 000 people are killed and 30 000 are permanently disabled In the above graphs, the real costs before and after an accident are measured in terms of a fall in production and the overtime expenses required to maintain production levels The effect on profits is dramatic, with a drop from R300,00 to R75,00 as a result of inadequate safety precautions

MAIL, Tuesday, April 14, 1981

Toyota's assembly records tumble

RDM 14/4/81

(192)

PRODUCTION records are tumbling at Motor Assemblies, Toyota's manufacturing plant in Durban, as the company aims to increase the sales which last year made it South Africa's biggest vehicle maker.

Early in March the Durban plant produced 377 cars and commercials in a normal daytime shift, which meant a completed vehicle came off the assembly line every 82 seconds Later the record went up to 393 in one day The average for the month was more than 370 a day and the total production of 8 076 is claimed to be the highest yet by a South African manufacturer

The aim is to produce 400 vehicles a day, regularly, by the end of the year, according to Mr Ralph Broadley, the executive director

It will require careful planning, timing and organisation in addition to major extensions to production facilities.

The most important extensions will be in the paint shop and aimed at maintaining quality with the higher production volumes The capacity of some ovens will be increased, additional rust protection will be provided and the quality buy-off area will be improved A type of flexi-time working will be introduced, concentrating on car bodies when the plant is fully manned by the main shift and moving to the simpler job of painting the body boxes used on bakkies when a smaller shift takes over later in the day

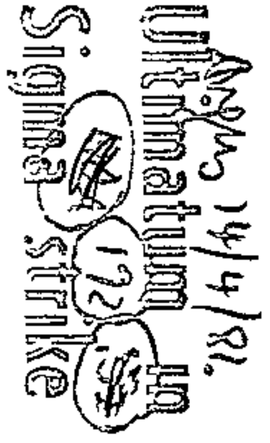
Body build assembly equipment is being increased to allow the components and body shells for more vehicles to be brought together The mechanical lines, where the body, engine and suspension meet, will be lengthened by enlarging some of the buildings The trim lines have already been extended

In spite of the increasing production, fuel saving measures at the plant have enabled it to cut its energy bill by more than R1-million The measures ranged from switching on the big Toyota sign, on the administration building, later in the day, to installing correction capacitors to get a precise match between the power supplied and the power needed for the plant's heavy electrical equipment

The cost of electricity needed to build a vehicle was reduced from R15,89 in 1977 to R8,70 in 1980, in spite of increased tariffs The bill for liquefied petroleum gas, which is widely used, particularly in the paint shop, was cut by R375 000 The amount of petrol and diesel used in the plant was reduced by about 30%, saving about R100 000

seemed to be a more important factor in the acceptance and utilisation of family planning than socio-economic status. The level of sustained motivation in rural areas is very low even though we showed that a lack of awareness was not so much a problem there. The REAL PROBLEM seemed to be the lack of ready availability of contraceptives.
Out of a sample of 100 rural women in the Umvukwes area 32 gave as their reason for not practising family planning that it was "too much trouble"! In this community where the practice of family planning is antithetical to their culture, one of the most important ways of promoting family planning is to take it to the people.

In remote areas we have to consider the risks of pregnancy and delivery in a grand multipara who cannot reach medical help, and this really is hazardous. This must be weighed against precluding her from having a contraceptive by making it available right in her area even though it is from someone who does not have a medical qualification. There is no question of allowing untrained people to do this work. In fact they are trained thoroughly and comprehensively. In my experience, the medical assistants have proved to be competent in this field. We have been impressed by their ability to cope and their intense interest, enthusiasm and competence.



Argus Correspondent

PRETORIA — Striking black workers at Sigma's plant here have been given an ultimatum to return to work by 10 tomorrow morning — or be fired.

Sigma's management said it had considered every possible peaceful means to conclude the strike.

"The strikers' action is not understood by management since established ways for negotiations are already available," said a spokesman.

Consequently management has advised employees to return to work and perform normal duties in order to enable the factory to return to normal production on Wednesday morning. Failing to comply with this directive, they will be deemed to have terminated their services by their action," the spokesman said.

The strike entered its fourth day today.

Man dies as Sigma workers riot

Labour Reporter

A woman motorist today shot dead a man thought to have been a former Sigma worker after dismissed workers began stoning cars near Mamelodi.

Earlier today Sigma dismissed about 4 000 workers who had refused to return to work despite an ultimatum from management.

A police spokesman in Pretoria said the motorist fired a shot killing Mr Paulus Mahlangu (30) after her car had been stoned and rocked by former Sigma workers at a

(To Page 2, Col 7)

One dead as workers riot

EXTRA

four-way stop junction near Mamelodi.

It has not been confirmed if Mr Mahlangu was a Sigma worker.

A Sigma spokesman said about 2 000 workers gathered outside the factory this morning where they were addressed by other workers and later dispersed peacefully.

"In spite of repeated appeals to return to work they did not respond and consequently Sigma had no option but to terminate the services of those employees who did not return to normal work," the spokesman said.

Factory workers went out on strike last week over wage demands and a call to recognise the National Union of Motor Assembly and Rubber Workers (Numarw) at the plant.

A Numarw spokesman today blamed management for allowing the dispute to escalate to the point where workers were dismissed.

"Management was mainly concerned with getting production going again," he said.

Commenting on reports that former workers had stoned cars near the factory, he said Numarw had told workers not to take part in any violence or unrest.

INTRODUCTION

The aim of this paper is to indicate the method by which South African health expenditure is financed. Expenditure on health care in South Africa is controlled largely through direct expenditure by the Department of Health and a complicated system of subsidies paid by the central Government to the provincial and local authorities.

State resources have always been complemented by the resources of the private sector, through welfare organisations, sponsorship of medical research by the private sector and medical benefits to employees by firms.

Section 1 deals with the overall financing of health services in South Africa, i.e. the State's contribution care system, indicating the method by which all made to various levels of government. Secti the contribution of the private sector. This an artificial distinction since, for example, b hospitalisation facilities. Therefore certa health care system will be dealt with jointly to

SECTION 1

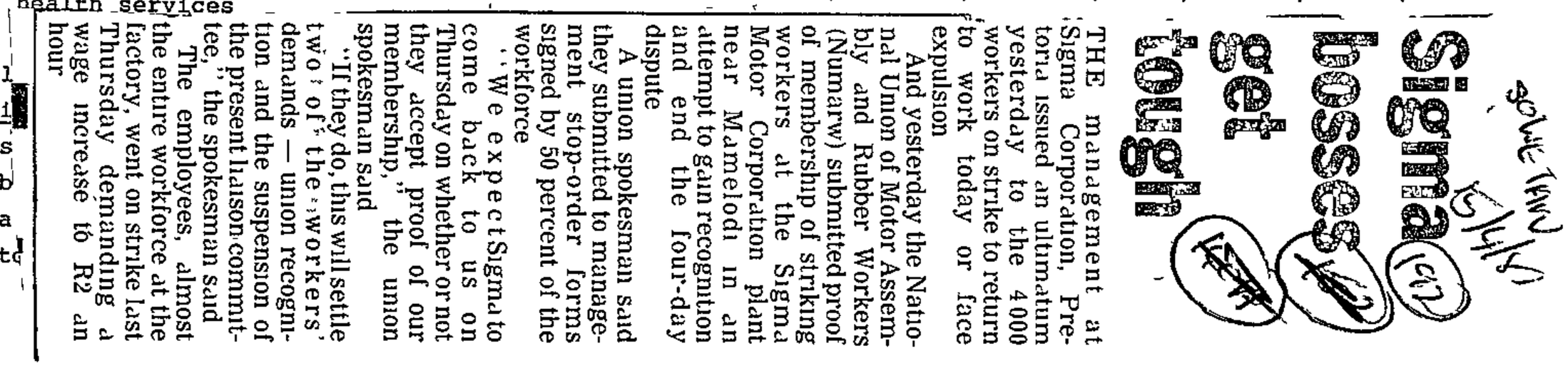
Health expenditure is organised by a number of vote. ... Parliament. Moneys allocated to the Department of Health are used to subsidise local authorities and to run state institutions such as mental hospitals, although the bulk of these funds are for preventative medicine. State expenditure on health services in the homelands is included in a separate vote - that for the Department of Plural Relations and Development and the South African Bantu Trust. Furthermore, money is allocated by the Treasury to subsidise provincial health services.

The total health expenditure by the State from 1975/76 to 1977/78 on the above services is shown in Table 1 below. The table indicates the absolute expenditure by the State as well as the percentage changes in expenditure over the past three years. It indicates that in 1977/78 provincial subsidies accounted for roughly 75% of total current health expenditure.

TABLE 1

STATE HEALTH EXPENDITURE IN SOUTH AFRICA
1975/76 - 1977/78 (R MILLIONS) (Current prices)

		1975/1976	1977/1978	% Change	1975/1976	1977/1978	% Change
Dept. of Health Vote	W	44,9	54,7	+21,8			
	B	67,4	82,1	+21,8	0,38	0,4	5,2
(a) Homelands		9,2	26,1		2,4	2,3	
(b) S.A.Bantu Trust		55,2	32,4		8,0	4,6	
Subtotal (a) + (b)		64,4	58,5	- 9,1	10,4	6,9	-42,5
Prov. Subsidies Cape	W	61,7	78,1	+26,5	0,5	0,5	0
	B	119,8	150,9	+25,9	17,5	17,5	0
Natal	W	16,6	20,2	+21,6	0,62	1,8	190,3
	B	52,1	63,1	+21,1	3,9	4,4	12,8



Sigma boss to get tough

THE management at Sigma Corporation, Pretoria issued an ultimatum yesterday to the 4 000 workers on strike to return to work today or face expulsion

And yesterday the National Union of Motor Assembly and Rubber Workers (Numarw) submitted proof of membership of striking workers at the Sigma Motor Corporation plant near Mamelodi in an attempt to gain recognition and end the four-day dispute

A union spokesman said they submitted to management stop-order forms signed by 50 percent of the workforce

"We expect Sigma to come back to us on Thursday on whether or not they accept proof of our membership," the union spokesman said

"If they do, this will settle two of the workers' demands — union recognition and the suspension of the present liaison committee," the spokesman said

The employees, almost the entire workforce at the factory, went on strike last Thursday demanding a wage increase to R2 an hour

1.1 Department of Health

The Department of Health receives its finance from two parliamentary votes - the Health vote, and the Health (Hospitals and Institutions) vote This is used to finance (directly or via a subsidy to municipalities) the provision of tuberculosis, leprosy and mental hospitals as well as district medical and nursing services and medical poor relief. It is also responsible for ancillary services such as State laboratories, the control of infectious diseases and environmental control. The expenditure shown in Table 1 also includes the subsidy paid to the South African Medical Research Council.

RDM 15/4/81 (192)

Ultimatum on Sigma strike

By RAMOKOENA MATLALA and RIAAN DE VILLIERS

THE dispute at the strike-hit Sigma Motor Corporation plant in Pretoria took a serious new turn yesterday when more than 4 000 workers were warned by management to return to work today, or be dismissed

Pamphlets informing workers of the ultimatum were distributed at the Sigma compound

Yesterday, officials of the National Union of Motor Assembly and Rubber Workers said they viewed the ultimatum as a breach of the agreement reached between them and Sigma on Monday, when they agreed on steps which could lead to the firm negotiating new wages with the union

A union delegation met Sigma management again yesterday afternoon No details of the meeting were available last night

Meanwhile, workers outside the plant said yesterday they would ignore the ultimatum

Workers told the "Mail" "We will not touch a tool until they decide to consider our demands"

In a statement, Sigma said its management had considered "every possible peaceful means to conclude the present illegal strike action".

Management did not understand the strike action as established ways for negotiation were already available

Consequently, management had advised employees to return to work this morning

If they failed to comply with this directive they would be "deemed to have terminated their services by their own actions"

A spokesman said the firm regarded the strike and the negotiations with the union as "separate issues"

Sigma's entire black workforce of more than 4 000 has been on strike since last Thursday, demanding an increase from R1,04 an hour to R3 and that management negotiate new wages with the union instead of the executive liaison committee it has been dealing with at the plant

On Monday, the union agreed to present to the firm stop-order forms signed by workers to prove it represented more than half the workers

In turn, the company undertook to abide by a previous transitional agreement with the union whereby it would recognise it as the sole negotiating party as soon as it proved majority membership

There has been a large swing of support towards the union and officials were confident of meeting this target

Following the ultimatum from management, workers were told to go home and return to the plant today

16.4.81 STAR 192

Sigma 'no' to union: settlement remote

By Tony Davis, Labour Reporter

There are no immediate signs of a settlement at the Sigma Motor Corporation plant near Mamelodi where about 4 000 workers were dismissed yesterday after refusing to return to work.

Yesterday's mass dismissal triggered worker violence as some strikers stoned cars on their way to Mamelodi. A motorist shot dead Sigma worker, Mr Paulus Mahlangu, after her car was stoned.

Sapa reports that police have investigated the incident and that no charges will be brought against the motorist.

FAILED

Today Sigma announced that the union involved in the dispute had failed to achieve recognition.

Earlier this week the National Union of Motor Assembly and Rubber Workers (Numarw) submitted stop-order forms showing support of 50 percent of the work force as required for recognition.

But a Sigma spokesman said Numarw had failed to reach the 50 percent figure.

Numarw and the Federation of South African Trade Unions (Fosatu) criticised Sigma for allowing the dispute to escalate to the point of mass dismissals.

Sigma managment had made it a condition of continued negotiations that the strikers return to work.

The general secretary of Fosatu, Mr Alec Erwin, said Sigma had "hidden behind technicalities" rather than seeking to resolve the dispute.

He called on Sigma's parent company — Anglo American — to take the lead in adopting a constructive approach to labour disputes.

[illegible] to [illegible] of working age were [illegible] clinic [illegible]

[illegible] go first to the clinic [illegible] for family planning or gynaecological reasons or because it was cheaper, or [illegible], or because they considered their [illegible] a feeling [illegible] clinics [illegible] adequately with children's [illegible] they would prefer a

Table 5 [illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	Total
[illegible] or [illegible] are	2		3	2	7
Other practitioner	1				1
Total subs. choices	14	6	15	16	51

1. Referral was not counted as a subsequent choice.

./...

Table 6 Reasons given for making a subsequent choice

	no.	%
1. Dissatisfaction with treatment	21	60
2. Nearer, or first choice now too far	9	26
3. Cheaper	3	9
4. Not worth money (1 + 3)	[illegible]	
5. Transferred	1	

'Subsequent choices' are analysed because they give some clues as to the reasons why people change their choice of facility. There were far more 'subsequent choices' at [illegible] and [illegible] [illegible] many respondents [illegible] go to a doctor at [illegible] distance caused them to [illegible] treatment or go [illegible] dissatisfaction with treat- [illegible] from these areas [illegible] they travelled to

[illegible] corded and patients' [illegible] it gave total [illegible], and whether relief given was permanent, temporary, or permanent when on continuous treatment. Although the last [illegible] categories are objectively the same they reflect a different attitude towards their illness and the treatment on the part of the patient.

Table 7 Outcome of treatment Patients' report

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Sigma prepares for fresh assault on black market

(192) 16/4/81

See meeting (192) tickets!

Industry must develop to meet a new dimension

Mazda 323, the car that put Sigma in the sales charts

Geoff Dalglish ON MOTORING

South Africa's motor industry now faces the challenge of meeting new demands from a "Third-World" black economy

This is the viewpoint of Sigma chairman Chris Griffith who believes the existing white-dominated market has almost reached saturation point

South Africa has two "definite economies," he said in his annual report

"A First-World and largely white economy where vehicle purchases have almost reached saturation and growth is therefore related to the increase in population, and alongside, but not merged, a Third-World largely black economy

"Our Third-World economy must be uniquely placed to develop rapidly and we believe the resulting demand from this sector will contribute to the acceleration of underlying growth and stability in the vehicle market"

Examining Sigma's performance over the past four years he said group turnover trebled to R421-million, with profits last year of R25,4-million

In 1980 the South African economy emerged from the depths of a prolonged recession, with a boom motor industry notching up retail sales of 277 000 cars and 128 000 light and medium commercials

But, according to Mr Griffith, the figures could have been up to 20 percent higher

"1980 was a year in which the motor manufacturers were unable to match consumer demand plant capacity was an inhibiting factor but the major problems were the extreme shortage of skilled manpower and the difficulty in securing adequate supplies of locally - manufactured components both in regard to quantity and quality"

Spotlighting problem areas, he said "sectoral interests" had often dominated those of the total industry

Calling for greater maturity and cohesion, he said "The relationship between manufacturers and the components industry is a specific example of this lack of cohesion

"During the depression of the Seventies, the components industry campaigned, with some success, for higher levels of local content, while the manufacturers warned this might lead to capacity problems in boom times These problems are now with us

"It is hoped in the decade ahead we can determine and create the capacity and develop the human resources required to meet the demands for components and vehicles without repeating the mistake of inviting Government intervention We are largely interdependent and have a commonality of interest However, the investment of the manufacturing sector is so substantial it cannot afford to be served by a components industry which falls down on supply or seeks undue Government control"

Referring to Sigma's controversial withdrawal from the National Association of Automobile Manufacturers, which was constituted to represent the industry, he said the old dictum of divide and rule applied

"Until Naamsa accepts that strength lies in consensus, I believe it will remain an organisation without impact"

Identifying the critical shortage of skilled labour as a serious problem which has been partially eased by recruiting abroad, he warned "Such recruitment is a palliative and does not offer long term solutions

"The training and development of our own people has to enjoy priority if we are to face the future with confidence We must move away from corporate entities that are identified as white, entities to which blacks are expected to contribute only their labour

"Advancement and entrepreneurial leadership must be seen as open to all and it is encumbent upon us to train and develop our black people to play a full role in the companies of the future

"It is only when all of our employees in all population groups associate and identify with our businesses that we will attain our objectives of improved quality and productivity Expertise and experience must become the only criteria for advancement"

Sigma managing director Fred Butler, left and chairman Chris Griffith with the Citroen Prestige a R38 000

Motorist shoots striker in unrest

CT 16/4/81

(192)

Own Correspondent

JOHANNESBURG. — A former employee of the giant Sigma Motor Corporation was shot dead yesterday after the firm fired about 4 000 striking workers who had rejected an ultimatum to return to work.

The dead man Mr Paulus Mahlangu 24 of Mamelodi was shot by a woman motorist said to be a Sigma employee while workers were streaming from the plant to Mamelodi township

A police spokesman said workers had stoned passing cars and had also allegedly rocked cars at a four-way stop street between Mamelodi and Waltloo

The unidentified woman opened fire after her car had allegedly been rocked by a group of men

Police said that the death was being investigated

Trade unionists involved in the dispute with Sigma yesterday reacted angrily to the mass dismissals and the shooting incident They accused the Anglo American controlled corporation of helping to create a situation in which this tragic incident could occur

They also called on Sigma and Anglo American to resume negotiations to settle the dispute which has paralysed Sigma's motor assembly plant for the past week

Workers who witnessed the incident later denied that cars had been stoned before the shooting Cars had been rocked but they claimed Mr Mahlangu had not taken part in this

Mr Paulus Mahlangu

A distraught Mrs Sannie Mahlangu, the dead man's mother told reporters the family had lost a responsible man who had paid the rent

He was our real righthand man who was supporting us and we we don't know what we are going to do without him, ' said a sobbing Mrs Mahlangu

Mr Mahlangu is survived by his parents a brother a three-year-old son and his fiancee, Miss Monica Mondlana

According to colleagues of the dead man workers had been rocking cars on their way home from Sigma When the woman's car was rocked she produced a was hit The woman's car was then pelted with stones and she escaped when the police arrived they said

A Sigma spokesman said he could not comment on the shooting incident as it had happened 'outside our premises and our jurisdiction '

Report-back

Early yesterday morning, striking workers gathered at the Sigma plant for a report-back meeting by the National Union of Motor Assembly and Rubber Workers where they decided to defy the management ultimatum and not return to work till their demands had been met

Sigma's public relations officer Mr Philip Botha said yesterday ' very few workers" had returned to work but figures were not yet available Those dismissed would be paid off this afternoon

The company would start re-engaging workers next Tuesday

The ultimatum from management came after the Fosatu-affiliated union failed in an attempt to prove it had 50 percent membership at the plant which would have secured it sole bargaining rights with management

Workers went on strike last week in support of wage demands as well as the recognition of the union as their negotiating party

'Sad comment'

A union spokesman said yesterday We have to condemn management's handling of the dispute in the strongest possible terms We have tried our best to resolve the dispute and negotiated with management till late on Tuesday night to try to make them change their minds "

A Fosatu Transvaal spokesman said it was a "sad com-

firearm

While workers scattered a shot was fired and Mr Mahlangu

ment ' on the state of industrial relations that anyone could be shot in incidents arising out of a labour dispute

"Sigma could have resolved the dispute last Friday Instead, in creating a situation of non-negotiation it helped to create a situation in which such a tragic incident could occur "

C T. 16/4/81

192

4000 Sigma workers fired after four-day wage dispute

STRIKER SHOT

192

SOWETAN 16/4/86

A MAN was shot dead yesterday after some of the 4000 striking workers fired from Sigma Motor Corporation allegedly stoned passing vehicles.

Mr Paulus Mahlangu (24) of 1440 Section D, Mamelodi was shot at about 8 am a few metres from an intersection near Deneboom Station

The deceased and his colleagues were about a kilometer away from the Sigma Motor factory south of the Pretoria/Komatipoort railway line

By NORMAN NGALE

Brigadier H A du Plessis, Chief of the Northern Transvaal CID confirmed Mr Mahlangu's death yesterday Brig du Plessis said according to reports received by his office the man was shot in the head by a motorist

He said the motorist fired a shot after a group of men were allegedly throwing stones at the passing vehicles

The employees were discharged yesterday morning following the four day strike at the firm over a demand for increased wages

Following a deadlock between Sigma's management and the workers' committee on Tuesday, the firm issued an ultimatum that workers return to work or face expulsion The employees ignored the threat

Shortly after Mr Mahlangu was shot, police in riot uniforms and teargas masks arrived in vans and manned a roadblock at the intersection

A large crowd which has gathered at the scene dispersed after the body was removed to the Government Mortuary

Mrs Sannie Mahlangu the aged mother of the deceased man could not hold back tears as she related the death of her youngest son the breadwinner of the family

Johannes (3), the only son of the dead man suckled from his feeding bottle as though he understood what had befallen his father

Mr Mahlangu was staying with his pensioner parents Mrs Mahlangu said Paulos was the eleventh child of hers to die and she is now left with only one son Mike (36)

The deceased is survived by his parents, son and wife, Monica who works at a department store in Johannesburg

Elderly Mrs Mahlangu said her daughter-in-law was not aware of the death of her husband She said his death came as a shock to the family 'Two hours before he was shot he had bid us goodbye and he left for work'

At 10 00 am several police vehicles stood at Sigma s main gate but, according to Brig du Plessis, the situation had returned to normal

Brig du Plessis said the matter was under investigation

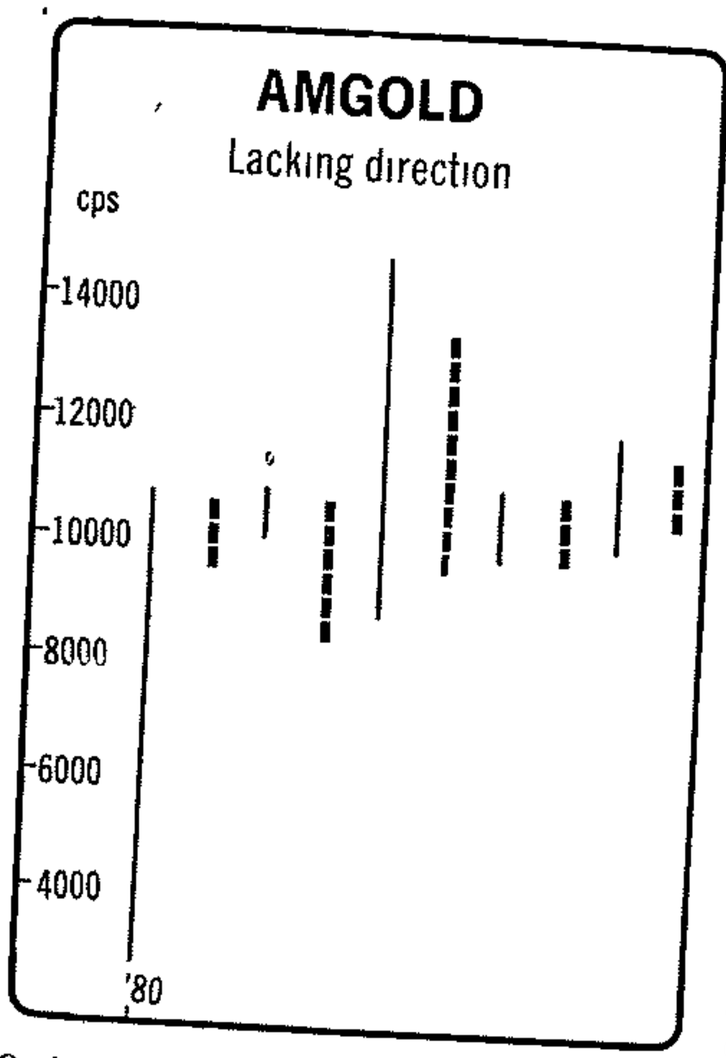
• In any dispute it is the duty of both parties to create the conditions in which a peaceful settlement can be achieved, the Federation of South African Trade Unions (Fosatu) said in a statement last night

By dismissing the workers and refusing to negotiate until they have returned to work, Sigma has set up conditions which are not condusive to a peaceful settlement

'Fosatu calls on Sigma to drop all preconditions and immediately meet with the workers' union, the National Union of Motor Assembly and Rubber Workers, to negotiate the issue at hand before any more tragic incidents occur," the statement said

FM 17/4/81

imitments



Ogilvie Thompson talks about the southern OFS drilling programme, the group could be involved in the establishment of a new mine within a couple of years

It was possible to fund the Erfdeel/Dankbaarheid project with the tax saving alchemy of a merger of Welkom, Western Holdings and Free State Saai That may be more difficult as far as new mines south of the existing producers are concerned And until any possible new mine reaches the planning stage, Amgold is likely to take a fairly cautious line on retentions

What it all adds up to is the likelihood that this year's distributions will move in line with dividend income In the longer term, funding new ventures in the OFS could coincide with additional calls if Anglovaal's eastern Transvaal exploration programme (in which the Anglo group has a 40% interest) results in the establishment of new gold mines

This may appear unduly negative as far as near-term dividends are concerned But Amgold is arguably the best gold investment available — its portfolio spread ensures that And it is worth paying the price of near-term income slackness to be to weaken over the next few weeks, first-half income will almost certainly reflect relatively high rententions (and at the same time cautious dividend declarations) by mines with heavy capex programmes And when that is reflected in Amgold's earnings and distribution, the share price could come under further pressure

On a short-term view, a purchase of the share cannot be recommended, nor can it be until gold escapes from its current bear trend Investors with longer-term objectives could see better buying opportunities during the next few months

Jim Jones

TOYOTA

FM 17/4/81 (192)

Full throttle

Activities *Holds the franchise for importing, assembling, manufacturing and distributing Toyota, Hino, Renault and American Motor vehicles in SA Wesco and the directors have effective control with 54,1% of the equity*

Chairman: *Dr A J J Wessels, managing director C S Adcock*

Capital structure: *4,1m ordinaries of 16,67c Market capitalisation R42,7m*

Financial *Year to December 31 1980 Borrowings long- and medium-term, R2,9m, net short-term, R14,1m Debt equity ratio 18,6% Current ratio 1,6 Net cash flow R30,8m Capital commitments R12,7m*

Share market. *Price 1 050c (1980-81 high, 1 050c, low, 260c, trading volume last quarter, 129 000 shares) Yields 55,9% on earnings, 8,1% on dividend Cover 6,9 PE ratio 1,8*

	'77	'78	'79	'80
Return on cap %	6,1	9 0	11 7	38 7
Turnover (Rm)	152	195	236	376
Units sold (000)	33	38	44	65
Market penetration %	12 9	12,5	14 0	16 2
Gross profit (Rm)	5 5	10,4	13,2	41 9
Gross margin %	3 6	5 3	5 6	11 2
Earnings (c)	25	75	112	587
Dividends (c)	6 25	20	28	85
Net asset value (c)	1 152	1 201	1 730	2 243

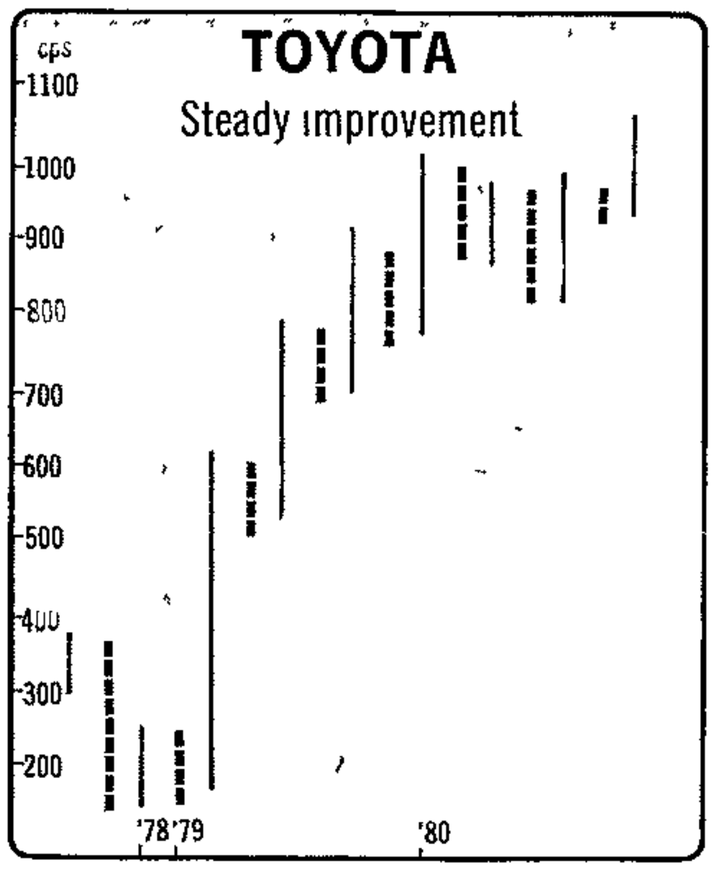
An incredibly good trading year for Toyota is only partly reflected in the earnings growth rate of 420% The group's financial position was so strong that management was able to implement a number of accounting changes which reduced earnings by over 15%

Without these changes, earnings would have been 105c a share higher, giving an astonishing 517% increase on a fully comparable basis The changes all comply with improved accounting practice, but the directors must nonetheless have been

somewhat relieved at being able to reduce what might otherwise appear to have been excessive profits

The increase was off an abnormally low base and reflected, in part, what chairman Dr Albert Wessels calls improved "management efficiencies" But the group did not merely ride the wave of increased motor sales, as market penetration improved to 16,2% — its best level yet So while total motor sales were 28,8% higher in 1980, Toyota notched up a 48,1% unit improvement

The success of the new Corolla range (responsible for much of the improved market share), higher unit selling prices, adroit forward buying and shrewd use of currency fluctuations (mostly in the group's favour), all contributed to the profit gain Although the current rand yen rate of 264 is well below the 318 of last April, the exchange rate through most of 1980 was in favour of the rand Vehicles sold during the year consequently included imported material bought at much better rates than those prevailing the previous year



Just how much was pumped into stocks to take advantage of this buying opportunity is seen in the year-end figures for unassembled units comprising mostly imported material, these stocks increased R24,7m to R57,3m

The group had planned to introduce lifo stock valuation, as it already has at Motor Assemblies (MA), but the reduction in stock unit costs caused by the better exchange rates delayed this

The introduction of lifo accounting for MA reduced group profits and the year-end stock level by R464 000

Another more conservative accounting change is that all model-related tooling will now be fully depreciated over four years Catching up with this in 1980 cost the group R2,7m in additional, non-recurring, write-offs Also, buildings are now being depreciated and this cost an extra R647 000, while a full writedown of consumables cost the group R445 000

All that adds up to an extra R4,3m charged against 1980's profit

The benefits of the buoyant year's trading have been passed on to shareholders, but the group has nevertheless come in for some criticism for its high dividend cover Analysis of the group s 10-year history, however, shows this policy to be entirely to shareholders' long-term benefit

Sharp profit drops were suffered in 1972, 1975, 1976 and 1977, and over the past three years margins were dangerously thin In order to maintain its share of a highly competitive market, the group needs to commit ever greater funds to re-tooling, expansion, stocks and debtors

This example of Dr Joel Stern's philosophy at work is a good one, as net worth has quadrupled in the past decade and return on capital looks as if it could remain at current levels for at least the next two years

The latest results bring the group's 10-year annual compound growth rates up to 18,3% for turnover and 14,3% for attributable earnings So while the directors explain to shareholders that the high dividend cover is not "normal", it should be seen as sound financial policy This way, the directors have a greater chance of achieving their ambition of "systematic growth in line with the current rate of inflation" for dividend payments

For the coming year, positive signals outweigh the negative On the plus side is the prospect of continued growth in vehicle sales for at least the next 18 months, the benefit of passing on 1980's stocks at higher prices, and a possible continuation of market penetration gains

On the negative side is the possibility of continued industrial strife, a weaker rand against the yen, higher interest rates and lower margins on passenger vehicles a increased finance charges deter buyers

Valuing Toyota on income is short-sighted and the PE ratio shows just how myopic investors can be The earnings yield at this stage, when inflation-beating growth seems assured for the next two years, means to me that the current price signals a buying opportunity

But entry through Wesco no longer looks cheap the current yield is a low 3,7% at 205c Wesco's year-end is June 30 and the 65c Toyota final which will be paid to Wesco could well have been discounted On that basis, Wesco yields a prospective 8% if distribution, as seems possible, is more than doubled to 20c a share *Ian Muil*

2. cont.....

TOYOTA HM 17/4/81 (192)

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and curve as accurately as possible, preferably using

hat over a period of ten successive years the annual
ed to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40,
bushels respectively. Calculate and tabulate the
f the crop in each of these years, if the demand curve
ve was the demand curve of each of the ten years.

average annual gross value of the crop over the ten
e output and price which would yield this value.

chedule showing what price would have to be received
he outputs in the demand schedule in order to make
ue of the crop in each year equal to the average annual
Plot this schedule on the same paper as the demand
ll be a curve of unit elasticity).

d curve find the total amount which must be offered
in order to fetch the prices discovered in part (4).
unts make a schedule showing how much the government
buy or sell for each total output.

dule showing how much the government would have to
each of the ten successive years of part (2). Would
have to sell a total greater than the amount it would
er the ten years? Does the answer mean that
of the gross value of a crop is impossible?

* * * * * * * * *

DISEASE CATEGORIES AND TREATMENT - THE FOL MODEL

	Home	Herbal	Dutch	Patent (a)	Patent (b)
1	**Respiratory tract**				
	Malt, honey & olive oil	Berg kruie van die Pärel	Turlington	Sterns cough mixture	At least 9 different brands of chest, lung, 'flu and cold cure in one supermarket
	Cod liver oil	Als (wormwood)*	Honey tea	Extract of lettuce	
	Flannel & camphor oil	Buchu	Bors druppels+	"Chamberlains"	
	Honey, egg & bors druppels+	Wild dagga*	Tinct benz co	Red lemon	Vicks vapour rub
	Hot lemon	Wild garlic		Bells lung tonic	
		Kruistemint*		Puma balm rub	
		Blue gum leaves		Krogs inflamration oil	
		Ganse keurtjie flowers*		Eucalyptus oil	
				Olino - great chest & lung remedy	
				Vicks vapour rub	
				Watkins menthol camphor	
	Notes + for asthma * used in various combinations, infused and drunk				
2	**Gastro-intestinal tract**				
	Flour water (d)	Als (d)*	Essence of aloes, ginger, rhubarb	Chamberlains	At least four simple purgatives in one supermarket, also
	Brandy sugar boiling water, cloves	Red lavender (c)*	Tinct aloes	Mother Segal's syrup	Enos
	Egg red lavender als & olive oil in cloth round stomach	Buchu (k)	Wonderkroon	Milk of Magnesia	Andrews
	Olive oil, coconut oil & red lavender rub (c)	Kruistemint	Jamaica ginger	Silver Spring Salt	Rennies
		Olie boom poultice	Groenemara	Syrup of Figs	Milk of Magnesia
		Cloves	Kramp druppels	Watkins blood purifying pills	Worm syrup
		Kruidjie-roer-my-nie	Haarlemensis (k)	Bismarax	Glycerine & borax
		Kalmoes root		Enos	
	Notes (d) diarrhoea (c) constipation (k) kidney trouble *used in combination'				
3	**Rheumatic/arthritic**				
	Camphor & meths rub	Buchu & spirit rub	Nil	Wondergreen	Deep heat
		Guava leaves & celery*		Wintergreen	Wondersol balm
		Willow leaves*		Deep heat	
		Kruidjie-roer-my-nie		Embrocation	
	Notes *infused and drunk				
4.	**Headache**				
	Nil	Nil	Nil	Grandpa	At least four "pain" pills or powders
				Disprin	
				Codis	
				Watkins pain pills	
				Beserol	
5	**Sprains strains and bruises**				
	Kelp	Buchu & vinegar rub		As for 3 above	
	Note Also rubs as in 3 above				
6.	**Antiseptics**				
	Hot compress (for boils)	Wild dagga		Menthol camphor (for boils)	Three antiseptics
					Vaseline
7	**Mystical & miscellaneous.**				
	Green bean (warts)	Als, buchu & wild dagga (backache)	Wit duiciea (heart)	Dr Williams Pink Pills +	Eyegene
			Flos tea (measles)	Vidaylin +	Foot powder
				Sanatogen	Sticking plasters
				Multivite*	Multivite
					Nerve pain remedy
	Notes + to prevent boils * to prevent migraine				

General notes

a) Number of remedies mentioned by informants in each class

1 Respiratory tract - 27
2 Gastro-intestinal tract - 27 (note that opening and closing herbs may be used in combination for "stomach ache"
3 Rheumatic/arthritic - 9
4 Headache - 5
5 Sprains, strains and bruises 7
6 Antiseptics - 3 (It is probable that informants had others, but did not think of them as medicines)
7 Mystical and miscellaneous - 7 (a meaningless figure)

b) Als buchu, Kruistemint and wild dagga were mentioned in many contexts and are used in various combinations and forms - as infusions to drink, poultices for a sore stomach, and in rubs Buchu and kruistemint were described as being "good for any illness "

Fired Strikers Take Back

By RAMOKOENA MATLALA and RIAAN DE VILLIERS

MORE than 4 000 strikers at the Sigma Motor Corporation in Pretoria, who were fired on Wednesday, were paid yesterday for the days they worked last week and were told to apply for re-employment between Tuesday and 10am on Friday next week

Those paid off were told if they wanted to apply, they should do so immediately to improve their chances of re-employment

They were also told that if they were re-employed, they would be paid the rate applicable on Wednesday, April 15

Leave due to each employee would not be lost in spite hopefully would remain, less one eligibility in terms of existing policy would be maintained, as well as medical aid and sick pay benefits

Strikers' work identity cards were confiscated yesterday when they were paid off

After payment the strikers said they would not be going to the firm on Tuesday as they would be holding a meeting at the Mamelodi Hall to discuss the issue with their trade union — the National Union of Motor Assembly and Rubber Workers

A company spokesman said yesterday the union had failed in its attempt to prove 50% membership by about 10%

Asked whether the firm would re-employ all workers who applied, he said all applications would be "carefully considered" against the company's needs and workers found most suitable for existing vacancies would be appointed

RDM 20/4/81

Residents urged to back sacked Sigma workers

(192) (192) (1404) (174)

Pretoria Bureau

PAMPHLETS urging residents of Mamelodi Atteridgeville and Mabopane to refrain from seeking work with the Sigma Motor Corporation, until the present wage dispute has been settled were distributed by the Union of Motor Assembly and Rubber Workers of SA at the weekend

The union issued three sets of pamphlets following the sacking of more than 4 000 Sigma workers last week, after strikers failed to reach agreement with management in pay negotiations

The dismissed workers were told they could apply for re employment between tomorrow and Friday

The union claims the strikers are not prepared to apply for re-employment, but would demand reinstatement after management had agreed to negotiate on the wage issue with the elected liaison committee

It asks residents to sympathise with the strikers

'We therefore call on the community and organisations sporting bodies, church groups and all concerned members of society to show solidarity with the workers in this factory for a just cause by not taking up employment with the company until this dispute is settled with the workers' a pamphlet says

Another UMARW pamphlet states that Sigma is one of the largest motor industries in the country with sales of R421 000-million and profits of R71-million in 1979 and R25-million in 1980

It says the workers, faced with inflation, do not benefit from the profits, and that employees had to down tools because of Sigma's alleged refusal to negotiate with their liaison committee

The union accuses Sigma management of refusing to negotiate on the wage dispute and thus questioning the credibility of the committee by allegedly refusing to recognise it

This, the pamphlet says, proved that management was not prepared to negotiate

Riot police at Sigma plant as workers queue for jobs

(142) Star 21/4/86

Labour Reporter

Riot police stood by today outside the Sigma Motor Corporation plant near Mamelodi as people queued for jobs

Last week about 4 000 Sigma workers were dismissed after defying a call by management to return to work

Sigma has given dismissed workers until Friday to reapply for jobs without any loss of service benefits

A company spokesman said there was "a long queue" of job seekers outside the plant today

Sigma security guards were on hand and riot police were patrolling nearby, he said.

More than 1 000 people were estimated to be outside the plant

At a meeting in Mamelodi township today about 2 000 former workers decided not to return to work until their demands were met.

These include a trebling of the starting hourly wage for new workers to R3 and and recognition of the National Union of Motor Assembly and Rubber Workers (Numarw) at the plant

The Star's Pretoria Bureau reports that Numarw circulated a pamphlet in Pretoria townships at the weekend calling on residents not to seek work at Sigma

5 Other State Health Services

There are many other minor fields where the Government finances with services, largely bordering on the social welfare

Sigma strike: mass meeting today

RDM 21/4/81

By J S MOJAPELO

SIGMA Motor Corporation workers who are members of the Union of Motor Assembly and Rubber Workers of South Africa, are to meet in Mamelodi today to decide whether to continue their strike

About 4 000 workers of the motor plant near Mamelodi were paid off on Wednesday after their continued strike

According to a statement by the personnel director of Sigma, Mr S S Lemmer, the workers will have terminated their services if they continue with the strike

The workers will be paid their outstanding wages on Friday

A spokesman of the trade union said yesterday a public meeting of all the dismissed workers would be held at the Mamelodi Community Centre and addressed by a member of the local community council, Mr B K Ndlazi

Mr Ndlazi confirmed he was invited to address the workers

A union spokesman said besides the appeal to residents of Mamelodi, Atteridgeville and Mabopane, not to seek work at Sigma, the striking workers will continue their strike until Sigma management meets their demands

The union is demanding an across-board increase of R2 an hour for all categories of work at the plant The union also wants Sigma's management to negotiate with their 20-man elected committee

The spokesman said most of the workers in the plant were dissatisfied with the 12-man liaison committee recognised by the management Two weeks ago the committee negotiated for wage and salary increases for the workers, without having first consulted the workers

The spokesman said the union had met two conditions by management that the trade union had the backing of more than half its members at Sigma, and that the union's 20-man committee was democratically elected

A spokesman for the liaison committee denied they were not representing the workers The committee claimed the wage increases demanded by the union were unrealistic

The liaison committee had asked for an average across board increase of 50c an hour for all categories of workers in the plant, and the increase would include improved benefits

"The increase would mean that the plant would have to pay an increase of R7-million per annum, but the union's demand would mean that the wage bill per annum would be increased to R18-million," the committee spokesman said.

(An average of R2 833 per grant).

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SECTION 2

2.1 Welfare Organisations

About 15% of registered welfare organisations in South Africa deliver a health care service, as opposed to animal welfare, care of the aged and child care, mental health, recreation/education etc. (8) It has not been possible to find out the income of these organisations.

Health-orientated Welfare Organisations are subsidised by the Department of Health. The salaries of staff employed at any medical clinic run by a Welfare Organisation are 87,5% subsidised by the Department. For example, SHAWCO's total revenue in 1975 was R155 085 of which R28 880 was a departmental subsidy paid through the provisional administration and the Department of Coloured Affairs.

In respect of duplicated services, e.g. tuberculosis hospitals run by SANTA duplicate the Department's own such hospitals, the Department of Health pays the total running costs of these institutions.

2.2 Medical Schemes (medical aid and medical benefit societies)

The interpretation of financial information on medical schemes is difficult. A new member of a scheme is not obtaining a new source of finance for his health bills - he is merely joining an insurance scheme where contributions should roughly equal the benefits received during the period of membership for the average member. Further, the data presented below relates to members of medical schemes only: the benefits associated with these schemes accrue to them alone. For perspective, we should note that at the end of 1975, 75,1% of the White population and 2,5% of the Black population was covered by some type of medical scheme. The average for South Africa was 14,6%. (9)

Table 3 indicates the sources of income of these schemes in 1975, the latest figures available. Subsidy is the amount which the employer pays into the medical scheme in order to supplement the membership fees of its employees. Roughly 70% of South African companies run a medical aid scheme for employees.

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is often extensively destroyed. (146)

... any arrier a. system

Silicosis with silicosis revertheless still remains a controversial

... (147) Also ... tuberculosis

or has been exposed to the tuberculosis

disease of has cut tuberculosis when ... bacilli is at risk of

... for any length of time (147a) ... ed to silica

It is ... of the 20th century ... chitis (today ... for three

measuring chest expansion but confusion existed and still exists, as to the exact role pla[illegible] purse of the disease. (153) While an [illegible]ysema can be present in silicosis, [illegible]ously disabling if the obstructi[illegible] orritant with obstruction in the large 154) The clinical symptoms of the ase are cough, wheezing and breathlessne[illegible]

Irritants such as dust, [illegible] pollution and tobacco smoking, cau[illegible] oles to become narrower [illegible] to the elastic remrane. (155) On the respiratory

other epidemiological factors such as atrong erie rollution and tobacco smoking (150) The clustrati e ... is characterised by narrowing of the lung airways t ... (151) ... ear, and ... car by diagnosed by vital capacity, ...

Fat clogging the size of the hollow ... airways airway, the tracheal, large bronchi and smaller bronchioles - hay decrease because of swelling of the glands or walls, the accumulation of mucus or contraction of smooth muscle, the latter particularly in response to certain toxic dusts (152a)

Vital capacity is obtained by asking the patient to breathe in ... and to expire slowly and completely. The tidal volume so obtained is the sum of the inspired and expired volumes. Forced vital capacity is obtained by asking the patient to inhale

Sigma Union may continue strike

T 21/4/81

192

Own Correspondent

JOHANNESBURG — Sigma Motor Corporation workers who are members of the Union of Motor Assembly and Rubber Workers of South Africa are to meet in Mamelodi today to reaffirm their stand not to return to work until the corporation's management meets their demands.

About 4 000 workers of the motor plant near Mamelodi were paid off on Wednesday after their continued strike.

According to a statement by the personnel director of Sigma, Mr S S Lemmer, if the workers continue the strike they will be regarded as having terminated their services and will be paid their outstanding wages on Friday.

A spokesman of the trade union said yesterday that a public meeting of all the dismissed workers would be held at the Mamelodi community centre and would be addressed by a member of the local community council, Mr B K Ndlazi.

R2-an-hour rise

A union spokesman said that besides the union's appeal that residents of Mamelodi, Atteridgeville and Mabopane not to seek work at Sigma the striking workers would continue their strike until Sigma management met their demands.

These include an across-the-board increase of R2-an-hour for all categories of work at the motor plant and management's recognition of the union's 20-man elected committee as the workers representatives in wage negotiations.

The spokesman said the majority of the workers in the motor plant were dissatisfied with the 12-man liaison committee recognized by the management adding that two weeks ago the committee had negotiated for wage and salary increases for the workers without having consulted them first.

Conditions

He also said that the union had satisfied two of management's conditions — that more than 50 percent of its members be Sigma employees and that its 20-man committee be elected democratically by the majority of the workers.

But a spokesman for the liaison committee has denied that they are not representing the workers and said the committee felt the wage increases demanded by the union were unrealistic. He said the liaison committee had asked for an average across-the-board increase of 50c an hour for all categories of workers in the plant and the increase would include improved benefits.

The increase would mean that the plant would have to pay an increase of R7-million a year, but the union's demands would mean that the wage bill per annum would be increased to R18-million," the committee spokesman said.

flatten even more ... to extend even further (156)

Recent epidemiological studies, conducted over a ten year period, have significantly advanced our understanding of the dangers of dust inhalation. These have shown for the first time that long term dust exposure can contribute to the development of chronic bronchitis, although less so than tobacco smoking, but this in itself will not necessarily predispose the individual to silicosis. (157) But there is also disagreement as to the relationship between occupational dust exposure and chronic bronchitis. I. Webster is unconvinced of the connection on the South African gold mines, while G. Leathart suggests keeping an open mind on the question. (158)

SIGMA STRIKERS SHUN OFFER

BY ZB MOLEKE

THE 1000 striking workers sacked last week from Pretoria's Sigma Motor Corporation can start re-applying for their jobs from today, the company announced at the weekend.

But the resistance atmosphere in the Pretoria townships of Mamelodi, Attridgeville and Mabopane where people have been urged to refrain from seeking work with the motor corporation.

The Union of Motor Assembly and Rubber Workers of South Africa (Numarw) issued pamphlets at the weekend claiming that the Sigma workers are not prepared to re-apply for employment but would demand reinstatement after management had agreed to negotiate on the wage issue.

It was also reported that Numarw is preparing new proof of worker support at Sigma after management rejected claims that 50 per cent of the workers supported the union. This support has to be proven before the union is recognised by management.

Argus 2/4/81

(92)

2000 reject Sigma offer

Argus Correspondent

PRETORIA — More than 2 000 of the 4 000 sacked Sigma workers decided today not to seek re-employment with the company until their demands have been met

The workers, who went on strike last week when management refused their demands for a minimum of R3 an hour, met at the Mamelodi community centre early today

The minimum wage paid by Sigma before the strike was R1,04 an hour The strikers packed the centre to overflowing

Earlier about four police vans with police in camouflage uniform patrolled the area around the business centre and near the hall, as thousands of the workers milled about

About 2 000 workers turned up at the plant today to seek employment

A Sigma spokesman said a considerable number were seeking employment for the first time

Sigma workers, fired last week when they failed to respond to a management ultimatum to return to work have until 10 am on Friday to re-apply for re-employment It their applications are successful they will not lose any employment benefits

No incidents were reported at the plant today as workers gathered at the main gate while about seven police vehicles, one fitted with a tearsmoke machine, were parked nearby.

A Plea for Improved South African Medical and Vital Statistics

BY H. S. G[illegible], B.Sc., M.B., B.Ch., D.P.H., D.T.M. & H., F.S.S.

Union Department of Public Health, Pretoria

[illegible] year has brought an unusual and yet important [illegible] to every South African citizen in his contact [illegible] the most complete Census yet undertaken in this country. Though this alone makes 1936 a landmark [illegible] to light the need in the vital and health statistical calendar. It was exactly one [illegible] that the General Register [illegible] inaugurating the first scientific [illegible] English vital statistics. These were [illegible] William Farr, the greatest of all [illegible] with the interest for his classical [illegible]. Unfortunately our profession is all too [illegible] the genius of Farr and of the influence [illegible] the English vital statistical data had [illegible] arousing public opinion [illegible] in England and [illegible] to the need for sanitation and [illegible]

[illegible] the [illegible] has occurred the year of [illegible] of the great intellects of our time [illegible] medicine owe largely the great [illegible] application of mathematics to biological [illegible] Pearson's contributions in such fields as the measurement and interpretation of correlation and the theory of probability are fundamental but also [illegible] inspiration was drawn by such leading [illegible] and epidemiologists as Raymond Pearl and Major Greenwood. In this year then, it is appropriate that South African medicine should give some thought to a subject ever growing in importance—medical and vital statistics.

The preliminary results of the Census have been a succession of shocks and surprises, giving expression to many national and local problems which have surreptitiously developed. Statesmen, for instance, are seriously perturbed by all the implications in the shifting distribution of our European population. The "trek to the towns" has received exact description and its serious consequences have been suggested, but it may be prophesied that when the later results of the enumeration are available equally arresting phenomena will be portrayed in regard to the non-European.

That so much of the Census report should be in the nature of a revelation is indicative of the weakness of the science of demography in this country. That so many vital phenomena—births, deaths, age, sex, racial, and geographical distribution of the populations—are imperfectly known is of serious consequence to statesman, scientist and administrator. In the absence of knowledge of the birth and death rates of the non-European, guidance and control of important social forces is impossible, and the forecasting of and preparation for future national needs in such fields as labour, education, industry, and the general social system is haphazard.

That these vital statistical defects are of serious importance [illegible] the medical [illegible] equally [illegible] forces are without dominion or even [illegible] the lack of statistical data. A perusal of [illegible] of our own Journal will show the [illegible] fettered by South African investigators in the [illegible] of knowledge of disease incidence and prevalence. This [illegible] state of affairs has [illegible] received editorial comment.[1] Recently the writer has had cause to seek evidence of the incidence of tuberculosis and venereal diseases in South Africa, especially among her non-European populations. In the case of tuberculosis he consulted the very important publication of the South African Institute for Medical Research, the Report of the Tuberculosis Research Committee,[2] and the report of the tuberculosis survey conducted by Allan.[3] These two reports [illegible] the best epidemiological literature South Africa has yet produced, but in each constant regret is expressed at the gaps in the fundamental vital and medical statistics. This came in for strong criticism in the Report of the Tuberculosis Research Committee, worded thus:—

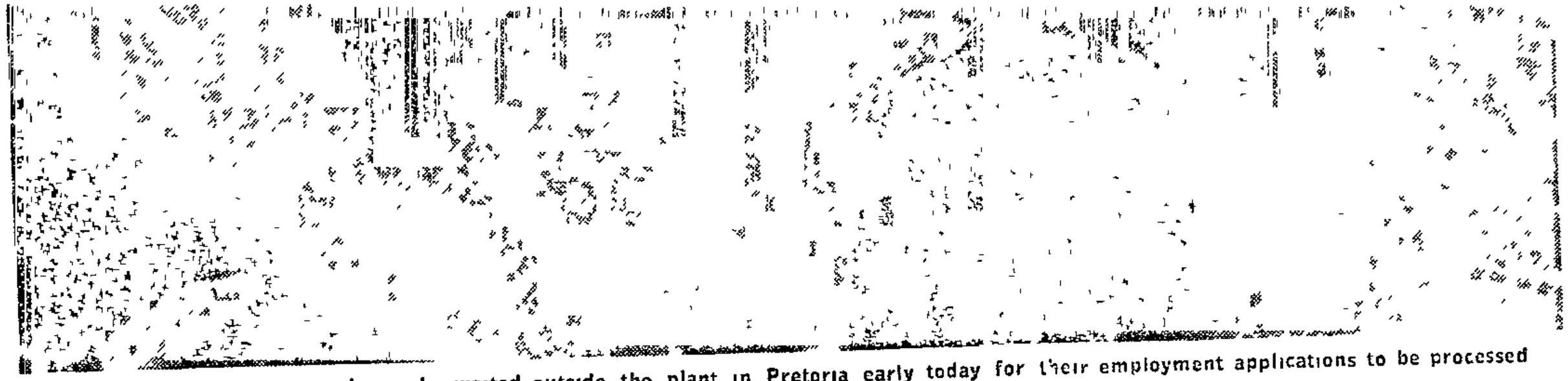
> "The need for 'vital statistics' as a preliminary to a scientifically organized anti-tuberculosis campaign or, indeed, any organized effort for health was stressed by the Tuberculosis Commission in 1914, and the same need is fully realized by the Health Department of the Union to-day. It is remarkable that 16 years after the publication of a far-reaching report by a committee nominated by the Government and set to work, at considerable expense, for several years to study tuberculosis and make recommendations as to its prevention, the cardinal necessity for progressive work on prevention of disease should still remain unprovided."

These are strong words, but the writer believes from his recent attempts to collect information concerning venereal disease that they are by no means too emphatic. Venereal disease may be used as an example of how difficult it is to gauge the extent and direction of morbidity forces in this country. Remote effects of syphilis and gonorrhœa cause damage to national health and efficiency. Can we even remotely estimate the damage in the European, let alone the non-European? The native birth rate is unknown, therefore this cannot be used to demonstrate whether gonorrhœa and syphilis, in causing sterility, fœtal and infantile mortality, are dangerous influences in national growth. Death from cardiac and circulatory disease has its origin not infrequently in syphilis, but circulatory mortality does not provide any clear picture quite apart from any question as to the importance of specific ætiological agents. The damage wrought by syphilis and gonorrhœa to the nervous system and to the special sense organs cannot be estimated, as nothing is accurately known as to the incidence and distribution of nervous disease, eye disease and ear disease in the different races, classes and regions of this country.

It is evident that the public health administrator, adviser or officer is particularly helpless in the present [illegible] condition [illegible] and medical statistics. How are public health policies and preventive measures to be instituted [illegible] problems are vague and even unknown? [illegible] analogy may be sound. The general staff provided with the most accurate and complete intelligence of the enemy's forces, their concentration, their distribution and their probable manœuvres, are well armed and can with confidence plan a campaign and state their needs in terms of aircraft, guns and man power. So [illegible] the public health leader with knowledge for example of venereal disease incidence or of tuberculosis [illegible] of typhoid and its relation to age, sex [illegible] occupation, of malnutrition and inadequacy of food supplies, is able to develop his programme economically and efficiently. Lacking this fundamental information his medical and health schemes can only grow fortuitously and even in certain instances be subsequently discovered as entirely unsuitable. The erection of clinics, the employment of technical staff, the provision of financial and other assistance, unless the root causes of the particular defect or disease are known, may be but little more than guesses at a solution. Until a problem has been defined, attempts at a solution are both unscientific and illogical.

That a need exists on the part of the public health administrator, municipal health officer, scientific investigator and the statesman interested in social and health problems for fuller information as to disease forces and their related functions cannot be denied, and therefore a discussion of methods of obtaining such information must be of some interest and importance.

What are the present sources of vital and medical statistical data in South Africa? The Census seems only now to have been fully appreciated, as hitherto much essential detail was omitted from the questionnaire and most inexplicably the largest section of the community—the non-European—was on occasions completely neglected. The Census is the measure available of the numbers of the nation by age, sex, occupation, domicile, and race, but a Census measure cannot be taken every year. Even a quinquennial census does not keep pace with population changes, the estimation of which by census data alone often leads in intercensal periods to serious error. It is in gauging the accuracy of calculated figures for these years that the second source of statistical information, i.e., vital registration, is of much value. The Census numbers the population at stated intervals, but vital registration enables a continuous record to be kept of changes due to births, deaths, immigration and emigration. Yet again in South Africa the application of vital registration is woefully deficient in the almost complete absence of birth and death registration in the native populations. European births and deaths are satisfactorily chronicled and the Census Department in maintaining a constant effort to secure efficient certification of the cause of death provides



About 1 500 of the Sigma workers who waited outside the plant in Pretoria early today for their employment applications to be processed

Work resumes at Sigma as 3 000 reapply for jobs

Labour Reporter

Production was under way at the Sigma Motor Corporation near Mamelodi today after 1 500 workers were taken on and another 1 500 applied for jobs at the gates early this morning

A company spokesman said todays applicants would likely be taken on during the week bringing the plant almost back to normal

Last week the work force of about 4 000 workers was dismissed after refusing to meet management's return to work deadline

The spokesman said it was possible there would be more applicants than jobs this week

Management has given former workers until Friday morning to re-apply for their jobs without any loss of service benefits

However at a meeting in Mamelodi yesterday about 2 000 former workers decided not to re-apply for their jobs

Sigma management is expected to meet with worker representatives from the National Union of Motor Assembly and Rubber Workers (Numarw) later today to discuss the dispute

The walkout centred over worker demands for a trebling of new employee salaries to R3 an hour and company recognition of Numarw

At the weekend Numarw had distributed pamphlets to Pretoria area townships calling on residents not to seek employment at Sigma

Both Sigma security guards as well as police have been on duty to ensure the return to work was peaceful

The Transvaal region of the Federation of South African Trade Unions (Fosatu), and the Benoni Chemical Workers Industry, have declared their support for the dismissed Sigma workers

Sigma strike goes on

DD 22/4/87

PRETORIA — More than 2 000 Sigma Motor Corporation workers decided at a public meeting in Mamelodi here yesterday to continue their strike until management met their demands.

More than 4 000 Sigma workers went on strike last week over wage dispute and recognition of a workers' committee. They were paid off on Wednesday and management told them they would be re-employed from yesterday. The re-employment procedure would continue until Friday.

Some workers defied the strike yesterday and went back and were re-hired. About 300 workers stood outside the main gate of the plant in the morning. Police kept a low profile.

A spokesman for the plant said by lunch-time yesterday more than a quarter of the 4 000 workers had presented themselves for re-employment. The number was augmented by new work seekers.

Some 1 500 employees are currently engaged in pre-production procedures essential to start up the plant, Sigma's spokesman said.

Sigma's management was optimistic that normal production would resume shortly and the calm that prevailed throughout the strike would continue

The re-hiring yesterday proceeded smoothly and Sigma deployed extra staff to cope with the processing of all former employees without success. New work seekers and former employees were requested to present themselves later in the week.

Meanwhile, at a lively workers' meeting yesterday, speakers criticised workers who had gone back to work.

Another public meeting is to be held tomorrow to report back on negotiations between the National Union of Motor Assembly and Rubber Workers of South Africa. — DDC.

By NORMAN NGAKE

ABOUT 1 000 Sigma Motor Corporation workers decided at a meeting in Mamelodi yesterday that they would not return to work until their grievances had been met.

[illegible]

[illegible] wage of R[illegible] per hour against the current R1 [illegible] per hour.

One employee Paulos Mahlangu (24) was shot dead by a woman neighbour last Wednesday as workers were returning home after being fired for failure to comply with the firm's ultimatum to return to work or be fired.

A moment of silence was observed at the meeting in honour of Mr Mahlangu. Striking workers were asked to contribute generously towards the bereaved family to help them meet the funeral costs.

According to Mr Michael Mahlangu, elder brother of the deceased, Paulos's colleagues are rallying around the family rendering the assistance required.

Mr Mahlangu will be buried on Saturday at the Mamelodi cemetery.

Mr Mahlangu appealed to members of the community who would be attending the funeral to exercise some calm.

He said he was aware that people were angry with the untimely death of his brother but urged them not to allow their tempers to flare.

"Paulos was a kind and polite man who would not hurt a fly," mourners who converged on his home yesterday said.

The spokesman for Sigma said the company had to deploy extra resources to cope with work seekers and those who re-applied but could not cope and as a result others had to be told to return later in the week.

"Management is optimistic that normal production will resume shortly. The calm that has prevailed throughout the strike will continue," the spokesman said.

Asked whether the company considered aiding the bereaved family of their former employee the spokesman said he had not spoken to personnel department about that.

He said the existing Sigma wage agreement with its workers would expire in May and negotiations for the new agreement were underway when the strike started 12 days ago.

"The corporation will make announcements concerning new conditions of service for 1981/82 shortly," the spokesman said.

The striking workers have been given until Friday to re-apply.

A member of the Committee of 20 representing the strikers said pamphlets were distributed in the township urging people to pledge solidarity with strikers and not seek work at Sigma until the problem had been resolved.

Lay-off ending at Sigma plant

PRETORIA — Production at the Sigma Motor Corporation plant was due to start yesterday as the 13-day-old lay-off by workers was coming to an end, a company spokesman said

The workers employed on Tuesday had started pre-production procedures almost immediately

Of the 1 500 workers employed 1 000 were workers dismissed last week when they failed to respond to a management ultimatum to resume work.

The spokesman said the signing on of workers seeking re-engagement and of new work seekers had proceeded smoothly and there were no incidents

The spokesman said that by yesterday a total of 2 700 workers had been recruited by the plant

Of these, 1 700 were former employees applying for reinstatement, the rest were new workers, whose applications were still being processed.

The spokesman said Sigma was recruiting staff until the end of the week A number of job-seekers had to be turned away yesterday and told to return today

Meanwhile, in Geneva, the International Metalworkers Federation (IMF) said yesterday it had called on the Anglo American Corporation to increase the pay of workers at the Sigma plant and to recognise their union

An IMF statement said the federation's general secretary, Mr Herman Rebhan, cabled Mr Harry Oppenheimer, chief of Anglo American, to begin talks without preconditions with the representatives of the 4 000 workers who went on strike a week ago

The statement said the National Union of Motor Assembly and Rubber Workers of South Africa, to which most of the strikers belong, had already been recognised by other employers such as Ford and Volkswagen

"The Sigma workers are only asking what their fellow car workers have already achieved elsewhere in South Africa," explained the statement, saying the strikers received an hourly wage of only R1,04 compared to R1,60 paid to other workers

The Federation, which represents 13,5 million workers, denounced Sigma for dismissing the strikers and said that one of them, Mr Paulus Mahlangeu, "has already been shot dead in circumstances that remain unclear" — SAPA-AP

Anglo American edges into Sigma dispute

CT 22/4/81 (192) ~~(152)~~ ~~(140A)~~

By GORDON KLING

THE vast Anglo American Corporation yesterday edged into the labour dispute at its Sigma Motor subsidiary near Pretoria where about a quarter of the striking workers yesterday presented themselves for re-employment

About 4 000 workers were paid off last Wednesday for failing to return to work They yesterday voted at a mass meeting in Mamelodi to continue the strike until their demands were met for an across the board increase of R2 an hour and management recognition of a 20-man union committee

Sigma said the returning workers more than a quarter of those on strike were augmented by new men and about 1 500 employees are currently engaged in production procedures essential to the starting up of the plant

Management was optimistic that normal production would be assumed shortly

Sigma s wage agreement with its workers expired early in May and an announcement on the new agreement could be expected shortly

The national organizer of the National Union of Motor Assembly and Rubber Workers Mr L Kettledan yesterday said a statement had been expected from Anglo on the dispute "I can only say that we are very surprised that they have not commented on the situation "

In reaction, a spokesman for Anglo initially said the problem was being left with Sigma s management which would make any announcements regarding it 'We're a little removed from the whole thing and have no comment at this stage' he added

The spokesman later released a statement saying Anglo American has kept closely in touch with the management of Sigma throughout the events of the past few days As far as the corporation is aware, Sigma management is willing to talk with the union or anyone else seeking to represent Sigma employees about how the dispute may be ended and a return to work secured "

• In a rare move the Minister of Manpower Utilisation, Mr Fanie Botha has sent the Sigma motor company a message congratulating it on its handling of the strike at its Pretoria plant

According to a Sigma spokesman the minister congratulated the company on "keeping things low-key and handling the strike in a way which prevented it escalating'

A spokesman for Sigma said yesterday that the message from the minister had been a verbal one, conveyed through a third party

Sigma workers reapply for jobs

STAR 23/4/81

Labour Reporter

About 2 000 former Sigma workers agreed today to reapply for work while pay negotiations continue between management and their union

The 4 000 workers who went on strike over wage demands had been given until tomorrow to reapply without loss of service benefits

About 2 500 of the dismissed workers had been taken on again, said a spokesman for Sigma

New applicants had also been taken on.

At a meeting in Mamelodi this morning workers dropped their demand for reinstatement and agreed to return to work to give their union and workers' committee negotiating power.

The strikers had originally demanded a trebling of the hourly wage for new employees and recognition of their union — the National Union of Motor Assembly and Rubber Workers (Numarw).

Employment at the Sigma plant has been based on a first-come, first-served basis and there were fears that positions would be filled before former workers sought re-employment

Many of the new applicants are women because Sigma has an equal pay policy and women can work in most sections of the plant

Numarw now faces the problem of having to produce support from half of the Sigma workforce to obtain exclusive negotiating rights with management

● **Page 27: The great wage dispute.**

(192) STAR 23/4/81

The great wage dispute—but workers flock to sign at Sigma

By Tony Davis
Labour Reporter

Hundreds of men and women stand about in the hot sun with printed forms in their hands Some stand outside the massive gates while others queue inside

Across the street seven police vans are parked — one a "sneeze machine" — while a policeman in camouflage takes pictures of the crowd with a telephoto lens

Inside the sprawling Sigma Motor Corporation plant at Chrysler Park near Mamelodi close to 2 000 people are at work

Production got underway yesterday for the first time since the dispute started over a week ago

The work force of about 4 000 was dismissed after workers refused to comply with a management back-to-work order

The dispute began over wage increases and recognition of the National Union of Motor Assembly and Rubber Workers (Numarw) at the plant

Sigma management has now given dismissed employees until tomorrow morning to re-apply for their jobs and still receive their full service benefits Thereafter they will be treated as new applicants

The 2 000 workers in the plant are all former employees who were dismissed and who were accepted back on application

Another 1 000 new applicants are being taken on

Some of the new applicants are women Sigma has a policy of equal pay and women are allowed to do most of the jobs in the plant

Sigma has said the remaining positions at the plant will go on a first-come, first-served basis.

About half the work force has supported the position of Numarw not to return to work unless negotiations are reopened with management

A pamphlet campaign directed at Pretoria townships appealing for residents not to seek work at Sigma appears to have failed

There has been no need for the riot police presence at the plant as the situation has been quiet The only violent incident occurred last week when a dismissed worker, Mr Paulos Mahlangu, was shot dead by a motorist after her car was stoned by former Sigma workers near Mamelodi.

The Federation of South African Trade Unions has announced its support for Numarw and Numarw officials from Port Elizabeth have attended talks with management

At the time the dispute started management had been holding wage talks for 1981-82 with the executive liaison committee

Since the talks were disrupted, Sigma plans next week to announce its decision on wage increases

Sigma has also told Numarw it will make the union the sole bargaining workers body with management if it is able to show support from 50 percent of the work force

Last week the union provided evidence for over 40 percent support to management but now Numarw will have to prove worker support once again.

Sigma also reassured workers' fears that there would not be selective re-employment of workers

"Every employee received an invitation to re-apply for work last week when they were paid off," a company spokesman said "There will be no selective re-employment"

Management is unwilling to state losses sustained by the strike although production never completely came to a standstill, they said

The Sigma strike has been one of the longest disputes to date this year involving the largest number of workers and it remains to be seen whether the new wages announced by the company will stem further discontent

The Star's Geneva Correspondent reports that the International Metalworkers Federation said the Sigma strike is a challenge to Mr Harry Oppenheimer to prove the liberalism he has been preaching

The international trade union body responsible for car unions throughout the non communist world has called on Mr Oppenheimer to "put his policy decisions where his mouth has so often been in the past"

Mr Herman Rebhan general-secretary for the federation, said yesterday Anglo-American should recognise the National Union of Motor Assembly and Rubber Workers of South Africa and enter immediate negotiations

Referring to Mr Mahlangu he added: "Already one worker is dead and this strike has lasted a week because Oppenheimer allows his Sigma managers to operate a confrontation policy"

"I have cabled him asking that talks begin without preconditions.

"The Sigma workers are only asking what their fellow car workers have already achieved elsewhere in South Africa"

Anglo chief 23/4/81 (192)

African context must be expected, if history is our guide, to meet a similar fate — to the benefit of the *vorizampies*

Secondly, this process of reaction saw the formation of a white political bloc of monolithic proportions, with hitherto existing social divisions within the white community simply submerged. The formation of such a bloc has considerable importance, for it robs the established economic and political elites of any possibility of independent room for manoeuvre The result has been, even though all of these societies have been full-bloodedly capitalist, that the business elites which one would normally expect to be predominant have been rendered virtually impotent These elites tend to include most of those whites who have a long-term interest in 'reform' — who have made investments they wish to protect and who have the economic power to immunise themselves against the consequences of all but the most dramatic social changes The formation of this solidary white bloc neutralises them almost completely This stage was reached long ago in Rhodesia and is already a long way towards completion in South Africa As the bloc solidifies further there — and it seems likely to — the somewhat extravagant hopes placed in the liberal intentions of *verligte* businessmen (merely on the peculiar grounds that they

white regimes of Africa All of them were colonies, which South Africa, in any meaningful sense of the word, is not Ultimately the transition to black majority rule in colonies settled by whites took place, as we have seen, after a period of armed black insurrection At a certain point the whites within the colonies required the metropolitan army to protect them, for they could no longer secure their safety by their own efforts alone The war for black majority rule continued but, in order to win, the guerrillas did not need to achieve military victory All the insurgents had to do was to make it clear to the colonial power that it was fighting an endless and unwinnable war Sooner or later, the colonial power decided to cut its losses At this point the colonial power was faced with the (unpleasant) necessity of making the local white population swallow the prospect of black majority rule which it had resisted so mightily. In every case the local whites reacted with bitter hostility against the decolonising power (even Iarpching the OAS in Algeria) Their cause was a lost one, however, because the colonial power had acquired a crucial leverage through its provision of military protection In the last analysis it could threaten to deprive the local whites of their only possible safeguard against an indigenous rebellion they could not

Argus 23/4/8

Sigma strike — challenge to Mr O

(172)

Argus Correspondent

GENEVA — The strike at the Sigma motor plant in Pretoria is a challenge to Mr Harry Oppenheimer to prove the liberalism he has been preaching, according to the International Metalworkers' Federation here.

The international trade union body, responsible for car unions throughout the non-communist world has called on Mr Oppenheimer to put his policy decisions where his mouth has so often been in the past.

The strike involves 4 000 black workers claiming parity with other car workers in South Africa who are paid R1 60 an hour. The Sigma plant pays R1 04 an hour.

RECOGNISE

Mr Herman Rebhan, general secretary for the Geneva based federation, said yesterday Anglo-American should recognise the National Union of Motor Assembly and Rubber Workers of South Africa and enter immediate negotiations.

Referring to Mr Paulus Mahlangu shot dead in circumstances that are still unclear, he added: 'Already one worker is dead and this strike has lasted a week because Oppenheimer allows his Sigma managers to operate a confrontation policy.

'I have cabled him asking that talks begin without preconditions. The Sigma workers are only asking what their fellow car workers have already achieved elsewhere in South Africa.

'If he prevaricates, he will expose his claims to be a liberal employer as being totally hollow.'

Sigma workers call off strike

[illegible]

[illegible]

They were persuaded to do so at a joint meeting of Motor Assemblies and Allied Workers Union [illegible] with Sigma management [illegible]

The strikers accepted at the Mamelodi stadium [illegible] representatives of the union had been told management their conditions for returning to work.

The conditions were that management recognises the union as their sole negotiating body, the union be allowed time during working hours to report progress to the workers during negotiations; negotiations for the two issues (working conditions and increased wages) must be finalised within a limited period and no worker should be victimised on return to work.

Mr Taffy Adler, Transvaal secretary of Fosatu, told strikers at the lunch time meeting report back that they had proved to Sigma they were a force to reckon with

Mr Adler, who came from Port Elizabeth to address the strikers, said they had the support of more than 15 000 members of Fosatu in the region who watched Sigma's development with keen interest.

He said that Fosatu offered condolences to Paulos Mahlangu's bereaved family and that the organisation would send a donation as well as a speaker to represent it at the striker's funeral on Saturday

Mr Mahlangu who was shot [illegible] after [illegible] week, will be buried at the Mamelodi Cemetery on Saturday

In a joint statement between the union and Sigma's management [illegible] yesterday, Mr [illegible] Shirley, spokesman for the company said after [illegible] the negotiations the union had agreed to recommend that strikers still on strike should be reinstated

Mr Shirley said that once workers had returned to work and employee strength had been restored to the level at the time of the strike, the union's membership would be assessed in the light of existing recognition agreement.

He said that after proving that the union represented 50 percent or more of the labour force then negotiations would start

Mr Shirley said a large group of the striking workers were at the factory applying for reinstatement and that it was evident the strike was over

Sigma switches on as strikers return

Labour Reporter

Production was back to normal today at the Sigma Motor Corporation plant near Mamelodi, a company spokesman said

Workers decided to end their pay strike and return to work during a meeting yesterday

A Sigma spokesman said that many of the 2 000 who applied to get their jobs back were seen yesterday, but there were still about 500 to 600 outside the plant today

Management had given workers until 10 am today to reapply for jobs

The National Union of Motor Assembly and Rubber Workers (Numarw), which represented strikers, was recruiting members yesterday and today

If Numarw can gain at least 50 percent support of the Sigma work force, the company will negotiate with it over conditions and pay.

PROF. Z.S.A. GURZYNSKI
DIRECTOR : SCHOOL OF ECONOMICS

24

	Weight
A) From the Honours course in Economics:	
1) South African Economic Problems (compulsory)	1
2) "Mini thesis" (long essay) compulsory	1
3) 2½ options	
(a) Urban and Regional Economics	½
(b) Income Distribution	½
(c) Monetary Economics or Capital Theory Debates	½
Total	3½
B) From the C.T.A. courses:	
1) The full final year of C.T.A. courses	1½
Total for the degree	5

Examinations will be held within the framework of Honours and C.T.A. examinations. The degree will be awarded in the Faculty of Commerce.

I trust that this will be found advantageous to students and to the University.

Yours sincerely,

CT 24/4/81

Worker strike at Sigma plant ends

Own Correspondent

JOHANNESBURG — The two-week strike at Sigma motor corporation's Pretoria plant ended yesterday

Management and representatives of the National Union of Motor Assembly and Rubber Workers yesterday hammered out an agreement which is expected to lead to full wage negotiations between Sigma and the union early next week

Yesterday afternoon, the 2 000-odd workers who had remained on strike streamed back to the plant singing freedom songs after voting to accept the agreement

Although Sigma has maintained its stance of not negotiating with the union until it represents a majority of its workforce it is understood that the union is likely to represent this number by Monday, when negotiations are scheduled to begin

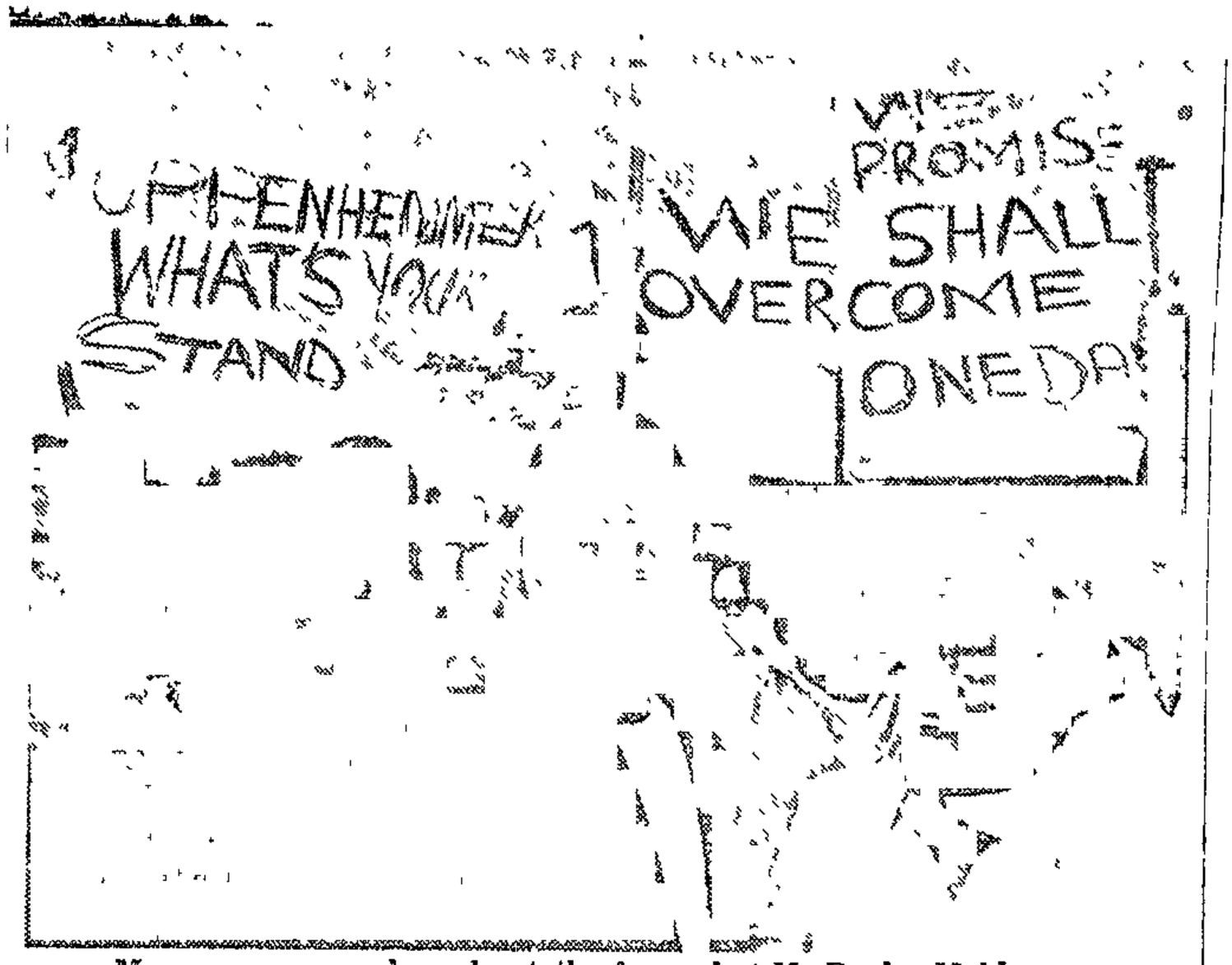
Most of the strikers will be re-employed, although some may lose their jobs A company spokesman said some new workseekers had been taken on during the strike who would not be dismissed

It is understood, however, that re-employment of strikers will not be affected by their role in the strike

The Sigma spokesman said strikers' applications for reinstatement were already being processed Recruitment of new workers had stopped the moment the agreement became effective

A joint statement by Sigma and NUMARW yesterday said the union had agreed to recommend that strikers seek reinstatement It added that a recognition agreement between the two parties had been in force since last August

"It now appears that the union is approaching the required 50 percent membership among Sigma s eligible workers to establish itself as the sole organization representing workers in negotiations with management "



Mourners carry placards at the funeral of Mr Paulos Mahlangu.

STAR 27/4/81 (192)

Shot Sigma striker buried

Mr Paulos Mahlangu, shot during a disturbance following the wage dispute between the Sigma Motor Company and its workers, was buried at the weekend in an emotion-charged ceremony.

Mr Mahlangu, of Mamelodi, was shot by a woman who worked for Sigma, when her car was stoned

The chanting of freedom songs and shouting of slogans characterised the funeral, according to eyewitnesses.

"I did not see a policeman in sight They kept a low profile," said one of the mourners The grave at the Mamelodi Cemetery, was only metres away from Mr Mahlangu's namesake, Solomon, who was hanged for his part in the Goch Street killings in Johannesburg

The ululating crowd, singing freedom songs and shouting slogans made its way towards the cemetery on foot—a departure from township tradition where buses are hired to take the mourners to and from the service There were no incidents reported.

Union gets recognition at Sigma

Gov 28/4/81

Labour Reporter

The Sigma Motor Corporation near Mamelodi announced today that it has recognised the National Union of Motor Assembly and Rubber Workers (Numarw).

The company agreed to recognise the union after it had attained 50 percent representation among the work force, a spokesman said.

Wage talks are expected to be pursued during the week with an initial meeting being held between Sigma and Numarw later today The strike earlier this month had started over wage demands and a call to recognise Numarw.

It is believed that several hundred of the 4 000 Sigma workers dismissed during the strike were not re-employed last week because vacancies were filled by new applicants

DD 28/4/81 (142) (152)

Sacked Sigma committee to ask for jobs back

JOHANNESBURG — Eighteen members of the Committee of Twenty at Sigma motor assembly plant in Pretoria who were among those paid off after the 15 day strike at the plant are to appeal to the Anglo American Corporation for reinstatement

Anglo American has substantial interests in Sigma

The Committee of Twenty, elected by more than 2 000 Sigma workers at a meeting on April 8, was in the forefront during the strike of more than 4 000 workers at the plant

Mr Dontsi Khumalo, the spokesman of the committee, said the action against the 18 was "pure victimisation"

According to Mr Khumalo some of the committee members were bluntly told that their services were no longer needed

The strike was called off after talks between representatives of the National Union Motor Assembly and Rubber Workers of South Africa (NUMARW) and Sigma management

Last Friday a Sigma spokesman said the factory did not guarantee that all the striking workers could be taken back

By late yesterday it had not yet been established whether or not NUMARW, now represented a majority of Sigma workers

No negotiations between the company and NUMARW have, therefore, taken place yet

In an agreement which ended the strike, Sigma said it would negotiate this year's wage increases with the union if it had obtained majority membership at the plant — DDC

Nov 1980 + FEB 1981 EXAMINATIONS, continued

COURSE DESCRIPTION	EXAMINATION RESULT SUMMARY AS AT 26 02 81 1	2+	2-	3	F	F/S	DPR	ABS	AB/S	PASS	UP	3NX	0/S	TOTAL	% PASS
2CC223 BUSINESS SCIENCE II	1	1	46	29	2	2	0	0	0	1	0	0	0	0	
2CC225 PRINCIPLES OF FINANCE-1/2 COURSE	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
2CC226 APPLIED BUS STATISTICS I	9	9	29	14	7	0	0	0	0	0	0	0	0	0	
2CC232 ECONOMIC STATISTICS	0	1	9	7	0	0	0	0	0	0	0	0	0	0	
2CC233 COMP. I & ANNUIT CERTAIN	7	4	3	5	3	0	0	0	0	0	0	0	0	0	
2CC234 PERSONNEL MANAGEMENT I	0	1	6	10	2	0	0	0	0	0	0	0	0	0	
2CC235 MARKETING I	1	1	16	3	1	0	0	0	0	0	0	0	0	0	
2CC236 BUSINESS SCIENCE III	4	6	24	21	3	0	0	0	0	0	0	0	0	0	
2CC238 BUSINESS FINANCE I	0	0	10	5	0	0	0	0	0	0	0	0	0	0	
2CC239 BUSINESS FINANCE II	1	4	8	0	0	0	0	0	0	0	0	0	0	0	
2CC241 MARKETING II	4	1	4	5	5	0	0	0	0	0	0	0	0	0	
2CC242 ACTUARIAL SCIENCE I	1	4	5	6	3	0	0	0	0	0	0	0	0	0	
2CC243 ACTUARIAL SCIENCE II	0	0	7	7	0	0	0	0	0	0	0	0	0	0	
2CC249 PERSONNEL MANAGEMENT II	0	2	4	3	0	0	0	0	0	0	0	0	0	0	
2CC412 BUSINESS FINANCE - PRE 1978	1	0	3	2	0	0	0	0	0	0	0	0	0	0	
2CC413 APPLIED BUS STATISTICS II	0	3	8	10	19	0	0	0	0	0	0	0	0	0	
2CC415 BUS 2-1 INDUSTRY MANAGEMENT -3	3	8	23	1	0	0	0	0	0	0	0	0	0	0	
2CC422 BUSINESS POLICY I	1	7	18	9	0	0	0	0	0	0	0	0	0	0	
2CC423 BUSINESS POLICY II	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
2CC521 BUSINESS SCIENCE MASTERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2CC522 BUSINESS SCIENCE PH.D.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2CC721 ADV. DIP BUS ADMIN (FULL TIME)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2CC722 ADV.-DIP BUS ADM(P/TIME)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2CC811 MASTER OF BUS. ADMIN (FULL TIME)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2CC814 MASTER OF BUSINESS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2CC824 MANAGEMENT TECHNICIST (CAP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2U3901 BUSINESS ADMIN PH.D.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
* COMERCE	174	229	983	1523	977	0	0	0	0	0	0	0	0	0	
3															

Sigma 18 fired

SIGMA Motor Assembly Corporation yesterday could not confirm the dismissal of 18 members of the committee of 20 workers who had acted as intermediaries between management and workers during the strike.

According to a committee member, on Friday during processing of returned strikers it was discovered that only two committee members were among those reinstated.

Mr Leon Shirley, public relations manager of Sigma, said yesterday that in compliance with an agreement between management and the National Union of Motor Assembly and Rubber Workers, he could not comment until a joint statement was released.

But he conceded that several hundred of the more than 4000 workers who had been on strike for the past two weeks have not been reinstated.

He said the company reserved the right to retain some of the newly employed people who applied for jobs while the strike was on.

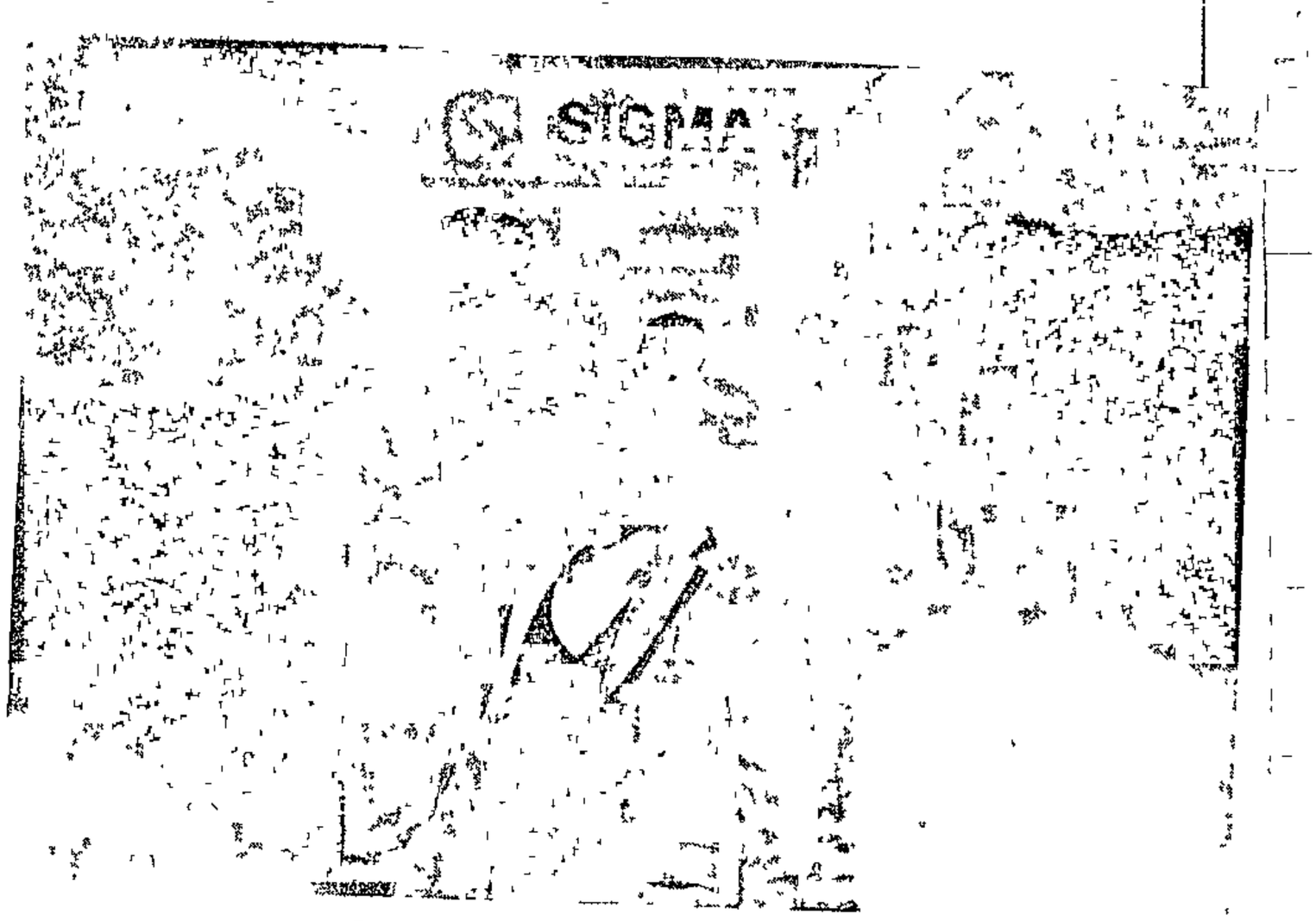
Sigma employees had downed tools earlier this month in demand for increased wages.

Management had refused to bow down to their demands and maintained that negotiations for the 1981/82 wage structure was still under discussion when the strike broke out.

UNIONS 2 FM 24/4/81

Talks at Sigma

(11.0a) (192) (182)



Scene at Sigma . . . lines kept open

The talks deadlock that threatened to prolong the Sigma strike was finally broken on Wednesday Representatives of the National Union of Motor Assembly Workers of SA (Numawosa) and management met to thrash out a solution Discussions were still in progress as the *FM* went to press

The company's production was brought to a standstill two weeks ago when 4 000 workers downed tools over wage demands and service conditions. On Wednesday Sigma reported that its operations were back to normal, but that normal production was not yet underway. However, a spokesman said signs "were hopeful" that production would be back to normal by the end of the week

At a meeting of 3 000 workers in Mamelodi on Tuesday morning, workers decided they would not apply for re-employment and that they would only return to work after management had met their R3 an hour minimum wage demand But on Wednesday the company said more than half the workforce had re-applied for work and that 1 000 new employees had been signed on The company says it would re-employ workers without loss of service benefits if they applied for their jobs before Friday However, the company says it will re-employ "selectively" — a move strongly criticised by workers Numawosa has called on the company to reinstate all workers instead of having them re-apply for their jobs

Negotiations broke down last week when the union was unable to prove it had 50% representation at the factory — the percentage needed in terms of the agreement signed with Sigma to enable it to represent the workers. The company said it could not negotiate with an elected committee of 22, as it did not know who the body represented

The deadlock was broken on Tuesday when Bernard Ndlazi, leader of the Mamelodi Community Council, intervened and persuaded management and the union to resume discussions. Ndlazi, who has had no previous union experience, says he was acting as a mediator as he felt the issues needed to be thrashed out

A Sigma spokesman says the company will shortly make an announcement about service conditions and a new wage agreement for 1981/82. Negotiations between management and the liaison committee were underway when the workers downed tools The spokesman says that if the workers return, the company will negotiate with anybody elected by them However, if they fail to return by Friday, Sigma will unilaterally announce new wage and service conditions The workers were due to meet on Thursday for a report-back from the union

□ In an unprecedented step this week, Sigma received a congratulatory message from the Minister of Manpower Utilisation, Fanie Botha, "by word of mouth" A company spokesman says the minister praised the company for pursuing a "sensible course" and for keeping negotiations open.

RDM 29/4/81

Sigma hit an unexpected bump in union's road

(192) (140)

By STEVEN FRIEDMAN
Labour Reporter

NEGOTIATIONS between the Sigma Motor Corporation and trade union representatives have hit an unexpected snag — despite Sigma's decision yesterday to recognise the National Union of Motor Assembly and Rubber Workers

Yesterday Sigma announced that the NUMARW had achieved sufficient membership at the plant to qualify for recognition and that wage negotiations between it and the union would commence

In terms of the agreement, which ended the strike at Sigma, the company said it would negotiate with the union on wages if it found that it now represented a worker majority

However, a union spokesman, Mr Martin Ndaba, said yesterday it was by no means certain that union representatives would attend the talks — scheduled to begin this afternoon

He said 17 members of the "committee of 20" elected by union members before the strike had been dismissed by the company and would be unable to take part in the talks

He said the committee was the "obvious" group to take part in negotiations with management Union officials would meet the committee to decide whether to attend today s talks, Mr Ndaba said

"A union is composed of workers, not officials, and we may decide that only the committee elected by the workers should negotiate with management"

Mr Ndaba added that, whatever the union's decision, negotiators would request the reinstatement of the committee of 20 members before talks began

Sigma however, still expect talks to begin today

A company statement says that "the corporation and the union have set into motion those processes which will enable them to meet on a regular basis to finalise negotiations as soon as possible"

It added that arrangements were being made to set up the first meeting

The company's statement said this had followed a count of union membership among workers re-employed after the strike and back in employment on Monday

Part of the agreement that ended the strike was that the company would assess union membership in this way before opening negotiations

The statement said that this count revealed "that the union has achieved sufficient membership to be recognised for negotiating conditions of service for 1981/82"

Meanwhile 17 members of the "Committee of Twenty", who were among those paid off after the strike, are to appeal to the Anglo American Corporation for re-instatement

Mr Dontsi Khumalo, spokesman of the committee said the action against the 18 was "pure victimisation"

According to Mr Khumalo, some of the committee members were bluntly told that their services were no longer needed

"We now want to contact the Anglo America Corporation to put our case to them about the victimisation," he added

Mr G Puttick (Acc)
Mr P Smith (Acc)
Mr T G Thomson (Bus.Sc.)
Mr E O Uliana (Acc)
Mr M C Vorster (G.S.B.)
Mr R Young (Acc)

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Division of Economics	Mr B S Kantor	Mr D Rees

Sigma strike ends

DD 24/4/81

JOHANNESBURG — The two week-long strike at the Sigma motor corporation's Pretoria plant ended yesterday

Management and representatives of the National Union of Motor Assembly and Rubber Workers yesterday hammered out an agreement which seems likely to lead to full wage negotiations between Sigma and the union early next week

Yesterday afternoon, the 2 000-odd workers who had remained on strike streamed back to the plant after voting to accept the agreement

Although Sigma has maintained its stance of not negotiating with the union until it represents a majority of the workforce, the union is likely to represent this number by Monday, when negotiations are scheduled to begin

A Sigma spokesman said yesterday that more than 50 per cent — about 2 500 — workers had already been re-employed — DDC

Argus 29/4/81

We've been victimised —union leader

Argus Correspondent

JOHANNESBURG — Sigma Motor Corporation has been accused of victimising union leaders.

A spokesman for the National Union of Motor Assembly and Rubber Workers (Numarw) said Sigma has not rehired most of the union representatives.

Only two of the 'Committee of 20' had been re-employed at the plant.

The committee has held wage talks with Sigma since the strike began this month.

Sigma gave the strikers until last Friday to reapply for jobs. However, others had been taken on.

At least 200 former employees were not re-employed according to sources.

Production at Sigma returned to normal late last week as most of the strikers met the re-employment deadline.

It would be otiose to document the above position exhaustively. In all non-colonial societies the capitalist economic system has grown out of a previous system in which nearly all individuals had some form of direct access to the means of production, whether as serfs, as yeomen with certain rights to the use of commonage, or as tenant-farmers with traditional rights. However limited these traditional rights, they had to be destroyed by actions which were, in the broad sense, political, and a new legal system had to replace the old.

Thus, to imply that there are two distinct types of economy is slightly misleading. Instead there is probably some kind of continuum, which possibly also represents an historical trajectory (although almost certainly not a 'smooth' trajectory). This continuum does not represent the move from a purely 'politically' created labour supply to a purely market-induced labour supply. Rather it represents changing forms of the political parameters. This could represent a process of institutionalisation in which direct coercion or violence is gradually replaced by socialisation, manipulation of needs, and other more indirect forms of control. Or it could represent a process in which the actual relations are changed by the use of power on the part of those who do not initially have control over the means of production in order, by reform or revolution, to change the politico-legal parameters in their favour. At one end of the theoretical continuum lies some form of slave society. At the other end lies an ideal-type socialist society, in which the labour market has been entirely replaced by some system in which labour is no longer a priced commodity. Whether or not that point can be reached is a matter of debate into which we need not enter here. But short of that point there is necessarily some system which maintains necessity for some people to sell their labour to other people who do not have to sell their labour.

Given that it may not be helpful to ask whether a particular society has a market economy or a labour repressive economy, we should ask instead possibly how the worker group was initially created as a labour force, how and to what extent the power relationships embodied in that process were institutionalised, and to what extent the working class has managed to bring about changes in those power relationships and their institutionalised expression in the politico-legal system. We can then understand the nature of the politico-legal parameters within which the market laws of supply and demand currently operate. The study of the historical development of these parameters will also shed light on the motivations and interests of the various social groups.

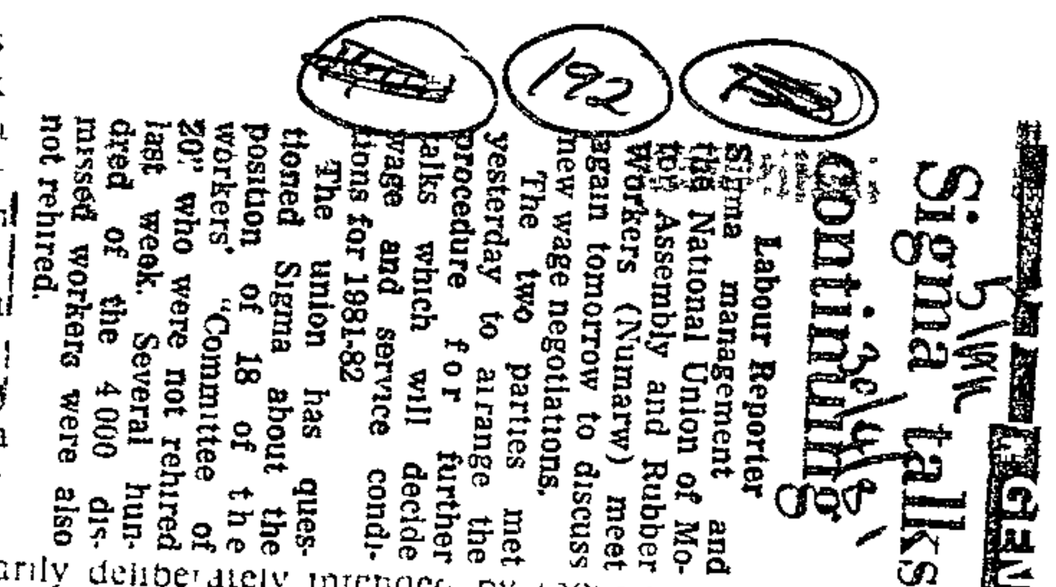
4. Questions regarding the historical emergence of the labour force and subsequent development

In the light of the preceding analysis, the following questions are suggestive:

(*a*) Until about 1860 South Africa, with the exception of some coastal areas in the western and eastern Cape, was predominantly a society of subsistence agriculturalists and pastoralists. There was a limited amount of wage labour but nearly everybody had some form of direct access to the means of production. How, then, was a labour supply, and hence a labour market created?

(*b*) In whose interest was this labour supply created, and what structural relations between classes resulted from this particular mode of emergence of a supply of wage-labourers? How and to what extent were these relations institutionalised?

(*c*) How has economic growth affected the structural relations between these groups? What new groups has it brought into being? How has it affected the sources of power of each of these groups? How has it affected the attitudes and the real and experienced interests of members of each of these groups? What structural tensions have thereby been introduced into the system, and to what extent and how have these structural tensions been resolved?



Sigma talks continuing

Labour Reporter

Sigma management and the National Union of Mineworkers (Numarw) meet again tomorrow to discuss new wage negotiations.

The two parties met yesterday to arrange the procedure for further talks which will decide wage and service conditions for 1981-82.

The union has questioned Sigma about the position of 18 of the workers' "Committee of 20" who were not rehired last week. Several hundred of the 4 000 dismissed workers were also not rehired.

If we approach the problem in this
is part of a dynamic process and
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4.1 The creation of a labour supply

In using the phrase 'creation of a
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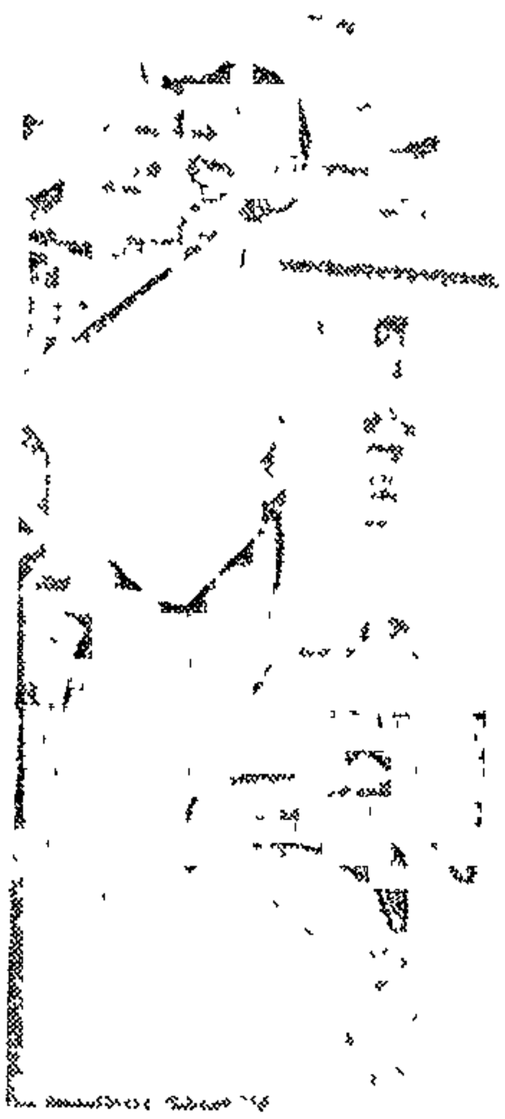
not all consequences were necessarily deliberately intended by those in power (although some undoubtedly were). In other words, we do not assume a conscious and coherent 'conspiracy' of settlers against indigenous peoples, or Whites against Blacks, the assumption, rather, is that similar interests tend to produce similar responses without there necessarily being collusion.

The original conquest played a major role. It severely limited the amount of land available to Africans. Many Africans became designated as 'squatters' on White-owned land, and so were available either as agricultural labour, or, later, could be expelled entirely from the land, either by legislation to satisfy the growing need for urban workers, or else immediately by the landowners when the growing market for agricultural produce made it more profitable to farm more intensively. Although African workers were available in some areas of the country for wage-labour from the 1860's it may well be that at this stage, land shortage was



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t to persuade his pet through
a chunk of ham —Sapa AP

Sigma accepts union for workers

Argus Correspondent

PRETORIA — The National Union of Motor Assembly and Rubber Workers of South Africa has been recognised as the negotiating body for conditions of service for Pretoria's Sigma workers for 1981-82

A Sigma spokesman said today that in terms of the agreement reached between the Sigma Motor Corporation and the union a count was made of employees back in employment yesterday and of union membership

FIRST MEETING

Since this has revealed that the union has achieved sufficient members to be recognised for the purposes of negotiating service conditions for 1981-82, the corporation and the union have set into motion those processes which will enable them to meet on a regular basis to complete negotiations as soon as possible

Arrangements are being made to set up the first meeting today,' he said

The spokesman said production was back to normal after 4 000 striking workers were dismissed about two weeks ago, crippling the plant for about 13 days

Sigma talks likely to abort

By NORMAN NGALI

THE expulsion of 18 members of the committee of 20 Sigma Motor Corporation workers is likely to abort talks between the company and the now recognised union

The negotiations between Sigma and the National Union of Motor Assembly and Rubber Workers (NUMARW) started yesterday within the company premises near Mamelodi

The talks were initiated after Sigma management had satisfied itself that NUMARW represented more than half the staff of workers in the plant in accordance with the Industrial Act

The 18 expelled workers have not been included in the negotiating team despite the fact that they were registered members of the union

A spokesman for the committee said yesterday that in fact they were the legitimate representatives to sit at the negotiating table with management

He said his committee had acted on behalf of the strikers during the strike and that it was the committee which had successfully persuaded workers to return to the plant for re-instatement

He said management could not argue that it was not recognising them because Sigma did negotiate with the 18 between April 15 and 23 when all striking workers were regarded as fired

A general meeting of Sigma workers was held last night at Mamelodi community centre to discuss among other issues the dismissal of several workers whose positions were filled by new employees during the strike

She subsequently died in hospital ; post-mortem examination revealed a haemorrhage of a pontine artery as the cause of death.* The other patient admitted was a man who was discovered to have taken an overdose of chlorpromazine - apparently prescribed elsewhere for treatment of his paranoid schizophrenia. After resuscitation he was transferred to the mental hospital.

The third patient with severe clouding was a man who only responded to painful stimuli in an unco-ordinated way. He was admitted directly to the mental hospital as there was a clear history of violent behaviour following a bout of heavy drinking.

c) Minimal to Slight Clouding of consciousness

This sign was observed in 5 patients; all were admitted to the mental hospital.

d) Excited, Overactive Behaviour.

There were 5 patients who presented in this way. Three also showed moderately severe thought disorder and were admitted ; the remaining 2 were treated as out-patients and one was much better at the 2 week follow up but the other had refused her medication and had to be admitted.

e) Psychomotor Retardation.

There were 3 patients in this category ; one with evidence of mild thought disorder was admitted whilst the other two were treated as out-patients. Unfortunately both defaulted.

ii) Causative factors

The putative causes of the acute disturbances were classified as follows:-

Alcohol, 11 patients; Cannabis (dagga), one patient, a combination of alcohol and dagga, 2 patients; post-traumatic (fractured skull), 1 patient; postoperative (exploration of maxillary antrum), 1 patient; a combination of dagga, benzene and thinners, 1 patient; unknown, 4 patients.

/...8

*Post-mortem findings:-
1. Thrombosis of the R. middle cerebral artery
2. Pontine haemorrhage
3. R. upper middle lobe lung abscess

iii) Outcome.

Altogether 11 patients were sent for admission to the mental hospital but one never arrived. Two other patients were subsequently classified as schizophrenic and one epileptic, whilst two patients originally classified as schizophrenic were subsequently classified as suffering from an acute brain syndrome, resulting in a net loss of 2 and leaving 9 in hospital. One of these 9 patients died from pulmonary oedema after 11 days in hospital.

Clearly the differentiation between schizophrenia and acute brain syndrome is not always easy and mistakes can be made in either direction. However the separation after a period of observation in hospital was thought to be fairly reliable. On 2nd of June (ie after 4 months follow-up) two of [illegible] patients admitted [illegible] were [illegible]

RDM 30/4/8

Sigma talks to union

Labour Reporter

NEGOTIATIONS between the Sigma motor corporation and the National Union of Motor Assembly and Rubber Workers got under way yesterday, despite fears that the dismissal of worker representatives could delay them

Union spokesman said on Tuesday that they were considering not attending negotiations because 17 members of the worker "committee of 20" elected before the strike had been dismissed and could not attend the talks

Yesterday, however, a union spokesman, Mr Martin Ndaba, said the union had decided to attend the negotiations

He said it had done so after management agreed that the three "committee of 20" representatives still employed by Sigma could take part in negotiations

By late yesterday afternoon, negotiations between the two parties were under way

Before the talks began yesterday, Mr Ndaba reiterated the union's view that the dismissal of "committee of 20" members was "the priority issue" and that union delegates would ask that it be resolved before wage bargaining began

significant ($X = 10.4$, $P < 0.01$, I.D.F.). This suggests that two illnesses with differing natural histories were separated.

3. Depression

A factor analytical study of depression in Africans and European Cultures suggested that the illness in African cultures is characterized by the presence of depressed mood, somatic symptoms and motor retardation (Binitie 1975)(24). Consequently the diagnosis of depression in the present study, as in a previous survey (Buchan 1969)(25) rested upon the finding of subjective and/or objective evidence of depressed mood.

/...9

UITENHAGE

Motoring on

FM 1/5/81 (192)

Uitenhage, the motor manufacturing town of the eastern Cape, is going into overdrive

The current 334ha spread of industrial land is being extended across the Kruis River to add a further 450ha (135%) to the town's industrial land holdings in the Jachtvlakte township

That should be enough to get on with, but Town Clerk Barry Erasmus says there's room for even more expansion Volkswagen has stepped in and bagged 110ha and several smaller industries are negotiating

Some have already signed up, but the town is buzzing with rumours that another "big fish" is nibbling and several of the smaller fry are awaiting the outcome before committing themselves

Erasmus confirms that a major industry is talking to the council, but he says he can't disclose the name at this stage

Consolidation and subdivision at Jachtvlakte will enable purchasers to adapt stand sizes to their needs But there's an unwritten understanding in the council that erven should be a minimum of 5ha

The majority of stands will be rail-served to order and the programme will take about two years Electricity and water are already on tap

Bargain hunters are in for a field day because asking price barely covers original land cost Prices are based on a sliding scale ranging from R5 685/ha for 5ha sites, dropping to R2 865/ha for parcels of 40ha and more By way of comparison, the last rail-served stand in Durban s Prospecton went for R306 000/ha a few months ago

Yet, the council is understandably choosey about who it sells to Policy is to select concerns to provide the best industrial mix And, long term, the local authority is banking on seeing its money back through rates and services income

Several factors have contributed to the quickening pace Major among them, of course, has been the all-round demand for more manufacturing capacity But location is another strong point Uitenhage is connected by a good road and rail system to Port Elizabeth and, an important bonus for the motor manufacturers in particular, it lies outside the coastal rust-belt

Labour is on call in the adjacent black and coloured townships which have a combined population of over 100 000 in the central area alone

Regional training facilities are available in the Goodyear/Volkswagen centre in Uitenhage itself and additional instruction is on offer in PE

Hardly surprising, therefore, that first-leaguers like VW and Goodyear are committed to the town in a big way Other household names include SKF, Bosal, Borg Warner, SA Bata and Union Cotton Mills Now there's at least one other major waiting in the wings

Uitenhage, of course, has been a go-go town for years But a big new development push is on the way and names should be announced soon Stay tuned

Sigma workers and negotiations

By NORMAN NGALE

MORE than 2 000 Sigma employees decided at a meeting in Pinetown on Wednesday night that the "committee of 20" must be reinstated before negotiations with management over their recent strike could begin.

The meeting was the first report back on the progress made towards the workers demands since the workers returned to work last week.

This resolution was passed after it was discovered that at an earlier meeting Sigma management had entered negotiations with officials of the National Union of Motor Assembly and Rubber Workers (NUMARW).

During this meeting, according to a speaker at the workers meeting, reference on the plight of members of the committee sacked by the company following the strike was not discussed.

The workers made their stand clear that they recognised the committee members who are also members of the union as the rightful representatives of the workers.

Sigma management entered into talks on the working conditions and wage dispute on the plant with the union officials on Wednesday afternoon after it became convinced the union represented most Sigma workers.

Most workers at the meeting had expressed anger that none of the union officials selected for the wage dispute talks with management was employed by the firm.

The officials in Pretoria who are involved in the talks had been mandated prior to the Wednesday meeting not to enter into talks until the positions of the fired committee members had been settled.

Due to the agreement entered into between Sigma management and the NUMARW officials not to release any statement to the Press unless it was a joint statement, it was difficult to establish whether this issue was discussed.

Mr Leon Shirley publicity manager of the company whose office had been authorised to issue such statements, refused to comment yesterday on the workers' stand.

Mr Shirley said his management and the union had agreed that no statement would be released until after their second round of talks scheduled for today.

W Cape awaits Leyland merger

STAR 1/5/81

A2

Own Correspondent

CAPE TOWN — A massive injection of capital — probably more than R15-million — is likely to come to the Western Cape in terms of a contract being discussed by Leyland South Africa and Renault of France for Leyland to make Renault cars in South Africa.

Leyland are not willing to discuss the contract but I understand that it will be to make a big Renault, probably the successor to the 1,7 litre Renault 18 which will be built with tooling supplied by Japan Other parts — probably injection-moulded, plastic body items — will be imported from Britain. The car would be on sale late in 1982

The Renault Five, the only model being manufactured in South Africa, is produced by Motor Assemblies in Durban, where they also turn out Toyotas

The plant would continue, however, to build the Five for the rest of its model life but does not have the capacity to take on Leyland On the other hand, in spite of its open-ended contract to build Sigma commercial vehicles, the plant still has spare capacity at its Cape plants and is easily able to take over the making of the bigger Renault which would increase its own profit and provide more job opportunities in the Western Cape.

Wm Hunt in big league after 166% surge to R8,1m

RDM 2/5/81

By DAVID CARTE
Deputy Financial Editor

THE increased stake in booming General Tire and better profits in motors and farm machinery enabled Williams, Hunt to treble pre-tax profit in the year to February.

The company reached the big league among pre-tax profit makers with a 223% pre-tax surge in profit to R24 250 000 Taxed attributable profit soared by 166% to R8 172 000

Earnings a share improved in line to 91c (1980 34,1c) A final dividend of 10c has been declared, making 19c for the year, and a 73% improvement on 1980's 11c

Although its earnings were only 46% better than last year's, General Tire's contribution to earnings surged 129% from R2 047 000 to about R4 685 000, or 60% of the group total, thanks to the increased stake in this 40% held subsidiary

It is a subsidiary and is consolidated because Williams, Hunt has 50% of the voting shares

Because Gentire retains most of its earnings — the dividend is covered roughly six times — dividends from this source were a less impressive R780 000 odd

This and the need to retain earnings to finance increased motor, farm machinery, textiles and EW Tarry business explain why Williams, Hunt's cover is so high at more than 5.

The tax rate fell from 45% to 36%, but because Gentire is a subsidiary and no longer an associate, associate earnings fell 66% to R519 000 Minorities roughly trebled to R8 254 000, leaving an attributable R7 862 000

The group reports an extraordinary profit of R310 000 on the sale of property.

The chairman, Dr H Khazam, told me all divisions, except the fledgling textiles division which was "just getting started", did well last year

He defended dividend cover, saying roughly R5-million had been spent on machinery and a like amount on properties in General Tire Tyre stocks at the yearend were low and it would require a few more millions to bring these up to required levels

He expected farm-machinery trading to slow after an exceptional 1981

"Farmers had an excellent season and many bought additional units ahead of the opening of Atlantis Diesel Engines and for tax reasons"

The motor companies had done well in a generally buoyant climate and on the strength of General Motors revival Restricted supplies of vehicles had been a problem Dr Khazam said this could improve, but this was not entirely favourable as it could make the industry more competitive

Tarry continued to prosper in industry, civil engineering and at Sasol

COMMENT· At 280c, the share yields 6,8%, which sounds thin because of generally dimmer prospects in Gentire, motors and farm machinery. But the cover, the strong balance sheet and the track record more than justify the thin yield.

Sigma talks with union begin today

Labour Reporter

Formal negotiations started today between Sigma management and the National Union of Motor Assembly and Rubber Workers (NUMARW).

Union officials from Port Elizabeth have travelled to Pretoria to attend the talks on new wages for 1981/82.

Last week Sigma announced it had recognised NUMARW after the union proved it had at least a 50 percent membership in the Mamelodi area plant.

Abouth 4 000 workers had been dismissed during the wage dispute. Although most had been rehired many of the members of the workers' 'Committee of 20' had not.

In a meeting on Friday NUMARW and Sigma agreed to negotiate.

Sigma talks open on new pay deal

By Drew Forrest

Formal wage negotiations between Sigma management and the National Union of Motor Assembly and Rubber Workers (Numarw) begin today.

There is deadlock over 18 workers' committee members who have not been re-hired.

The union considers the re-instatement of the full "Committee of 20" — elected before the recent strike to represent the workforce — "fundamental" It says it will "take advice" on the matter.

But it has agreed that the issue will not stand in the way of negotiations in wages and union recognition, or the implementation of an agreement.

The union is understood to be demanding a R2-an-hour minimum wage. It originally demanded R3 an hour.

A company spokesman said today that an agreement on wages would have to be reached by Friday, as workers were impatient for their annual increase.

In the absence of a negotiated increase, the company "would go it alone."

The talks follow a two-week strike at Sigma. Close to 400 of the strikers were not re-engaged by the company.

Sigma stalls on 18 workers

By MONK NKOMO

THE National Union of Motor Assembly and Rubber Workers is standing firm on its demand that Sigma Motor Corporation re-employ the 18 committee members who acted as intermediaries during the recent strike.

A statement issued by Sigma yesterday said "Management has made a statement on these workers which the union has not accepted and on which it will take further advice."

But a spokesman for the company declined to reveal the contents of the statement, saying a joint statement will be issued soon, he said

Talks between management and the union continued yesterday with hope that a solution would be reached before Friday

According to the statement, matters discussed at a meeting on Monday included the proposal of minimum wages, conditions of employment and the recognition of the union

The meeting also discussed priorities for negotiation and the case of 18 of the workers who were not re-employed by Sigma

"Management has responded for the union to consider the demands when formal negotiations continue," said the spokesman

The union, however, regarded the issue of the 18 workers as most essential

"While the union considers the issue fundamental, it is not the condition that will delay negotiations or the implementation of the agreement," the statement added

The 18 employees were members of the committee of 20 workers who had acted as intermediaries between management and workers during the strike The 4000 employees were fired after they had struck in demand for more wages early last month

Most of the workers were ultimately re-employed after the union had persuaded them to return to work

192

6/5/81

Sigma talking to union

F/5/81 (192) SOWETAN

By
MONK NKOMO

EXTENSIVE negotiations on a wide range of subjects were yesterday held between the National Union of Motor Assembly and Rubber Workers and the management of Sigma Corporation, according to Mr Leon Shirley, public relations manager of Sigma.

Talks between the two parties continued yesterday to discuss and consider proposals presented by both parties at Tuesday's meeting

Mr Shirley declined to comment on the sort of proposals presented by the parties for fear of jeopardising the talks. Asked if any progress had been made so far, he said

"I am terribly sorry that nothing can be said at the moment except that the negotiations are continuing Otherwise I will be violating the agreement reached between both parties that no statement be issued until a solution had been reached and a joint statement released"

He added "The two parties met on Tuesday for extensive negotiations on a wide range of subjects raised by both parties and negotiations would continue".

The re-instatement of 18 of the dismissed workers, who acted as intermediaries during the strike is among the top priority issues being discussed at the meeting which continued yesterday

About 4 000 employees at Sigma went on strike early last month in demand for higher wages. Sigma refused to re-employ the 18 committee members when the workers called off the strike after management had terminated their services

MOTOR COMPANIES (192)
FM 8/5/81

Set for the downturn

With slower growth expected in the new car market from the middle of this year, those companies now reporting their results will be hard pressed to maintain last year's advance

Datsun franchise holder Schus, for instance, increased pre-tax profits to R2,1m in the year to end-February, from R473 000 the previous year and has declared a fifty 18c payout — the first dividend since the 4c total in 1976.

Turnover climbed 46,6% from R30,7m to R45m over the year, so pre-tax operat-

[illegible]

[illegible] the first couple of months of the new year has been "[illegible]," says Lipshitz and the current [illegible] in the motor market can be expected to last at least until August. The group also operates Massey Ferguson and Sprite caravan franchises, which contributed substantially to profits last year

The group is to resume interim dividends this year, but Lipshitz declines to make a forecast. Nor will he comment on a possible split between the interim and final payouts, "until the profits are made."

Dividend cover over the past year was 5,5 times, but if the group had been subject to a full tax charge this would have been closer to 3,5 times, and Lipshitz says he considers a 3,5 to 4 times cover reasonable under current inflationary conditions.

Williams, Hunt, the General Motors franchise holder in the Aurochs group, has also benefited strongly from the motor boom. Pre-tax income accelerated from R7,5m to R24,3m, though the comparison is distorted by the inclusion of General Tire as a consolidated subsidiary for the last six months of the previous year

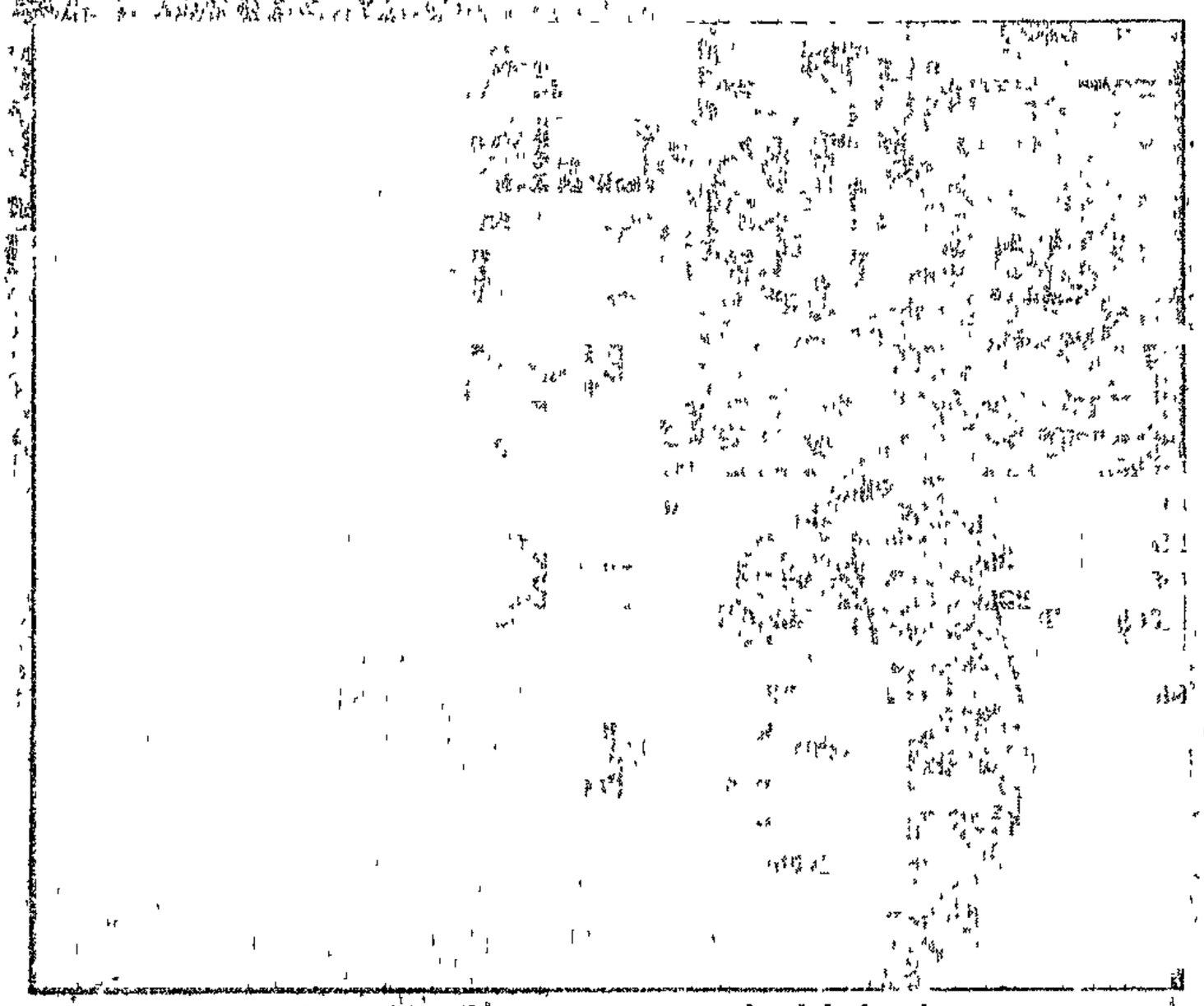
Tax was held down to 36% (45%) by assessed losses and by investment allowances generated by Gentire. And although associated company contributions were slashed by the change in status of Gentire, attributable earnings for the group grew strongly from R2,9m to R8,2m.

Earnings a share were 91c (34,1c) and a 4,6 times (3,1 times) total dividend of 19c (11c) has been proposed. Management says cover has been increased partially as a result of high retentions by Gentire for capex which have restricted Williams, Hunt's cash flow. They add that it is unlikely there will be much change in the current financial year

The group also operates a number of motor- and farming equipment-orientated franchises. These have also done well. The transfer printing division, however, has had technical problems in its formative stages, but management views it as a strong growth area

Both Schus and Williams, Hunt shares stand on higher historic dividend yields than the sector average, with Schus offering 10,3% at the current 175c. This would seem considerably underpriced at 265c. Williams, Hunt offers 7,2%, which seems closer to the proper level, given the restrictions on cash flow because of high retentions in Gentire.

Scott Hawker



Schus' Lipshitz . . . removing the debt burden

Wage talks break down at Sigma

Labour Reporter

Wage talks between the management of Sigma and officials of the National Union of Motor Assembly and Rubber Workers (Numarw) broke down today after Sigma failed to meet union demands

The union demanded a trebling of new workers' wages to R3 an hour during the strike last month when about 4 000 workers were dismissed.

A company spokesman said today that agreement over wages could not be reached. Numarw was going to report to its members and advise Sigma of what course of action it would take.

Sigma is expected to unilaterally announce wage increases today despite the breakdown in talks.

New wages announced for Sigma

The Sigma Motor Corporation announced new wages for its employees yesterday following a breakdown in talks with the employees' union

The week long talks with the National Union of Motor Assembly and Rubber Workers (NUMARW) failed after Sigma refused to meet demands, and Sigma yesterday stuck to its decision to announce new wages unilaterally for 1981-82

Although the increases were not made public it was understood that wages for the lowest grade of unskilled workers had gone up by more than a third — from R1 an hour to R1,60

Sigma workers gain sudden pay rises

RDM 11/5/81

182 192 182A

Pretoria Bureau

SIGMA Motor Corporation near Mamelodi in Pretoria has granted pay rises to workers, according to an announcement by the company's personnel director, Mr S S Lemmer.

Mr Lemmer made the announcement on Friday and said the new increase would come into effect the next day.

Announcing the the increases, Mr Lemmer said management had been engaged in wage negotiations with the National Union of Motor Assembly and Rubber Workers "over the past week".

He said that although the union and management could not agree on pay levels, the management had decided on rises "in line with its undertaking to announce wage increases by Friday, 8 May 1981"

According to Mr Lemmer's announcement, minimum rises are between 38c and 60c an hour depending on the workers' job grade

"The new increases will apply from Saturday and will be included in the pay packets issued on Friday, May 22, 1981," he said.

"Foremen will, from Tuesday May 12, tell each employee what his or her increase will be Employees in their eight-week probationary period, and who are graded A1, will receive an increase of 45c an hour "

Meanwhile, the the union has told workers it will hold a meeting at the Mamelodi Community Hall at 5.30 pm today.

According to a statement by the national organiser of the union, Mr M D Ndaba, the meeting will be a report-back on wage increase negotiations and it was important for workers to attend as negotiations had reached "an advanced, but critical, stage "

More than 4 000 Sigma workers went on a two-week strike last month in demand for higher pay

Toyota aims to capture 20 pc of SA market

(192) (30) (26) Argus 8/5/87

TOYOTA expects to capture 20 percent of total car and commercial vehicle sales in South Africa this year.

This is the forecast of Mr Colin Adcock, managing director, who thinks the industry will sell well over 400 000 vehicles this year.

In the first quarter, for the first time, Toyota SA became the country's biggest manufacturer, taking 17,5 percent of the South African motor market

For several years it has dominated the commercial market and now commands a third of that field

500 000TH

'Nowhere else in the world has one manufacturer achieved that percentage,' Mr Adcock told The Argus at a function in Durban to mark the production this week of the 500 000th vehicle by Motor Assemblies, an achievement reached in 20 years

He said total sales of new vehicles should be well over 400 000 this year with Toyota contributing between 80 000 and 90 000

Toyota aimed to make 96 000 a year — or 400 a day when it completed its R47-million expansion programme

10 A MONTH

Two decades ago, when the business was started by Dr Albert Wessels as a one-man operation, only 10 vehicles a month were sold Six years from now the millionth vehicle will roll off the production line, Dr Wessels forecast

'I cannot tell you whether it will be in January or December but it will be in 1987,' he said.

Traditionally, a franchise holder tended to have the same position in the local market as its source company enjoyed in its domestic market and as its exports were to the rest of the world.

Toyota for many years had been the leader in its domestic market and the largest exporter.

Today, Toyota produced 4-million vehicles a year, although when it started in 1960 its output was less than 200 000

'We are a bunch of local boys who have to compete and hold our own against the large international companies,' said Dr Wessels

'We have to prove our ability to match power and skills of these industrial giants and beat them at their own game where they have experience and unlimited financial strength.'

● A key to Toyota's success was its labour force in Japan, said Mr I Sato, the company's general manager for Africa. 'Car workers are all high school graduates and no foreigners are employed.'

Leyland workers down tools

STAR

The entire workforce at the Leyland motor plant near Cape Town downed tools yesterday and demanded new wage increases

All 1 500 workers returned to the plant today but have refused to start work

The dispute started yesterday morning when the workers in the Blackheath engine plant downed tools The stoppage spread throughout the complex

At noon workers met and made demands for wage increases

The union representing Leyland workers is the National Union of Motor Assembly and Rubber Workers (Numarw) — the union involved in the Sigma dispute last month

A Leyland spokesman said there would be no negotiations until work started again

He said management had repeatedly asked employees to start work and said Leyland did not pay for no work done

New wages for Sigma workers

THE Sigma Motor Corporation announced new wages for its employees on Friday following a breakdown in talks with the union

The week-long talks with the National Union of Motor Assembly and Rubber Workers (Numarw) failed after Sigma refused to meet union demands

And Sigma on Friday stuck to its decision to announce new wages unilaterally for 1981-82

Although the increases were not made public it is understood that wages for the lowest grade of unskilled workers had gone up by more than a third — from R1 an hour to R1,60

Numarw meets workers today to report back on the wage talks and is then expected to meet Sigma officials tomorrow

During last month's strike about 4 000 workers were dismissed over a wage dispute and most were later taken on again as Sigma recognised Numarw

Argus 11/5/81 (192)

Sigma grants pay rises

PRETORIA — The Sigma Motor Corporation near Pretoria has granted pay rises to workers, the company's personnel director, Mr S S Lemmer, has announced

Sigma management have been engaged in wage negotiations with the National Union of Motor Assembly and Rubber Workers over the past week, following a two-week strike last month in demand for higher pay

Mr Lemmer said the rises would be included in pay packets on May 22 Minimum rises were between 38c and 60c an hour, depending on the workers' job grade — Sapa

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ally so quick to put on a show of "kragdadigheid" for its faithful, conveniently allows Provincial Councils, local authorities, principals, school boards, inspectors etc to decide what is to be or not to be

Why cannot this Government lay down a fixed sports policy once and for all and see to it that it is carried out by one and all? On second thoughts, Mr Editor, this Government has become so entangled in its multitude of apartheid laws since 1948 that I think it is impossible for it to lay down a plain and simple sports policy and see to its enforcement

I am so frustrated and confused by it all! — **CONFUCIUS, Hatfield, Pretoria**

IG BACK

ıe files of the Rand Daily Mail

ARS AGO May 12, 1911

Interior, General Smuts, at Pretoria today
ıdio message from General Botha on the
'ort Etienne, French West Africa

ARS AGO May 12, 1931

ɔclaimed this afternoon, and all Stock Ex-
ɔughout Spain have been suspended

ARS AGO May 12, 1956

h African middleweight boxing champion,
Australian holder of the Empire Welter-
ts over 10 rounds in a non-title bout in

es 20 years anc. 500 000 ve.nic.es

(172) RDM 12/5/81

By LEICESTER SYMONS
Motor Editor

ɔme things to celebrate a few days ago — its roduction of the 500 000th Toyota vehicle at its lants in Durban

me South Africa's No 1 motor company, with l production of cars and commercial vehicles icles in 20 years may be little to shout about in countries like Japan and the United States, ble achievement in terms of the South African icularly for a concern that started with only a ht truck

years to produce 500 000 Toyotas here, the only another six to reach the million mark A J J Wessels said he had a commitment to n 1987 from the whole organisation, from the ting organisation, managing director Colin and his son Mr Bert Wessels, "who by that laced me"

ı African Toyota was a five-speed 1,3ℓ Corolla recent addition to the highly successful new at was introduced here about eight months ed to one of the guests of honour at the atsha Buthelezi, First Minister of KwaZulu

ged the part that Chief Buthelezi's people had of Motor Assemblies, said Dr Wessels. He elp to persuade him to do all in his power to emained at school as long as possible before plant, so that they could more rapidly be jobs and to fill positions at all levels "We elength about this", said Chief Buthelezi

ktiles that Dr Wessels went to Japan in e had been urged also to look at Toyota and did so Now the world's second biggest motor manufacturer, which produced 3 400 000 vehicles last year, it was then a small company by world standards, producing 80 000 to 90 000 vehicles a year, but he was impressed and asked for the franchise for South Africa

Long negotiations followed During the negotiations Dr Wessels was helped by being granted a permit to import 10 Toyopet Stout light trucks in 1961, and he was eventually granted the franchise In 1962 a total of 384 Toyotas was sold and by 1965 the figure had risen to 4 662 — all light commercial vehicles

Production of the first locally made Toyota car, the Corona 1500, started in 1966 In that year 1 419 cars and 5 130 commercial vehicles were sold

The first Motor Assemblies plant, later acquired by Toyota SA, was established at Jacobs in Durban by other interests to build vehicles of other makes Chrysler, BMC, Datsun, Volvo, Lancia, Fiat and Mazda vehicles are among those that have been built by Motor Assemblies and the plant still builds the Renault 5 range in addition to Toyotas

Ten years ago, in 1971, the 100 000th South African Toyota was produced and annual sales reached 37 000, including 11 391 passenger cars It had already been clear for some time that the Jacobs plant was too small to cope with the continuing growth, in spite of the shedding of some of the other makes from its production programme, and in 1972 the present plant at Prospecton, a few km from Jacobs, was opened

It has since grown considerably and is again undergoing an expansion programme which, when completed, will probably see the site developed to virtually the fullest practical extent

It is, Toyota SA claims, demonstrably the most efficient motor vehicle plant in South Africa A new production record of 407 vehicles in a day was achieved recently and the target of 400 a day on a regular basis, originally set for late this year, will be achieved by July, according to Mr Ralph Broadley, the executive director in charge of the plant

Dr Albert Wessels, left, chairman of Toyota SA, and Mr S Yamamoto, president of Toyota Motor Sales Co in Japan, shake hands on the 500 000th Toyota to be built in South Africa.

oyota sponsors the Kalahari Desert duel

THE annual Kalahari marathon in Botswana, with its unique character among the major off-road races in Southern Africa, will be run from June 4 to 6 as the Toyota 1 000 Desert Race

It is a new name to signal a new backer It is highly appropriate that Toyta's first venture into supporting a major motor sport event in this way should provide sponsorship for one of the top off-road races In addition to the achievements of its cars in more conventional forms of the sport like racing and rallying, the company's four wheel drive Land Cruisers have scored a string of successes in off-road events and John Salters, the doyen of off-road organisers, works for Toyota SA

The 1981 event, which will again be organised by the Four Wheel Drive Club and the Gaborone Motor Club, was originally to have been run from April 30 to May 2 The date was changed because Toyota SA was celebrating its 20th anniversary and the production of its first half-million vehicles at that time Peter Achterberg, the Clerk of the Course, completed planning the form of the event and the route it will take some time ago

There will be a major change on the first of the three days this year Instead of a series of races on a short-off road circuit at Gaborone, to establish positions in the lineup for a mass start to the main racing sections on the second day, there will be a 60 km section through the bush on the outskirts of the desert near Gaborone

This will take the form of a timed trial, with competing vehicles starting at one-minute intervals The time taken by each competitor to cover the section will establish the order and time intervals at which they will start the main race on June 5

The change will eliminate the former mass start, which was giving both officials and competitors grey hairs It was tremendously exciting for spectators — until the clouds of dust blotted out their view — but highly dangerous It also led to a lot of needless damage to vehicles

The first long racing section on June 5, out into the desert, will cover about 520 km to a refuelling point and overnight stop under the stars The stop will be somewhere south of the Jwaneng mine Shell is helping to back the race by transporting the fuel to the overnight stop and to other refuelling stops out in the blue

The final racing section, back to Gaborone on June 6, will be over about the same distance, but Peter is not saying — yet — whether it will be back over the same route

There will again be separate races for motorcycles and four-wheelers

The Trans-Kalahari race, as it was formerly known, started in 1975 to give this part of the world its first event on the lines of the famed Baja California race in America It was backed by Total until last year when the IGI insurance group's Botswana subsidiary took over

BUSINESS

SA now in Toyota's top six

(192)

STAR 12/5/81

South Africa vies with West Germany as Toyota's fifth best foreign market, says Mr I Sato, general manager of the company's Africa division

Top of the list is the United States followed by Saudi Arabia, Australia and Indonesia

Mr Sato says that the three Cs — consideration, co-operation and co-ordination — which form part of Toyota's philosophy have contributed to its success as the world's second largest motor company

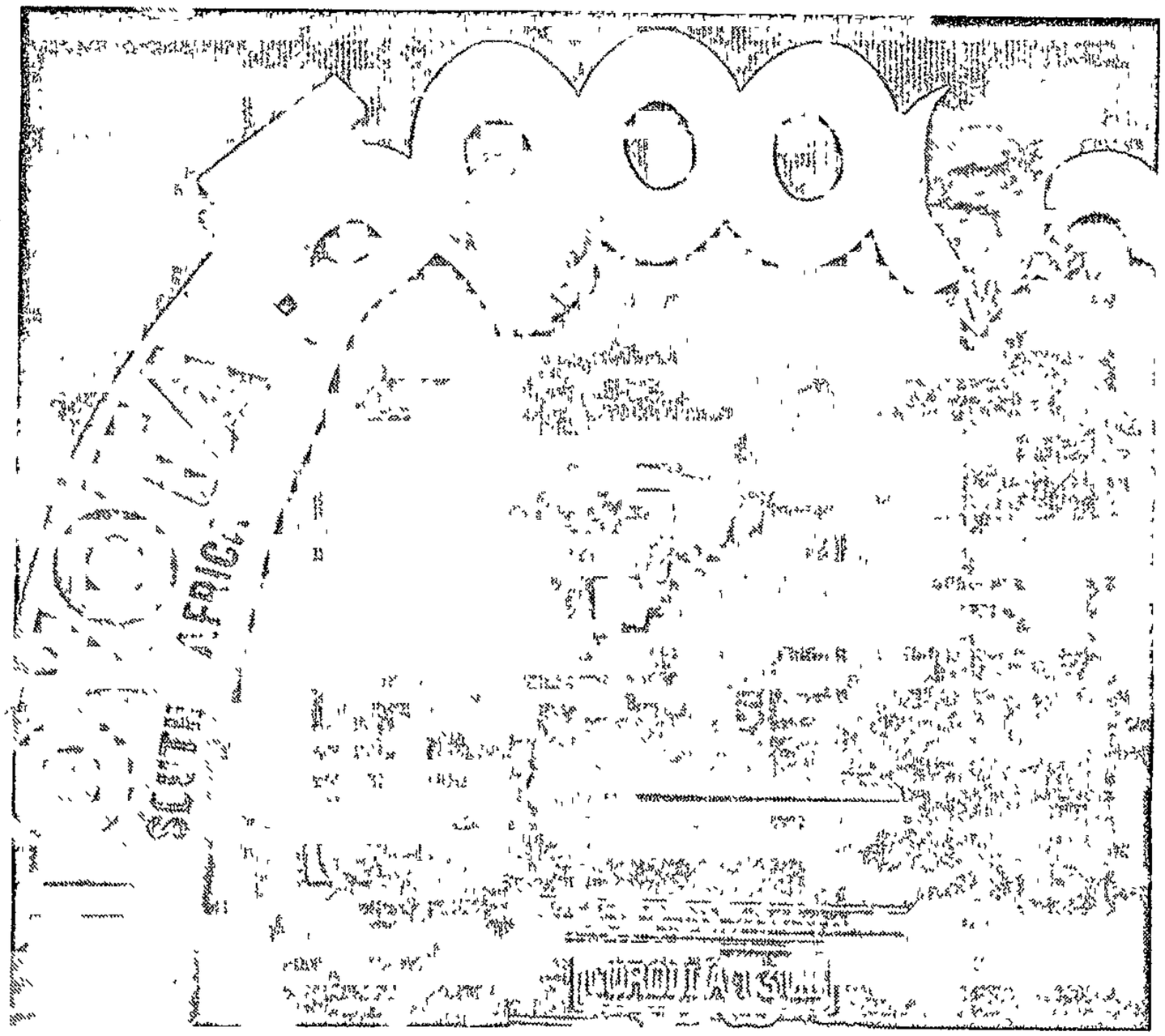
"We always consider the position of our partners in the countries where we operate We try to understand the market and maintain a close relationship with our distributors dealers and customers"

He attributed the quality and success of home-produced Japanese products to the fact that there were no foreign workers in the country and all workers at Toyota's factories for example, were high school graduates

The lack of education among black workers was mentioned by Dr Albert Wessels, chairman of Toyota South Africa, at Motor Assemblies Durban where he presented the Chief Minister of kwaZulu, Dr Gatsha Buthelezi, with the 500 000th vehicle produced by the local company

Chief Buthelezi said he was aware of the problem and that too many black pupils dropped out of school after only Standard 1

The need for black pupils to continue education to higher levels was the main reason why he had opposed the schools boycott in kwaZulu last year



Dr Albert Wessels, chairman of Toyota South Africa, presents the 500 000th vehicle manufactured by Motor Assemblies, Durban, to the Chief Minister of kwaZulu, Chief Gatsha Buthelezi

Role of Wessels in Japanese car saga

Toyota South Africa will produce its one-millionth vehicle in 1987, the chairman of the company, Dr Albert Wessels, has predicted

He was speaking on the occasion of Toyota's 20th anniversary in South Africa and the manufacture by Motor Assemblies of the 500 000th vehicle

Toyota is now the biggest motor company in South Africa and the largest single franchise holder. In the first three months of this year it gained 17,5 percent of the local market

"It is not an easy position to hold I have seen other companies move into this position only to lose it within two years, but I am confident Toyota South Africa will remain the leader," said Dr Wessels

"A franchise holder tends to hold the same position in the local market as its source company enjoys in its domestic market and as its exports are to the rest of the world

"Toyota has for many years been the leader in its domestic market and the largest exporter and it is expected that Toyota franchise holders should also be the leaders in their respective local markets

"I have confidence in our product Toyota has a stable of no-nonsense vehicles and we enjoy the technical co-operation of Toyota, its experience, know how, marketing and managerial skills"

Dr Wessels stressed that Toyota South Africa had the production capacity to manufacture these vehicles and emphasised that he was not referring to only Toyota's facilities

"We have built up a sound working relationship with our component suppliers and never underestimate their importance Upon their quality and continuity of supply depends our productivity

"Lastly — and this is by far the most important reason why I believe in our ability to maintain our leadership — we have the human resources to run a large operation

"We have the management, the senior staff and the workers — a group of people committed to the development of our organisation," he said

The Toyota saga began in 1960 when Dr Wessel then a financier and clothing manufacturer went to Japan to buy textiles

He had started an import export finance house and decided to look at the developing Japanese car industry His attention was drawn to Toyota and he went to them and asked for the franchise for South Africa

"I had nothing to back up my request but, after discussions the company sent a representative to South Africa I told him I had a financial company and experience in structuring things and if I was given the franchise I would build an organisation to handle it properly"

Dr Wessels obtained an import permit and Toyota sent three experts to study local conditions and requirements The next step was to arrange for local assembly and develop a dealer network

In 1963 Toyota acquired a stock exchange listing and two years later Dr Wessels realised one of his ambitions when Toyota SA acquired Motor Assemblies in Durban which gave Toyota direct control over its own production

Government approval was granted for the local manufacture of the first Toyota passenger car and the first Corona rolled off the production line in May 1966

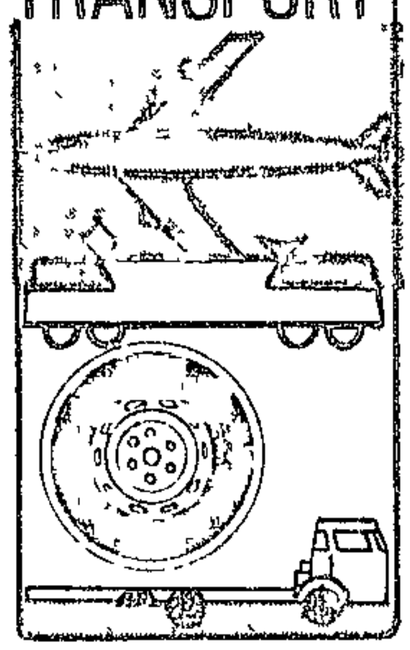
Truck-hire expansion

Dan Perkins, the country's largest truck-rental company, is to plough a further R1 000 000 into new Toyota vehicles in a major expansion of its truck hire division

For a fixed monthly payment, Dan Perkins will provide and maintain new trucks throughout the period of the lease

This type of long-term hiring offers relief to foreign-owned companies, cuts workshop maintenance costs and depreciation and makes budgeting of future costs simple

TRANSPORT



Compiled by MERVYN HARRIS

Exports a must at Atlantis — tractor chief

(192) STAR 12/5/81

Farming Correspondent

Because of uncertain prospects for next year over Atlantis tractor engines, it has been suggested that the Government should open export possibilities by granting an appropriate subsidy

Mr Wally Rautenbach a director of the Ford tractor division and secretary of the South African Tractor Manufacturers' Association, said at Bothaville that farmers were expected to buy about 20 000 tractors in 1981 — a national record

This was because tractors were to become about 17 percent more expensive when the Atlantis diesel-engine project came on-stream next year

ANTICIPATION

Manufacturers are expected to gradually increase prices in anticipation of the introduction of the Atlantis engine, so as to cushion the effect of a sudden price increase

The price difference between tractor models to be fitted with Atlantis engines and smaller or larger models, which will still be sold with imported engines, is also likely to be smoothed out

Farmers were jumping the gun by buying tractors this year, although many of them could hardly afford the investment

The estimate had been that 13 000 farm tractors would be sold in 1982, Mr Rautenbach said However, this figure was closer to the break-even point of the tractor industry

MAIZE FARMERS

If maize farmers would have less money to spend next year because of a disappointing maize price or a drought the Atlantis factory might have problems

Atlantis would eventually offer massive employment and to safeguard these jobs and create new ones, Atlantis would have to export

To exploit full export potential, the Government would have to offset cost disadvantage by a subsidy

Workers reject new pay offer from Sigma

Sowetan 1/5/82 (192)

THE recent wage increases announced in Pretoria by Sigma Motor Corporation were rejected by more than 300 workers at a meeting on Monday night arranged by the National Union of Motor Assembly and Rubber Workers.

By NONK NKOMO

Speaker after speaker condemned the "meagre increases" and declared that "the only possible means of earning better wages was to go on strike". The workers threatened to go on strike yesterday.

Mr Leon Shirley, public relations manager of Sigma, told SOWETAN yesterday that everything was normal at the factory and that there were no signs of tension among the workers.

"The Sigma management unilaterally announced the increase after we had requested them to withhold them until we had met with workers", a union member said He added that the wage issue was still at a deadlock "until Sigma agrees to better the wages"

The workers argued that the 18 to 60 percent increases were "too little to make a living". A union member asked "60 percent of what?

"Sigma told us that they were the first company in South Africa to give a 60 percent increment We told them that it was 60 percent or nothing," he said

The increases range from 38 cents an hour to 63 cents A union official said that "the increases were far from bringing us nearer the living wage They are too little and unacceptable and will be disputed"

A large number of workers signed a petition which stated that the previous strike was spontaneous and demanded the re-employment of the 18 committee members who had acted as intermediaries during the strike early last month

"The ball is in the unions' court and as far as we are concerned negotiations on the wage issue will not be discussed any more following our announcement last Friday," said Mr Shirley

Toyota is top seller

(192) (144) argus 13/5/81

Keith Macfarlane

HELPED by its strength in the bakkie segment, Toyota has again taken top spot in the 33 766-unit South African commercial vehicle market for the first quarter of this year, selling almost a third of the total. The details:

1	Toyota	10 592	(31,4 percent)
2	Datsun	6 931	(20,5 percent)
3	Ford	4 316	(12,8 percent)
4	General Motors	4 294	(12,7 percent)
5	Sigma	2 715	(8,0 percent)
6	Volkswagen	1 716	(5,1 percent)
7	Mercedes	1 154	(3,4 percent)
8	Leyland	840	(2,5 percent)
9	Alfa-Fiat	322	(0,9 percent)
10	International	365	(0,8 percent)
11	MAN	251	(0,7 percent)
12	Oshkosh	99	(0,3 percent)
13	Fiat-Iveco	94	(0,3 percent)
14	ERF	63	(0,2 percent)
15	Scania	55	(0,2 percent)
16	Fodens	31	(0,1 percent)
17	Magirus-Deutz	25	(0,1 percent)
18	VSA	3	(0,01 percent)

Of the total market 27 722 units (83,1 percent) were in the light category of 5 000 kg or less; 3 608 (10,7 percent) were in the category between 10 000 and 15 000 kg, and 1 073 (3,2 percent) were in the over 20 000 kg class.

VW R100-m new growth plan over three years

Sunday Times Bus 24/5/81 (102)

MORE PRODUCTION CAPACITY SOUGHT

By Jan de Beer

VOLKSWAGEN is planning an expansion of R100-million in the next three years to increase its production capacity, managing director Peter Searle told Business Times this week.

The huge expansion, of which details are still to be completed, follows the R100-million spent by Volkswagen in the past three years — also on boosting production of the Uitenhage plant

This first stage of expansion will be completed by the end of the year

"During 1981 alone we will have spent R50-million, of which R14-million was on an engine plant which should be completed within the next two months," Mr Searle said

"There is, however, still considerable need for increasing our production capacity For a start we will have to look to modernising our press shop

"The total figure for expansion is likely to be about R100-million between the end of this year and 1985 "

Mr Searle said that the VW work force had recently increased from 5 000 to 8 000 and would probably reach 10 000 during the next expansion stage

In an exclusive interview with Business Times in Uitenhage this week, Mr Searle said that South African motorists probably faced another vehicle price rise within the next few months as a result of an expected 15% steel price rise — "which inevitably would have to be passed on to the consumer"

He said the slight setback in vehicle sales in April was not unexpected. "Easter, the school holidays and the general election all contributed to the slow-down in sales "

VW expects car sales to reach 285 000 this year and the total vehicle mark 425 000. Next year the totals should be 260 000 and 375 000 — a slight drop

The motor industry's severe components supply shortage was now being prolonged by "one or two suppliers who unfortunately have monopolies for their products"

More than 100 component suppliers contributed products to a single VW vehicle "Can you imagine the assembly-line delays simply because one or two components have not arrived on time?"

Mr Searle described the motor industry's labour problem as "really critical" He suggested that the Government should offer personal tax reductions by, for example, increasing GST by about 1% to help attract skilled overseas workers to South Africa

VW at present employs 60 contractual workers recruited in Europe from outside Germany to alleviate its shortage of skilled men

"We have now also introduced an in-house system of a one-year education bridge for blacks — a kind of pre-apprenticeship course to try to solve the problem."

A maximum intake of 20 would be the case in 1981-82, but the figure could be increased in future, Mr Searle said

Car sales come off

RDM 14/5/81 (192)

By JOHN MULCAHY

THE effects of strike action by workers at Sigma Motor Corporation's plant are reflected in the company's April new-car sales figures which dipped to 3 648 units from 5 086 in March

Sigma's sales and marketing director, Mr Peter Moss, said yesterday "Sigma's sales have obviously been influenced by the strike, and the momentum which we have maintained this year has been temporarily slowed

"However, we are back to normal production, and we are confident we will shortly be in a position to meet the sustained demand for our products "

Even without the Sigma figures, however, the sales released by Naamsa indicate a downturn Total sales for April amounted to 22 707 vehicles — down from 25 993 in March, and only slightly higher than the 22 642 cars sold in April last year

For the year to date, new car sales totalled 93 379, or 13,8% up on last year's 82 083 units On a year-to-year basis, the March sales were 23% up on last year Sales rose by 18,6% for the first quarter compared with the corresponding period last year

Volkswagen has returned to the top of the manufacturers' table, capitalising on Sigma's decline, with 4 162 cars sold, but this was well below its March figure of 4 838 Sigma was second, followed by Toyota with sales of 3 404 units, General Motors on 2 774 and Ford on 2 747

Toyota, General Motors and Ford all fell back from their March sales when the figures were 3 892, 2 831 and 3 622 respectively

Volkswagen's Golf/Jetta range continued to command the top spot in individual sales with 2 614 units, and Toyota's Corolla moved into second place on 2 171 units replacing Mazda's 323, which slipped to 1 834 units from 2 616 in March Ford's Cortina was next best on 1 756

Commercial vehicle sales fell to 11 375 units in April from 12 828 in March, but were well ahead of the 9 321 sold in April last year

For the first four months of this year, commercial sales amounted to 45 141 units, or 18 2% up on the 38 201 in the same time last year

Toyota easily outsold its rivals in the commercial field, with a total of 3 526 units, followed by Datsun on 2 574 and General Motors with 1 468

RDM 14/5/81

High cost of Atlantis

THE COSTS added to the price of heavy motor vehicles by the increased use of SA components will be unreasonably high, and the effect this will have on inflation will be "higher than initially expected"

Mr Colin Adcock, managing director of Toyota South Africa, said this in an address to the Afrikaanse Handelsinstituut in Bloemfontein yesterday

He said the Atlantis Diesel Engine project for the increased SA manufacture of gearboxes and rear axles in heavy vehicles would have a negative effect on the motor industry and on the cost of living in general

The Motor Chamber estimated a 12% increase in the cost of an engine and that the local content programme for heavy vehicles might mean price increases of 25%

Although he expected manufacturers would do their best not to reclaim the total premium from customers, price increases could be expected at R4 000 in the 9-ton to 13-ton range R5 000 in the 14-ton to 16-ton range and more than R6 000 for heavy vehicles

"I am convinced that with the co-operation of all the manufacturers in South Africa, it will be possible to find a way to make us more independent of the rest of the world, but keeping price increases down to a minimum

Heavy-vehicle manufacturers believe that no other work in the line of the Atlantis project be continued and that the council for commerce launch a new local content planning programme ' he said

RDM 14/5/81 (192)

Strike causes a drop in new car sales

Financial Reporter

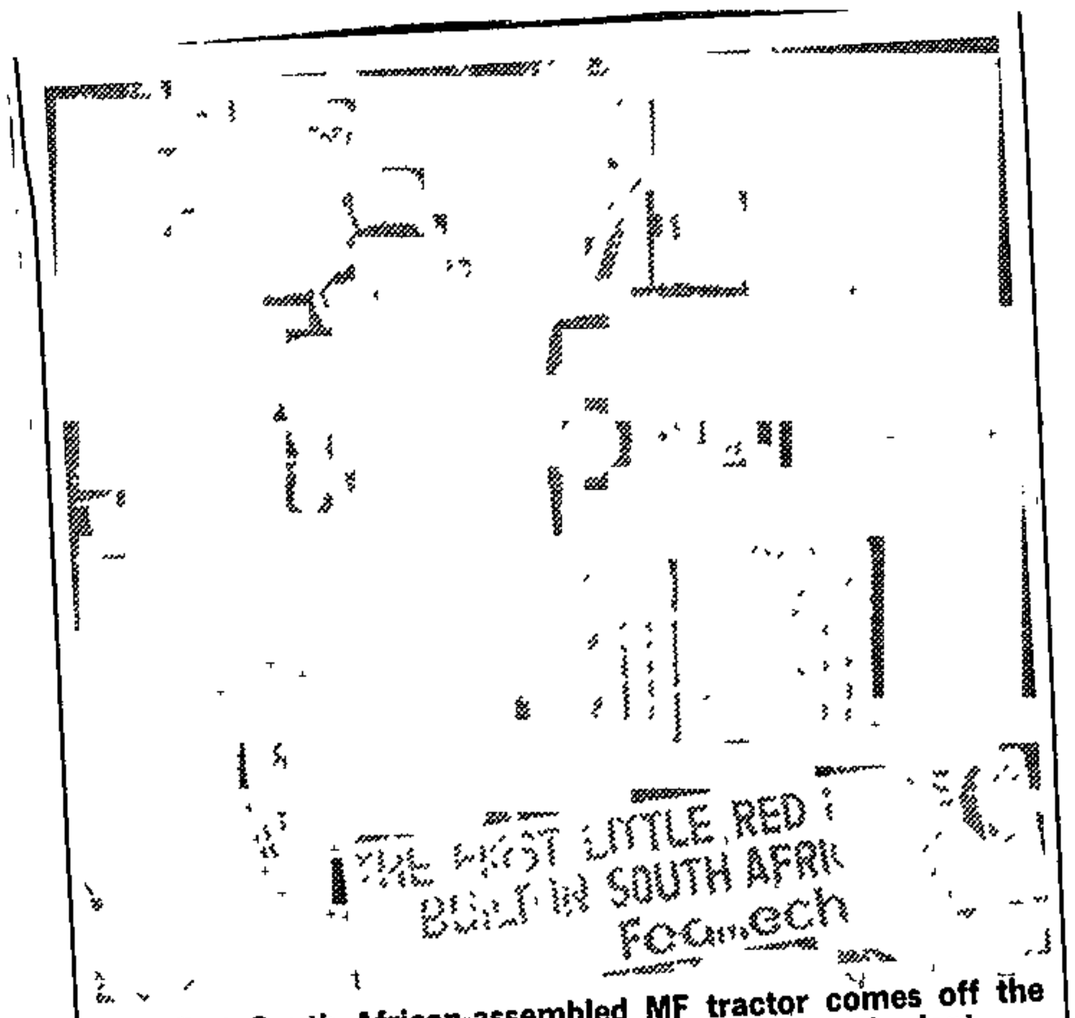
THE Sigma Motor Corporation's strike problems last month dealt its sales figures a blow, with passenger car output down 28% in April

Production went from 5 086 to 3 648

Even without the exceptional drop in Sigma's figures there appears to be a downward trend in new car sales with the total for April 22 707 units, compared with 25 993 in March

Volkswagen's Golf/Jetta range maintained its position as the top individual seller with 2 614 new cars sold Volkswagen was also the leading manufacturer in April, with sales of 4 162 units, followed by Sigma

O See Page 12



The first South African-assembled MF tractor comes off the assembly line at the newly completed Fedmech plant

Surge in use of local content

S. Times 24/5/81 (192)

By Elizabeth Rouse

FEDMECH commissioned its R4-million Massey-Ferguson tractor assembly plant in Vereeniging this week — the first supplier to bring its local assembly plans into action.

The plant was commissioned on schedule following a policy decision two-and-a-half years ago that Fedmech would fully commit itself to local tractor assembly and the progressive use of more and more local content.

MF tractors have for many years had greater local content than any other make on the South African market. The initial investment of R4-million will stretch by more millions as the plant heads for the largest economically viable percentage of local content.

Since January this year Fedmech has been conducting intensive trial and training assembly of Massey-Ferguson tractors at Vereeniging, incorporating Perkins engines imported from the main Perkins plant at Peterborough, Britain.

Fedmech will continue using imported Perkins engines for a while until Atlantis Diesel Engine plant engines become available Latest news from ADE is that Atlantis-manufactured tractor engines will start coming off the line in July, a month ahead of schedule

The early delivery of Atlantis engines was welcomed by Reg Mason, Fedmech's director of manufacturing, at the commissioning ceremony which was attended by a full complement of directors and alternates, including two nominees of Massey-Ferguson of Canada

MF is in the fortunate position that Perkins tractor engines have been built into MF tractors for nearly three decades Reg Mason points out that it will not be necessary for any adaptations or changes to its engines and tractors in preparation for the switch-over to local manufacture. The change to ADE engines therefore can be done with ease and without any complications.

The new Fedmech assembly plant has the backing of the adjacent manufacturing plant which has been making farm machinery and implements since 1940 and is the biggest on the African continent

Volkswagen heads April sales; Sigma hit by strike

Car sales last month were slightly higher than in April 1980 but well below the near record number of new cars bought in March.

Total car sales of 22 707 last month was 65 more than in April 1980, boosting sales for the first four months of the year from 82 083 to 93 379.

But loss of production at Sigma Motor Corporation because of the strike by workers during April affected dealers ability to meet customers needs.

Sigma which topped the list of car sales in March with a total of 5 086, sold 3 648 cars last month.

Heading the list in April was Volkswagen with 4 162 cars sold 696 fewer than in March. Third after Sigma was Toyota with 3 404 nearly 500 down on sales in March.

Commercial vehicle sales last month were 11 375 which was less than the record of 12 828 set in March but more than the 9 321 units sold in April 1980.

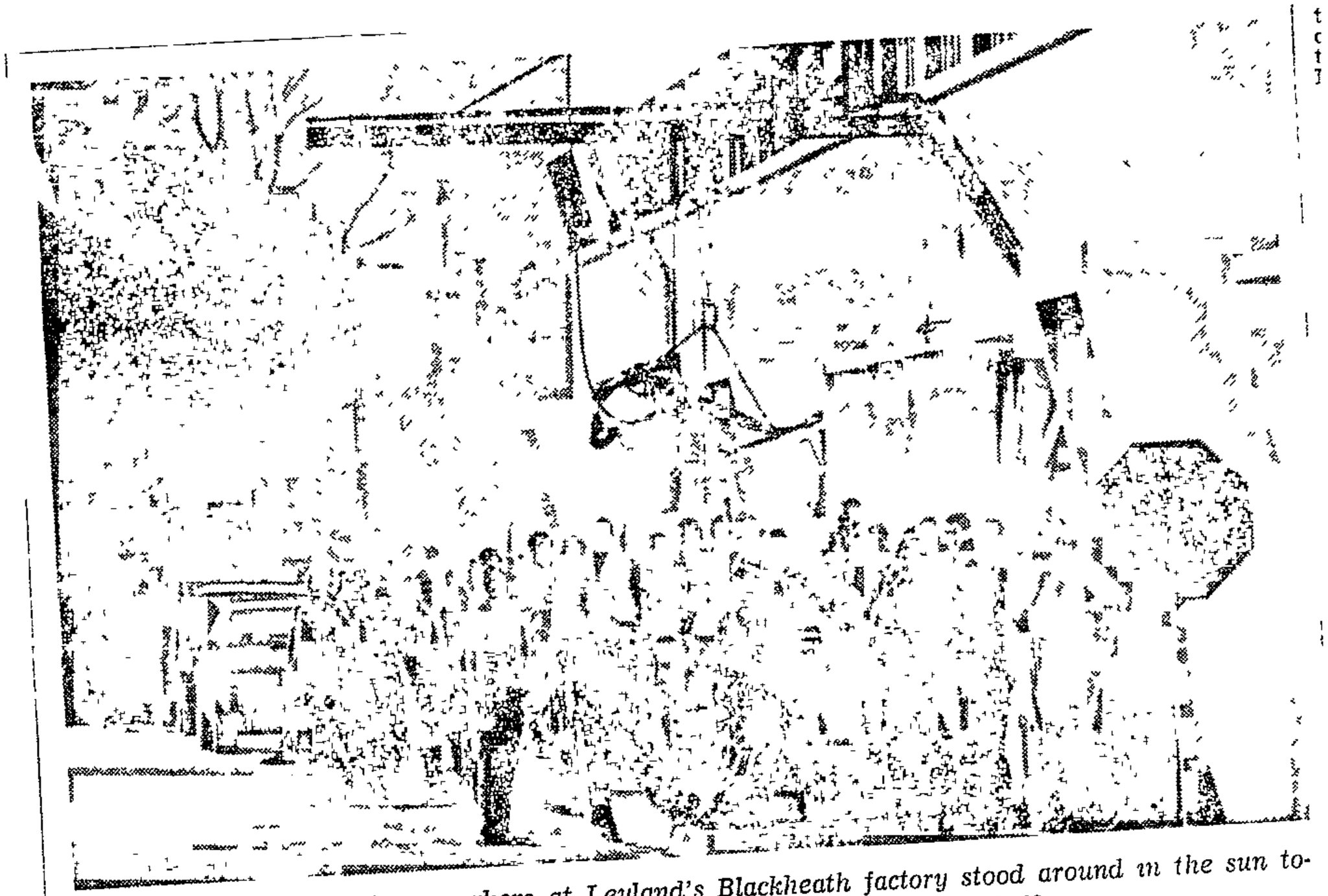
In the first four months of this year commercial vehicle sales totalled 45 141 against 38 201 in the same period last year.

Toyota again headed the list for commercial vehicle sales with 3 526, followed by Datsun with 2 574 and General Motors with 1 468.

In combined car and commercial vehicle sales, Toyota held top position with 6 930, Datsun was second with 5 720 and Volkswagen third with 4 698.

Commenting on Sigma's April performance, sales and marketing director Mr Peter Moss said: "Sigma's sales have obviously been influenced by the strike and the momentum which we have maintained this year has been temporarily slowed.

"However we are back to normal production and we are confident we will shortly be in a position to meet the sustained demand for our products." — Mervyn Harris.



SOME of the 2 000 striking workers at Leyland's Blackheath factory stood around in the sun today. Workers are demanding an increase in wages.

Argus 15/5/81 (192) (140A)

Pay strike halts two Leyland plants

Labour Reporter

BOTH the Leyland manufacturing plants in the Western Cape — at Blackheath and Elsies River — have been brought to a standstill by strike action in support of worker demands for more pay

About 2 000 workers at Blackheath and another 400 at Elsies River have been suspended for three days by management They have been told to report to work again on Wednesday

However, a spokesman for workers at the Blackheath plant said they were determined to be at the factory gates on Monday in spite of the suspension

Workers at both factories were still milling around inside the grounds this afternoon waiting for their weekly wages to be paid

The strike began at the Blackheath factory yesterday morning when engine plant workers downed tools It later spread to the rest of the factory

Workers entering the factory this morning said they expected the strike to continue until their demand for higher wages was met

Leyland's director of communications and public affairs, Mr A Pitlo, twice denied there was any strike work stoppage or dispute

But today, Mr Pitlo agreed there was a stoppage

He said the firm would prefer to call it 'a sit-down' rather than a strike

He released a statement, dated yesterday, in which Leyland SA said it had always honoured its obligations in terms of the agreements signed with the union and it looked to the union to do the same

The statement said it was Leyland's policy to negotiate annually on wage levels An agreement had been signed on December 18, 1980

'This agreement incorporated two wage increases during 1981 The

(Continued on Page 3, col 4)

Argus 15/4/81

Leyland

Continued from page 1

first wage increase came into effect on January 1, which increased the wages of the lowest grade of labour staff from R1,05 to R1,30 an hour This increase was effective proportionally through to artisan level

'The second increase becomes effective on July 1, and provides for a nine cents an hour increase for all hourly paid grades, making an annual increase of 37 percent

'In addition, the agreement incorporates the payment of an annual bonus of between R60 and R120 subject to the absentee rate being contained to the 1980 level throughout 1981'

Workers said today they expected the strike to continue until their demand for more pay was met

They said management had put up a sign late yesterday saying 'No work, no pay'

'We don't know whether we will be paid today,' one worker said

Mr Joe Foster, secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), confirmed there was a work stoppage

We accept living wage — Sigma

Labour Reporter

Sigma accepted the concept of a living wage for its workers, the corporation's chairman, Mr Chris Griffith, said in Johannesburg yesterday

Addressing a business conference at the Carlton Hotel, Mr Griffith said Sigma had granted workers new wage terms after talks with the union broke down last week

The minimum hourly wage for less skilled workers had increased from R1 00 to R1 60 and for skilled workers from R2,70 an hour to R3,12

He outlined the development of the strike in which about 4 000 workers lost their jobs last month, most were subsequently rehired.

Sigma was presently waiting for the National Union of Motor Assembly and Rubber Workers (Numarw) to return to negotiations on recognition and employment

What had been achieved during the dispute was that the union was finally able to prove it had worker support and was recognised

A Numarw spokesman said that the union would meet with Sigma workers to decide on action in light of the breakdown of wage talks

RDM 16/5/81

Two car plants in pay standstill

Own Correspondent

CAPE TOWN — Two Leyland plants in the Western Cape were still at a standstill last night with about 2 400 striking workers demanding higher pay

About 2 000 workers from the Leyland factory in Blackheath downed tools on Thursday after a last-minute bid by shop stewards and the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, had failed to gain an agreement by management for higher wages

They were followed by about 400 workers from the Elsies River factory

Last night the management was refusing to negotiate until all workers had resumed work

They were suspended yesterday for three days, and told to report at 7 30am on Wednesday

The director of communications and public affairs for Leyland, Mr A Pitlo, said yesterday that the basis of the "refusal to work" stemmed from a "request for wage increases over and above the increases contained in a December agreement"

Argus 18/5/81 (192) (~~182~~) (~~169~~) (~~140A~~)

Leyland workers ignore suspension

STRIKING Leyland workers streamed into factory premises in the Peninsula today in spite of a management order suspending them until Wednesday.

Workers entering the Blackheath car manufacturing plant said they did not expect to be working today.

More than 2 000 employees at the Blackheath plant and the Elsies River commercial vehicle plant downed tools at the end of last week in support of a demand for higher wages.

Management suspended them for three days, but a worker said today: 'The suspension has nothing to do with us.'

Another said there would be a meeting of workers during the day.

Most of the workers at the two factories are members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa). They are demanding an increase in excess of the 9c an hour which is due from July in terms of an agreement signed last December.

Mr Joe Foster, secretary of the Western Cape branch of Numarwosa, said workers were feeling the effects of rising prices and they felt management could afford to pay more.

Leyland has said in a statement that it would abide by the agreement and 'looked to the union to do the same.'

● Picture, Page 3.

Ford sends hundreds home

Argus 18/5/81 (192)

Argus Bureau

PORT ELIZABETH — Most workers at Ford Motor Company's Struandale assembly plant were sent home today after production had been disrupted by some workers who refused to handle products from a tyre company.

About 1 000 were asked to go home

Ford's industrial relations director, Mr Fred Ferreira said that soon after work started this morning, a number of workers refused to handle Firestone tyres on the assembly line

DISCUSSIONS

Discussions between these employees and labour relations personnel showed they did not intend resuming work and they were suspended

Their action resulted in a disruption of production, and workers on the trim-line and in the body and paint shops were requested to stop work.

Mr Ferreira said the company had been advised formally by employee representatives last week that certain employees would refuse to handle Firestone products from today.

"The company was informed that the act stemmed from a dispute with Firestone, which had allegedly refused to rehire a number of employees previously dismissed for taking part in a strike at that company'

Gord had pointed out to all employees what its position and stand was, saying it had more than 300 individual suppliers and it could not interfere in other companies' domestic affairs.

Argus 19/5/81

Car strike deadlock

192

Staff Reporters

THE STRIKE by about 2 000 workers at Leyland's Blackheath and Elsies River factories entered its fourth day today with no indication of an immediate end to the dispute

Meanwhile, in an entirely unconnected strike at the Ford Cortina plant in Port Elizabeth, about 1 000 black workers were sent home for the second day today for refusing to handle Firestone products on the assembly line

At Leyland, management suspended the workers last week and instructed them to return to work tomorrow. Workers ignored the suspension and reported to the plants yesterday and today, although they are not working

Judging by the workers' attitude there is no chance that they will be returning to work tomorrow, said Mr Joe Foster, secretary of the Western Cape branch of their union, the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa)

Mr Foster handed management representatives a letter during a brief meeting at D F Malan Airport yesterday The letter confirmed what the union had told management on May 7 about worker dissatisfaction over wages

He said today the letter did not specify how much of an increase the workers wanted in addition to the 9c across the-board due in July

Workers approached by The Argus have complained that they were doing skilled work at unskilled rates of pay.

Leyland's director of communications and public affairs, Mr A Pitlo, said the firm had not received any official or unofficial notification of the workers' requirements and the situation was unchanged today

Strike

From Page 1

warned Any employee who refuses to perform his normal job function as a result of the boycott of the product of another company will be subjected to disciplinary procedure

Explaining the boycott Mr Ferreira said a number of workers at Ford's Struendale plant refused to handle Firestone tyres shortly before 11 am

After discussions between these employees and labour relations personnel it became apparent that they did not intend resuming work They were suspended continued Mr Ferreira

He also said the refusal by the workers to handle Firestone tyres resulted in a disruption of production patterns at the plant Consequently we had to request workers in the trimline and the body and paint shops to stop work and go home These workers were given two hours notice of our intention

Late last night Ford's management and employee representatives were holding talks in an endeavour to resolve the situation "

Solidarity strike

MORE than 1,000 black workers at the Ford Motor Company in Port Elizabeth were sent home yesterday after refusing to handle products from a local tyre company.

In a statement to **SOWETAN** yesterday, Mr Fred Ferreira Ford's Industrial Relations director confirmed that the workers have been sent home

Mr Ferreira also confirmed that Ford management was advised by employee representatives that certain employees would refuse to handle Firestone products at their plant yesterday

The company was informed that the action stemmed from a dispute with Firestone which had allegedly refused to re-employ a number of employees previously dismissed for participating in a strike at that company " continued Mr Ferreira

Mr Ferreira's statement went on In response the company stated its position on the subject of employee participation in secondary boycotts to the employee delegation and subsequently brought to the attention of all employees through bulletins in company notice boards

'Ford does not permit other companies to involve themselves in their internal affairs,' emphasised Mr Ferreira

On the other hand he

To Page 4

Ford strike spreads to GM

Argus 19/5/81 (192) (62) (152) (139)

Argus Bureau

PORT ELIZABETH. — The strike at the Ford Cortina plant, where 1 000 black workers downed tools for the second day today rather than handle Firestone products, spread this afternoon to two other Ford plants and a General Motors factory.

Ford's director of industrial relations, Mr Fred Ferreira, said that in spite of negotiations with worker representatives, the situation at the Cortina plant was unchanged today. The black workers there continued to refuse handling Firestone products

Meanwhile, 400 black workers at the neighbouring Ford engine plant today also downed tools and walked out They represent about 70 percent of the black labour force there, but essential operations were kept going by the rest of the employees.

Later, about 40 black workers at the Neave assembly plant, which manufactures Escorts, Granadas and heavy lorries, also downed tools.

○ Strike deadlock — Page 3.

Ford strike goes into second day

STAR 19/5/81

Labour Reporter

The Ford Cortina plant strike in Port Elizabeth went into its second day today with workers refusing to handle Firestone products.

Yesterday about 1 000 workers were sent home after employees at the Cortina plant refused to handle the Firestone tyres in support of their colleagues involved in a dispute at the other Port Elizabeth firm

Production at the plant was halted.

Workers returned to the plant early today and resumed their stand against Firestone products. They were again sent home

The strike has now spread to the Ford engine plant

The strikers are represented by the Motor Assembly and Component Workers Union (Macwusa) and talks between the union and Ford management are expected later today

Macwusa had called on Firestone to rehire dismissed workers after a dispute over pension payouts earlier this year

Ford's industrial relations officer, Mr Fred Ferreira, said domestic matters between another company and its workers should not be permitted to interfere with Ford prodution

Any employees who refused to handle goods from suppiers would be subject to disciplinary action, he said.

Macwusa's chairman, Mr Dumile Makanda, said today that the Firestone product boycott could spread to other Port Elizabeth firms and the union had warned Ford earlier about the boycott

"Firestone must reemploy our colleagues," Mr Makanda said

He added that Ford had already given workers a written warning about the boycott

● At the Leyland Blackheath and Elsies River plants near Cape Town workers once again streamed back to work although management has stuck to its decision not to start up the plants again until tomorrow

2 400 in work stoppage at Cape Leyland plants

CT 16/5/81 (192)

Staff Reporter

WORK at two Leyland manufacturing plants in the Western Cape was still at a standstill last night with about 2 400 employees refusing to resume work till demands for more pay had been met

About 2 000 workers at the Leyland factory in Blackheath downed tools at 1 pm on Thursday after a last-minute bid by shop stewards and the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, had failed to gain an agreement with management for higher wages

They were followed by about 400 workers from the factory in Elsies River

By last night a deadlock situation had been reached

The workers were suspended yesterday for three days and told to report for work at 7 30 am on Wednesday

The director of communications and public affairs for Leyland, Mr A Pitlo, yesterday denied that a strike was in progress When pressed, however, he admitted that there was "a refusal to work" on the part of the workers

He emphasized that the "refusal to work" was in spite of an agreement that had been concluded in December between management and Numarwosa, a non-racial registered union representing about 85 percent of workers at the Blackheath and Elsies River plants

"The basis of the problem is that we had a request for wage increases over and above the increases contained in the December agreement

"That agreement was signed by both parties We have always honoured the obligations of any contract, this one included, and we expect the union (Numarwosa) to honour it too

"The primary obligation now lies with the workers to return to work in terms of the December agreement Only once they return to work can we negotiate with them"

Until then, he said, the management's policy would be "no work no pay"

Management had always been willing to negotiate with the workers "through the proper channels" These, he said, involved the union making representations to management

This "distinct means of negotiation" had been ignored There had been no official communication between management and Numarwosa since December's mutual agreement

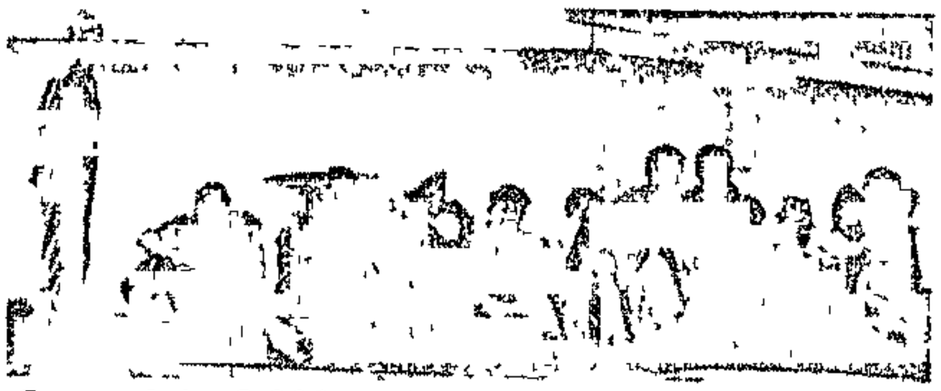
A spokesman for the workers at Blackheath, most of whom spent the whole of Thursday afternoon and yesterday milling around in the grounds of the plant, said yesterday that the decision to down tools had come after a meeting between shop stewards, Mr Foster and management at 11 am on Thursday had failed to get the raise sought

Mr Foster had later told them of the management's refusal to consider further wage increases The workers had then unanimously decided not to resume work at 1 pm, the end of their lunch break

He added that the workers were determined not to go back to work till their hourly wages had been increased The increases granted in January, he said, had been overtaken by the cost of living and the further increase due in July would still leave them well short of it

Mr Foster could not be reached yesterday for comment

Before leaving he had told reporters that he had met management on May 7 and told them workers were dissatisfied with their wages Management had asked for one week to consider the matter Thursday had been the deadline On Wednesday management had announced it was not prepared to alter the wages over and above the December agreement



Some of the 2 000 workers who have stopped work at Leyland's Blackheath plant

● British Leyland continues into the red — page 2

'Ripple' strike sparked at Ford

RDM 19/5/81 (192) (152) (134)

By STEVEN FRIEDMAN
Labour Reporter

LABOUR unrest in the motor industry erupted again yesterday as Ford's Cortina plant in Port Elizabeth was hit by a "solidarity strike" and about 1 000 workers were sent home, while strikes continued at Leyland's Cape Town plants

Yesterday's Ford strike — in which workers refused to handle Firestone tyres in protest at Firestone management's sacking of workers — could mark a new phase of labour unrest

Many strikers are members of the Motor Assembly and Components Workers' Union, formed by workers who charged that the Fosatu-affiliated union recognised by Ford was not "militant" enough

Ford is believed to be negotiating with Macwusa on the stoppage

The Cortina plant was the scene of previous unrest

Meanwhile, at Leyland's two Cape Town plants — at Blackheath and Elsie's River — the wage strike by 1 900 workers continued Workers struck on Friday and were suspended until tomorrow

Workers returned to the Blackheath plant at 7 30am yesterday, clocked in and changed into their work overalls, but management kept the plant inoperative in terms of the disciplinary suspension

A number of workers said they had been advised by their union to adopt this procedure "as a sign that we don't recognise management's suspension and are still employees"

The 400 workers at the Elsie's River plant stayed out throughout yesterday

Yesterday's Ford strike follows a warning by worker representatives last week that workers would refuse to handle Firestone goods Firestone recently experienced a strike, after which some workers were not rehired

According to Ford sources, two Cortina plant workers refused to handle Firestone products yesterday Soon about 30 workers followed suit

This disrupted production, as vehicles could not move on the assembly line

Ford therefore gave workers in the trimline, paint shop and body shop two hours' notice that work would be stopped

"It became obvious early on that a chain reaction had set in and that a refusal to handle Firestone products would spread to other workers We therefore decided to send workers home," a Ford spokesman said

Yesterday, management held discussions with worker representatives Although management would not comment, it is understood Ford is dealing with Macwusa, which is understood to represent a majority at the Cortina plant

The workers who refused to handle Firestone products have been suspended in accordance with Ford's disciplinary procedure

In a statement issued yesterday, Ford's industrial relations director, Mr Fred Ferreira, said Ford used products from more than 300 suppliers and that labour disputes between suppliers and their workers were regarded as "domestic matters" in which Ford could not "interfere"

He said Ford told representatives — apparently Macwusa officials — that a refusal to handle another company's goods would lead to the suspension of the workers concerned

This ruling was also posted on the company's bulletin board before yesterday's stoppage, he added

At Leyland, a spokesman said the strike was a rejection of the increase negotiated between the company and the National Union of Motor Assembly and Rubber Workers

Workers had stopped work on Friday, saying the planned June increase was too low, but had not named another figure

Management suspended all workers until Wednesday in terms of agreed disciplinary procedure

• At the Sigma plant in Pretoria, recently hit by a two-week strike, management and union representatives held negotiating talks yesterday

Yesterday's picture . amid fresh motor industry unrest, shut-down Blackheath plant in C

Strikes hit two motor plants in Cape

CT 19/5/81

(192)

LABOUR unrest in the motor industry erupted again yesterday as plants in Blackheath and Port Elizabeth were hit.

Leyland's plant in Blackheath was again the scene of inactivity as 2 000 workers carried their strike for better wages into its second full day, while at Ford's Cortina plant in Port Elizabeth about 1 000 workers on a "solidarity strike" were suspended and sent home

A union spokesman said last night that the Ford workers would continue their boycott in handling Firestone products till management stepped down Yesterday Ford management closed production when workers on the chassis line refused to handle Firestone tyres

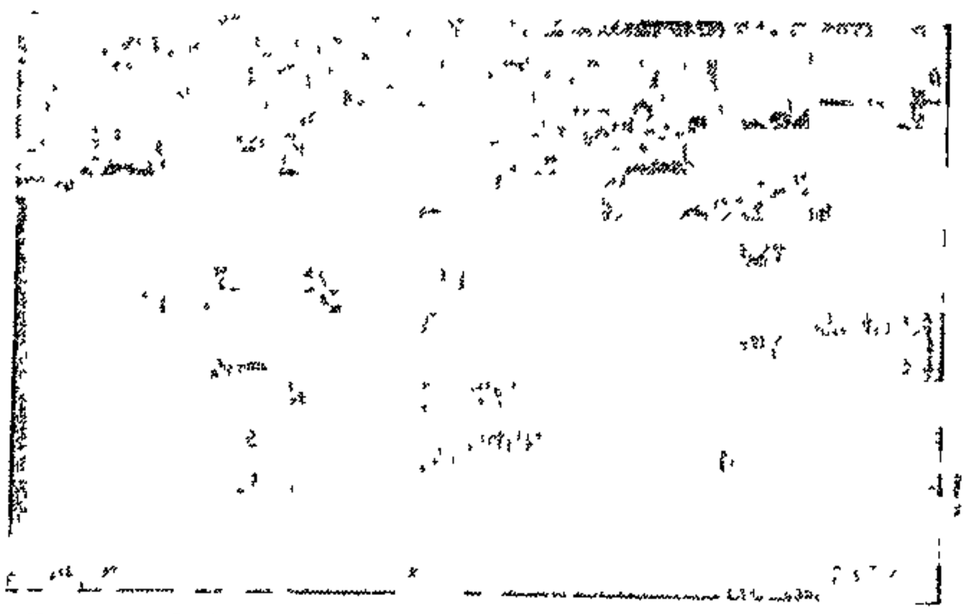
Ford industrial relations director, Mr Fred Ferreira, said the plant was expected to remain closed today while management met with employee representatives

The 2 000 Leyland workers embarked on their strike action at 1pm on Thursday after management did not respond to union demands that workers' wages be improved over and above the increases agreed upon in December

They arrived at the Blackheath plant as usual at 7 30am yesterday, clocked in, changed into their working overalls and gathered inside the main gates

A number of them said they had been advised by their union to clock in and change into overalls as usual "as a sign that we don't recognize management's suspension and are still employees" of the plant

When a television camera turned in their direction they became excited, but otherwise they remained quiet and good humoured



Some of the 2 000 striking workers gather at the main gate of Leyland's Blackheath plant yesterday

Meeting

While the Leyland workers sat outside the factory buildings in the sun, the National Union of Motor Assembly and Rubber Workers of South Africa (Numerwosa), which represents 85 percent of them, had a 15-minute meeting with management at D F Malan Airport

The secretary of the Western Cape branch of Numerwosa Mr Joe Foster, and the chairman, Mr N Gantana, sat down with management in response to a letter the union received from management on Friday

In the letter, said Mr Foster, management had stated its intention of declaring a dispute and applying for the establishment of a conciliation board unless a meeting had been arranged by yesterday wherein it could be presented with a written application of the union's demands

No results

According to Mr Foster the meeting achieved no results

'Management wanted us to make specific demands name figures of the increases we wanted But we have no mandate to do this We can only voice the unhappiness workers communicated to us about their wages

"At the meeting we restated in writing what we'd told management verbally on May 7 This was that the workers were unhappy about the increase they were given in January and the one they were due to get in July They felt the increases were not sufficient to keep up with the cost of living and that management could afford to give them more We are now waiting for management to react"

Referring to the agreement signed in December by both union and management and providing for a minimum wage increase of 25 cents an hour, from R1 05 to R1,30, as from January 1, and an across-the-board increase for all hourly grades of nine cents an hour as from July 1, Mr Foster said that conditions had since changed

"At the time we made it clear that we were prepared to sign that and not press for more because we appreciated the difficulties Leyland had been experiencing Since then things have

To page 2

CT 19/5/81 (192)

From page 1

looked up for Leyland, this is evidenced by the extra labour they've been recruiting

'Management said 'We appreciate this and will certainly remember it' It looks like they have short memories"

Leyland's director of communications and public affairs, Mr A E Pitlo, denied that negotiations had taken place yesterday and when pressed said that "any meeting between management and the union is confidential"

He emphasized management's intention of implementing the three day suspension it had imposed on the workers on Friday and repeated the statement he had made at the time that "workers have been requested to go back to work at 7 30 on Wednesday morning

Mr Foster claimed that in terms of disciplinary proceedure we agreed upon at the December meeting management has no right to serve a blanket suspension on workers In terms of that procedure quite a long process has to be gone through before action can be taken against a worker'

Many of the Ford strikers are members of the Motor Assembly and Components Workers Union, which was formed by workers who charged that the Fosatu-affiliated union recognized by Ford was not "militant" enough and Ford is believed to be negotiating with Macwusa on the stoppage

The Ford strike follows a warning by worker representatives last week that workers would refuse to handle Firestone goods Firestone was recently hit by a strike, after which some workers were not rehired — Staff Reporter and Own Correspondents

Argus 20/5/81 (172)

Leyland strike goes on

Labour Reporter

LEYLAND workers did not respond to a management call for a return to work today and their strike in support of a demand for higher wages continued.

The 2 000 striking workers were suspended by management on Friday and told to report for work again today. They had arrived at the Blackheath and Elsies River factories each day this week, but had not been working.

Production was brought to a halt.

This morning workers at the Blackheath plant were again milling around inside the factory gate. They said the dispute had not been resolved.

The workers are demanding an increase in wages higher than the nine cents an hour which is due from July in terms of an agreement signed by their union and management last December.

Most of the workers are members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

© 2 000 on strike — Page 3

Argus 20/5/81

192

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Labour Reporter

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○ 2 000 on strike — Page 3

3 car plants now hit by strikes

CT 20/5/81 (192)

Own Correspondent

PORT ELIZABETH — A strike by 1 500 workers at three Ford Motor Company plants yesterday spread to General Motors when about 175 workers at the Port Elizabeth car plant downed tools in sympathy with a bid by 350 dismissed Firestone employees to be reinstated

Production at the Ford Cortina plant at Struandale was at standstill for the second day in succession yesterday after 1 000 workers — all members of the Motor Assembly and Component Workers' Union of South Africa (Macwusa) — had arrived at the plant at 8 am but walked out 30 minutes later

Meanwhile the deadline for 2 000 workers at Leylands Blackheath plant near Kraaifontein who have been on strike since Thursday, to return to work is 7 30am today

Yesterday evening the workers according to the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Joe Foster were "adamant" about continuing their strike till their wage demands were met

The strikers at Struandale were later joined by about 400 workers from the engine plant at Struandale and 40 assembly line workers from the Neave plant

More than 175 of the 4 000 GM workers employed in the Kempston Road car plant downed tools yesterday morning, and after meeting factory heads and personnel managers, walked off the premises They are striking in protest against the suspension of two Ford employees and a GM worker for refusing to work with Firestone products

The union's resolution taken last week — which was conveyed to management — is that members would refuse to handle Firestone products till the 350 workers who were dismissed following strikes over proposed government pension legislation, were reinstated

In a statement yesterday, the Ford director of industrial relations, Mr Fred Ferreira said the engine plant employees who stayed at their stations had been reorganized to continue with essential operations to support production

Mr Ferreira said management would continue to discuss the issue with employee representatives

A Ford spokesman said disciplinary action against the strikers had not been considered yet Employees who refused to work would be automatically suspended and go without pay until they returned to work

A statement released by General Motors yesterday said it was expected that the striking workers would return once the dispute with Firestone had been resolved

A spokesman said production at the plant was not affected

A group of workers from Ford plants at Struandale sang freedom songs and gave the Black Power salute from the back of a panel van today. They were on their way to a meeting in the Holy Spirit Church Hall.

Strikers are still out at PE motor plants

E.P. 20/5/81

By JIMMY MATYU

THE strikes at Ford and at General Motors in Port Elizabeth continued today

The meeting was told that Ford management said today that the men would not be paid for

(192) 20/5/81

According to Mr Dunbar Bucknall, Ford's public affairs director, the stoppage has cost the production of 300 units worth R1,8 million

The Struandale plant was shut down for the third day, while the other two Ford plants in the city have had to reorganise staff in order to keep the assembly lines moving

At General Motors some 200 workers were out today — partly in sympathy with two Ford workers who were suspended by management for refusing to fit Firestone tyres to cars rolling off the line

However, the strikers at GM have listed several additional grievances

As happened yesterday, a crowd of Ford workers estimated at 2 000 gathered today at the Holy Spirit Hall in Kwazakele They were addressed by the chairman of the Motor Assemblies and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda

Members of the Federation of South African Trade Unions (Fosatu), a rival union active at Ford, have mostly remained at their posts, although some have joined the strike

About 30 Fosatu members at today's Kwazakele meeting applied for Macwusa membership

At General Motors a few police vehicles cruised the nearby streets. According to a GM spokesman, production was "continuing normally"

He said that no workers had been suspended and they could return when they had resolved "their differences with Firestone"

Names of those who have defied the walkouts were read out

Last night, Mr Peter Morum, Firestone's managing director, Mr Peter Morum, said "Firestone will give top priority to the re-employment of former Firestone workers But the firm could not be expected to re-employ all the former employees immediately"

He said that the 160 former employees lost their jobs after walking out in protest against proposed legislation which would freeze pension funds until retirement

Mr Morum said Firestone had stressed that the workers were not dismissed but had resigned

They had ignored a management ultimatum to return to work

Mr Morum said he had met officials from Macwusa and told them that the firm was willing to re-employ the 160 dismissed workers as vacancies arose

"If Macwusa had accepted the offer, at least 40 workers would have been rehired by now," he said

But Mr Makanda said when they met Firestone management on Saturday, Mr Morum was not available

In addition to reasons for their refusal to handle Firestone products, the 175 General Motors workers allege

- Unfair employment practices
- Job reservation
- Lack of communication between management and workers
- Limited scope for promotion of black employees
- The use of abusive language by white foremen when addressing black workers

Call to union to negotiate end to the labour dispute

(P 20/5/81)

(FT.2) Post Reporter (FT.2)

THE chairman of the Federated Chamber of Industries Labour Affairs Committee, Mr R J Ironside, has called on the union involved in the strikes at the Port Elizabeth motor plants to negotiate an end to the dispute.

He said it was an open question whether all alternative channels of communication had been exhausted in seeking a solution.

Mr Ironside said the labour unrest undermined efforts being made to "formulate and develop an industrial relations framework which could contribute to sound relationships".

ARGUS 20/5/81 (152) (192) (139) (62)

PE — 2 000 on strike

Argus Bureau

PORT ELIZABETH. — The strike action of black motor industry workers was growing today with the labour dispute in Port Elizabeth still solidly deadlocked.

About 1 500 workers from three Ford plants walked out again soon after starting time this morning, and the number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday.

Hundreds of singing workers left the General Motors plant in Kempston Road about 8 am today.

The labour turbulence which began with a refusal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday now involves about 2 000 striking workers

The 100-strong black labour force at the Cortina plant today repeated their performance of yesterday and Monday by walking out when they realised they had to handle Firestone products

They were joined yesterday by 400 workers at the adjacent Ford engine plant, 40 at the Ford Neave plant and 175 at General Motors.

Those on strike are reported to belong to the Motor Assembly and Component Workers' Union of South Africa (Macwusa)

The union took a resolution last week — which was conveyed to management — that its members would refuse to handle Firestone products until the 150 workers dismissed following strikes at Firestone over proposed Government pension legislation were re-instated

The chairman of Macwusa, Mr Dumile Makanda, said today that Ford had taken a hardline attitude and that he saw no chance of the union backing down unless Firestone re-instated the workers who lost their jobs early this year.

NEW THREAT

If necessary, Macwusa members at four companies supplying Ford with products could also go on strike, he said

How Firestone would reinstate the workers if they had already taken on substitutes was 'its own problem of its own creation'

STRIKERS CLOSE SIX CAR PLANTS

Sowetan 20/5/86

By SOWETAN REPORTERS

STRIKING workers yesterday brought production at six motor car plants in the Cape to a halt.

- Two Leyland plants — at Blackheath with 2 000 employees and Elsies River with 400 — were hit by a strike over wage demands
- At the Ford plant in Port Elizabeth 1 000 workers were suspended after a number of them refused to fit tyres made by the Firestone Company, which has refused to rehire workers after a recent strike
- About 200 black workers at the General Motors Kempston Road plant in Port Elizabeth downed tools and walked out yesterday morning also refusing to handle Firestone products
- It was reported late yesterday that another two PE plants had joined the "Firestone solidarity strike", but no details were available

Tuesday's events at the Ford Cortina plant repeated itself yesterday when about 1000 black workers were sent home again when refusing to handle Firestone products on the assembly line

The plant was expected to remain closed yesterday while management continued to meet employee representatives in an attempt to resolve the situation

The boycott is linked to a protracted labour dispute between the Port Elizabeth-based Motor Assembly and Component Workers' Union of South Africa (Macwusa) and Firestone management

Firestone have refused to re-employ a number of former employees — apparently about 300 — who lost their jobs during a strike at Firestone early this year over a pension fund dispute

All the strikers in PE are members of Macwusa

The chairman of Macwusa, Mr Dumile Makanda, has said it was Ford management's "hard line attitude and insensitivity" to the issue which ultimately led to the drastic action by the workers

The strike by about 2 000 workers at two Leyland factories entered its fourth day yesterday with no indication of an immediate end to the dispute

Management suspended the workers last week and instructed them to return to work today However, workers ignored the suspension and reported to the plant yesterday and the day before, although they are not working

"Judging by the workers' attitude, there is no chance they will be returning to work today," said Mr Joe Foster, secretary of the Western Cape branch of their union, the National Union Motor Assembly and Rubber Workers of South Africa

Mr Foster handed management representatives a letter during a brief meeting at D F Malan Airport on Monday The letter confirmed what the union had told management on May 7 about worker dissatisfaction over wages

"It is up to management to react The people are expecting something, but so far, there is no indication of progress that we see"

- In Pretoria former employees of the Sigma Motor Corporation who were not reinstated after their recent strike refused yesterday to fill in application forms for new jobs because they do not accept their dismissal

Motor industry strike grows

STAR 20/5/81

Own Correspondent

PORT ELIZABETH — Strike action by black motor industry workers was growing today as the labour dispute in Port Elizabeth remained firmly deadlocked

About 1 500 workers from three Ford plants walked out again soon after starting time this morning

The number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday.

Hundreds of workers were reported to be singing as they left the General Motors Kempston Road plant about 8 am today.

This means that the labour unrest which started with a refusal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday has grown into a fully-fledged strike by about 2 000 workers.

The 1 000-strong black labour force at the Cortina plant today repeated their walkout of yesterday and Monday as soon as they saw the company wanted them to handle Firestone products

They were joined yesterday by 400 workers at the adjacent Ford Engine plant, 40 at the Ford Neave plant and 175 at General Motors

Those on strike are reported to be the full membership of the Motor Assembly and Component Workers Union of South Africa (Macwusa) at these plants

The chairman of Macwusa, Mr Dumile Makanda, said today Ford had adopted a hardline attitude and that he saw no chance of the union backing down unless Firestone reinstated workers who lost their jobs early this year

If necessary, Macwusa members at four companies supplying Ford with

To Page 3, Col 1

Unrest growing

products could also go on strike

Mr Makanda said how Firestone was to reinstall workers if they appointed substitutes was "a problem of its own creation"

"The strike at Firestone was probably a blessing in disguise because those people who lost their jobs were mostly old people

"They have probably now employed mostly youngsters"

Macwusa expected Ford to contact Firestone and put pressure on it

The union was also disappointed that Ford had ordered 400 more tyres from Firestone last week after being warned of the impending boycott

Mr Makanda said the striking workers were to meet in a church hall in New Brighton today to discuss their position

Strike continues

Labour Reporter

The strike at the Leyland Blackheath and Elsies River plants near Cape Town continued today when workers refused to meet management's back-to-work deadline.

All workers were suspended until today after last week's strike over wage increases Although they gathered at the plants they did not start work

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PLEASE CIRCLE ITEMS REQUIRED

R47,20/5/81

Sympathy strike grips Cape car manufacturers

By STEVEN FRIEDMAN
Labour Reporter

THE "sympathy strike" at Ford's Port Elizabeth Cortina plant spread yesterday to two other Ford plants and to 175 workers at General Motors

And the strike by 2 000 workers at two Cape Town Leyland plants continued despite a management warning that strikers should report to work today

Ford confirmed 600 black workers — about 70% of the engine plant staff — downed tools and about 40 blacks of the predominantly coloured workforce at the Neave plant also joined the strike

GM's Mr Rod Ironside, said 175 of 4 000 black workers had walked out in sympathy with sacked Firestone workers

He said workers had not been fired, but he assumed they would return once the Firestone dispute was settled

The Ford strike began after it and GM had been warned by the Motor Assembly and Components Workers Union of South Africa that its members would not handle Firestone products in sympathy with workers who had been sacked after a strike at that company

Most Cortina production has stopped, but industrial relations director, Mr Fred Ferreira, said production at Neave was continuing since Ford had a stockpile of engines

Leyland workers met yesterday to discuss the dispute and are unlikely to return until the company agrees to an immediate wage adjustment, according to Mr Joe Foster, branch secretary of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

He said the union had made it clear to management that it had only agreed to a 9c rise scheduled for June because the company seemed to have financial problems

Mr Foster said the union informed management earlier this month that workers wanted a bigger increase and believed the company could afford it because it was hiring new workers "Despite this, they refused to budge and this has sparked the strike"

He added that the union had now informed management in writing that workers demanded a bigger increase and the ball is in their court now

Although they were suspended on Friday, strikers have been returning to the Blackheath and Elsies River plants

"They reject management's claim that their suspension is in accordance with our disciplinary agreement with Leyland," Mr Foster said

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1959/60	7695	1,0	84,9	750757
1963/64	12443	1,6	83,9	756581
1968/69	14623	1,8	85,3	830086
1972/73	11799	1,6	85,1	726768

* Kleurlinge plus Asi

Bron: Landbousensus

Fired Sigma men refuse to re-apply

By MONK NKOMO

THE MAJORITY of the more than 200 former employees at Sigma Motor Corporation Pretoria refused to fill in application forms on Monday following the company's alleged effort to re-employ them

Most of the former employees including the 18 committee members who acted as intermediaries during the strike last month told **SOWETAN** yesterday that they declined the offer because they did not consider themselves former employees

"We regard ourselves as employees of Sigma who were victimised by virtue of being fired during the strike after we had persuaded the workers to call off the strike and return to work" a committee member said yesterday

Sigma management issued an ultimatum to the 4000 strikers that they return to work or face expulsion The workers eventually returned to work but a number of employees were not reinstated by Sigma

A committee member said "We refused to fill in the application forms because we do not accept our termination of service The majority of those who turned the offer down earned more than R2 00 an hour before the strike"

He added that should they re-apply as new employees, they would be paid a minimum starting salary of R1 60

"Thousands of employees were reinstated without reapplying and I do not see any reason why we should reapply for our jobs" a former employee said

Mr Leon Shirley public relations manager of Sigma, declined to comment on the issue "I will be talking about something that I do not know" he said

An official of the National Union of Motor Assembly and Rubber Workers confirmed that the former workers who were fired during the strike were requested by Sigma to re-apply as new employees Those who re-applied he said, would be notified by letter from the company whether they had been successful or not

According to Mr Shirley, a meeting between Sigma and the union was held on Monday He said "Sigma management and the union continued their informal discussion They agreed on an agenda of priority items which will form the basis for future negotiations

Asked which priority items were on the agenda, Mr Shirley declined to comment, except to say they would meet with the union on a regular basis A union official told **SOWETAN** that they were to meet with Sigma management on Tuesday

Jaar	Blankes							...es	Totaal
	Getal	%						%	Getal
1954/55	-	-						-	-
1959/60	1490	0,3						84,3	591882
1963/64	-	-	-	-	-	-	-	-	-
1968/69	1794	0,2	125194	16,1	1590	0,2	650388	83,5	778966
1972/73	803	0,1	102495	16,3	388	0,1	523777	83,5	627463

ron: Landbousensus

COMPREHENSIVE HEALTH CARE IN RURAL AREAS OF MATABELELAND

DR. A. O. PUGH

Introduction

The purpose of this article is to summarize the existing system of health care in rural areas of Rhodesia, with special reference to the Matabeleland Province. The roles of medical assistants, health assistants, village health workers and other auxiliary staff are outlined, and their duties described. The costs of the service are mentioned, and it is hoped that subsequent discussion will show that a comprehensive health service can be provided in a relatively inexpensive manner which is within the available health budget of a developing country.

The Scene

Two-thirds of the population of Rhodesia live in rural areas, and it is there that the bulk of our health problems occur. Yet, nearly all our medical and nursing personnel live and work in the urban areas where hospital facilities are concentrated. No matter how attractive life in the smaller centres can be made, the urban hospitals will continue to swallow up most of our graduates and qualified nursing staff so that the doctor : population ratio in the rural areas will remain up to 1 : 100 000. This means that our rural health services must be provided by auxiliary staff supported by their professional colleagues in urban areas.

The health problems in our rural areas are similar to those of other developing countries and the emphasis is on diseases prevalent where living standards are low and there is a lack of adequate water and sanitation. The health problems are grouped together under the following headings for convenience :

1. Nutritional
2. Infectious diseases
3. Parasitic diseases spread by vectors or intermediate hosts
4. Occupational, industrial and social problems
5. Problems in pregnancy and childbirth
6. Emergencies of all types

We have analysed the health problems and we know what needs to be done to counteract them. Our challenge is to provide a system of comprehensive health care which will reach the people who need it most in ways which yield the greatest benefits, and yet are within the country's financial capabilities. By comprehensive health service we mean a system of health care (and I quote) which will "reach into the communities and homes, and influence patterns of living - the construction of dwellings, the protection of water, the delivery of babies, the feeding of children, the size of families". (Bryant 1971)

For convenience, the description of the system will be divided into the [illegible] of [illegible] health care [illegible] and costs.

1. Personnel [illegible] Care

The existing system [illegible] of DI[illegible] (Community Health [illegible]

Sign break with the union

THE 18 members of the Committee of 20 who were refused reinstatement by Sigma Motor Corporation after the strike last month, severed relations with the National Union of Motor Assembly and Rubber Workers yesterday.

The 18 told SOWETAN yesterday that the union had failed to adhere to the resolutions passed by the workers that they should not enter into any negotiations with management before Sigma reinstated them.

"We regard the continued meetings by the union with Sigma management as an act of betrayal and it casts an element of doubt. We do not want any union representation. We have severed ties with them," they said.

They added that they had not received unemployment benefits from the union since their services were terminated by Sigma.

A union official confirmed yesterday that the 18 had notified them that they had cut their relations with them and declined to comment further.

• Call industry strikes — Medical Assistants

Page 5

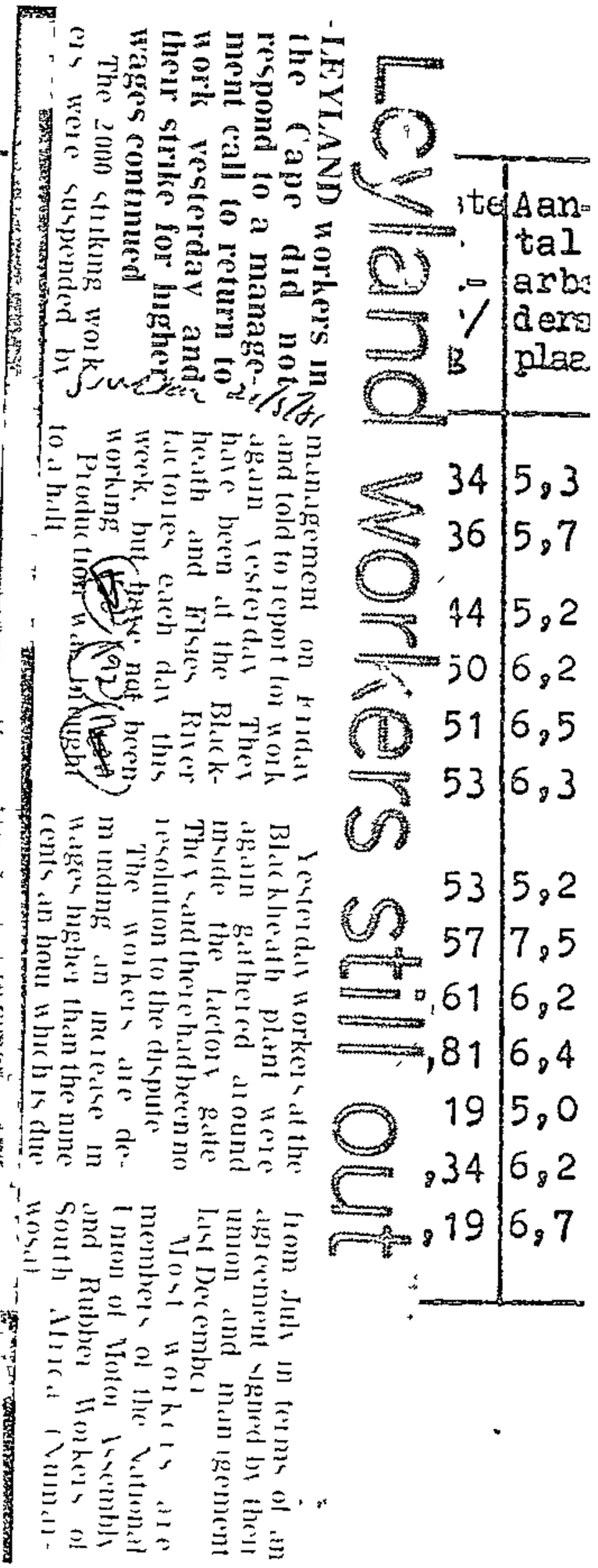
AT VILLAGE LEVEL

Village health workers

Tabel 13 Arbeidskoste per arbeider per jaar vir die Swartland

Jaar	Kontant	Bonus	Totaal kontant	Meel	Vis	Vleis	Wyn	Melk	Suiker Koffie Tabak	Medieseskoste	Klerasie	Ongevalle Ass.	Ander	Totaal Niekontant	Aantal arbeiders plaas
"55/56	90,03	7,05	97,08	17,85	19,44	67,30	19,44	/	/	3,72	/	/	8,06	135	5,3
"56/57	97,82	7,99	105,81	20,13	18,21	67,60	23,38	/	/	2,77	/	/	7,30	139	5,7
"65/66	118,60	/	118,60	21,29	21,72	45,68	32,77	/	2,41	4,30	3,47	2,18	/	133	5,2
"66/67	152,43	/	152,43	28,16	26,09	83,23	34,15	8,80	3,51	7,00	8,10	4,22	22,71	225	6,2
"67/68	153,68	9,08	162,76	26,86	38,00	52,97	33,00	6,92	/	4,32	4,45	2,51	2,18	171	6,5
"68/69	165,76	9,66	175,42	27,79	36,73	79,43	33,37	11,85	/	5,22	8,43	9,62	7,12	226	6,3
"69/70	158,49	6,07	164,56	39,12	62,50	93,13	40,07	10,93	/	5,72	9,73	5,17	2,77	269	5,2
"70/71	183,24	16,58	199,82	29,13	65,32	87,14	37,63	13,85	/	7,38	12,59	3,30	33,60	289	7,5
"71/72	193,46	14,81	208,27	34,33	66,42	99,17	37,76	19,04	/	5,79	11,09	5,73	36,74	316	6,2
"72/73	229,44	11,69	241,13	/	63,92	/	44,32	/	/	/	/	/	/	108	6,4
"73/74	230,43	21,03	251,47	43,18	65,78	149,31	47,86	14,68	7,00	7,19	15,86	7,59	3,12	36	5,0
"74/75	283,60	16,56	300,16	56,88	81,61	254,29	69,10	26,15	7,02	11,83	15,69	7,54	89,06	61	6,2
"75/76	276,16	30,20	306,36	60,92	83,60	213,57	96,38	34,47	14,19	11,35	22,42	8,57	66,92	61	6,7

Bron: Afdeling Landbouproduksie-ekonomie



Leyland Workers Still Out

LEYLAND workers in the Cape did not respond to a management call to return to work yesterday and their strike for higher wages continued.

The 2000 striking workers were suspended by management on Friday and told to report for work again yesterday. They have been at the Blackheath and Elsies River factories each day this week, but have not been working.

Production was brought to a halt from July in terms of an agreement signed by their union and management last December.

Yesterday workers at the Blackheath plant were again gathered around inside the factory gate. They said there had been no resolution to the dispute.

Most workers are members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

The workers are demanding an increase in wages higher than the nine cents an hour which is due

Solidarity strikes still spreading in PE

Sowetan 21/5/81

THE strike action of black motor industry workers was growing yesterday as the labour dispute in Port Elizabeth was still solidly deadlocked

Not only did about 1500 workers from three Ford plants walk out again shortly after starting time this morning but the number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday

Hundreds of singing workers left the General Motors Kempston Road Plant at about 8 am yesterday

This means that the labour turbulence which started with a refusal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday have grown to a fully-fledged strike of about 2000 workers

The 100-strong black labour force at Cortina plant yesterday repeated their performance of Monday and Tuesday by walking out as soon as they saw the company wanted them to handle Firestone products

They were joined yesterday by 400 workers at the adjacent Ford engine plant 40 at the Ford Neave plant and 175 at General Motors

Those on strike are reported to be at least the full membership to the Motor Assembly and Component Workers Union of South Africa (Macwusa) at these plants

The union took a resolution last week — which was conveyed to management — that its members would refuse to handle Firestone products until the 150 workers who were dismissed following strikes at Firestone over proposed government pension legislation are re-instated

The chairman of Macwusa, Mr Dumile Makanda, said yesterday that Ford had taken a hardline attitude and that he saw no chance of the union backing down unless Firestone re-instated the workers who lost their jobs early this year

In fact he said if necessary Macwusa members at four companies supplying Ford with products could also go on strike

Mr Makanda said how Firestone was to re-instate the workers if they had appointed substitutes was its own problem of its own creation

The strike at Firestone as probably a blessing in disguise because those people who lost their jobs were mostly old people They have probably now employed mostly youngsters

Macwusa at least expected Ford to contact Firestone and put pressure on them Also, the union was disappointed that Ford went and ordered 400 more tyres from Firestone last week after being warned of the impending boycott

Mr Makanda said the striking workers were to meet in a church hall in New Brighton yesterday morning to discuss their position

When arriving for work this morning black workers at Ford were called together and asked if they were willing to handle Firestone products when they unanimously said no they were told to leave quietly and return when they were in a position to handle these products

The managing director of Firestone Mr Peter Morum, said their company could not dismiss workers to make place for others who were late in seeking re-employment after the strike at the plant However those people got preference, as vacancies arose

A spokesman for General Motors confirmed that a number of black workers had again downed tools yesterday No spokesmen for Ford were available as executives were said to be busy assessing the situation

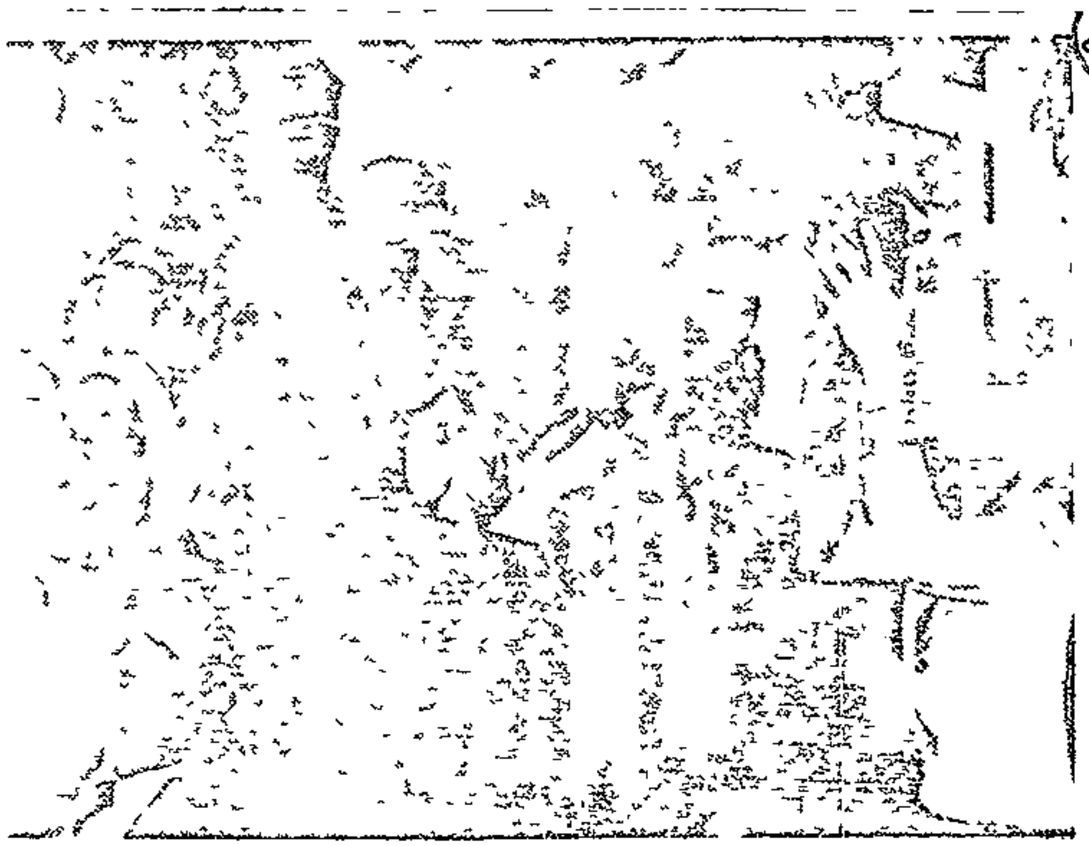
Ford has maintained that it could not involve itself in another company's affairs referring to the Firestone dispute

• Head of the Black Municipal Workers Union in Johannesburg Mr Joe Mavi yesterday announced solidarity with the PE strikers

Motor industry workers during the 1980 wave of strikes in Port Elizabeth

Argus 21/5/81

Car strike spreads



... meeting in Bellville South today

DISMISSED: Mr Hennie Adolah, left, and Mr Tommy Brand with their payslips.

Continued from page 1

workers went on a sympathy strike

The strikers are refusing to handle Firestone products because Firestone workers were not re-employed after a walk out in January.

The managing director of Firestone, Mr Peter Morum, said today that workers who did not turn up last night and this morning had been intimidated.

He had been told that when workers tried to board buses last night to go to work they were ordered by others to get off.

Some blacks had turned up for work, as well as the coloured workers who mostly had their own transport.

The plant was continuing production

A police spokesman said reports of intimidation had been received, and special patrols had been sent into the townships

Mr Morum had said earlier that there were no vacancies for the 160 workers who had lost their jobs during a strike in January.

'If we employed the 160, we would have to release 160 others.'

Mr Morum reiterated that the company would give priority to hiring workers who walked out in January as vacancies arose.

The chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda, said today that members of his union would not back down.

He was interviewed while leaving the Ford Cortina plant, where he worked.

He said union representatives were to meet Ford management for negotiations

Blackheath

Mr Makanda said security and riot police had tried to stop General Motors workers yesterday as they walked from the plant to a church hall for a meeting with the union.

Black workers who left the Ford Cortina plant this morning jeered and gave black power salutes to white and coloured workers inside the premises Many also sang.

A Ford spokesman said today that production worth R2,3-million had already been lost

The Macwusa union has said it expects Ford to put pressure on Firestone, and to allow its workers not to handle Firestone tyres.

Leyland South Africa advertised today for assembly workers at the Blackheath and Elsies River plants.

The firm's director of communications and public affairs, Mr A Pitlo, said those workers who had shown a willingness to work would be retained without loss of benefit.

The secretary of the Western Cape branch of Numarwosa, Mr Joe Foster, said today that very few workers had returned to work

He dismissed 'as nonsense' claims by Leyland management that the union did not have the support of the workers.

The resolution passed at today's meeting said Leyland had taken a hostile attitude by refusing to negotiate reasonably with the union, as well as through the presence of police.

Numarwosa has received messages of support, including a telegram from the secretary of the International Metal Worker's Federation.

CAR STRIKE SPREADS

3 000 out in PE; Leyland sacks 2 000

Argus 21/5/81

(192)

Port Elizabeth Bureau and Labour Reporter

THE strike-beset Port Elizabeth motor industry received a fresh shock today with the news that about 1 000 black workers had gone on strike at the Firestone Tyre Company.

These are in addition to the 1 500 on strike at three Ford plants and 200 at General Motors, bringing the Port Elizabeth total to about 3 000.

Meanwhile, Leyland has dismissed the 2 000 striking black workers at its Blackheath and Elsies River plants following their refusal to return to work yesterday.

More than 1 000 decided at a meeting in Bellville South today that they would stay on strike until their wage demands were met.

Start

The Firestone strike started about 10 pm yesterday when the majority did not show up for their shift.

Today, the 6 am shift followed suit.

Leyland workers passed a resolution at the meeting today demanding a minimum wage increase of 25c an hour to match rising living costs.

They demanded that management immediately hold talks with their union — the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwsa) — with the aim of setting a R2 an hour minimum wage to come into effect within the next four months.

Made clear

Yesterday afternoon, management issued terminating notices saying that workers had automatically terminated their services by refusing to work and ignoring an instruction to return.

'We wish to make it clear that termination for the above reasons does not constitute redundancy and no redundancy payments will be made.'

The notices said workers could apply for re-employment today.

In Port Elizabeth the strikes in motorcar plants started on Monday when two workers in the Ford Cortina plant refused to fit Firestone tyres.

They had hardly been suspended and replaced when, in a show of solidarity, the 1 000-strong black labour force refused to handle Firestone products.

Spread

They were asked to go home and the plant was closed.

This has happened every morning since, including today.

Meanwhile the strike had spread to the Struandale engine plant and the Neave assembly plant where production had been continued through re-organisation.

On Tuesday afternoon, 200 General Motors

(Continued on Page 3, col 8)

Mawu hits out at labour body

THE Metal and Allied Workers' Union (Mawu) this week charged Industrial Councils of "not being representative of the majority of workers .

By Z B Molefe

This was after the National Industrial Council for the Metal Industry failed to resolve a dispute between the Federation of South African Trade Unions (Fosatu)-affiliated Mawu and the Toyota Motor Company over the dismissal of 134 black workers early this year

A Mawu statement to **SOWETAN** said the secretary of the council said the council could not resolve the matter because it was not satisfied that a dispute existed

The Toyota workers and Mawu referred the dispute to the council on February 6 following the refusal by Toyota management to negotiate or to agree to arbitration of the dispute, the statement went on The dispute arose when eight black workers were dismissed by Toyota This was after the workers refused to sign a final warning ' for missing weekend overtime

This resulted in a work stoppage and the dismissal of 134 black workers Following written submissions by Mawu and the motor company, the union asked for oral evidence to be heard On March 30, a meeting of the sub-committee of the Transvaal Regional Industrial Council was held and attended by the union and Toyota

Following the hearing, the Council applied to the Minister of Manpower Utilisation Mr Fanie Botha, for an extension of 60 days to allow it to conduct further investigation ' The application was opposed by Mawu and was refused by the Minister Despite this, the Council delayed a further two weeks before reporting,' continued the statement

The statement charged Industrial Council have been able to operate up till now because they have not been representative of the majority of workers They are still unrepresentative

Industrial Councils, the statement pointed out, themselves need radical modification before they can satisfy the majority of workers and workers must also be given the right to representation and negotiation at establishment level by their unions The Toyota case has demonstrated this beyond doubt"

Sowetan 21/5/81

Tabel 11 Loonstruktuur in 19 Voorlightingswyke in die Wintervéénstreek.(i)

Voorlightingswyk	Weeklikse loon people	Weeklikse byvoordele Land	Totaal
Oudtshoorn	R5,00	R3,00	R8,00
Swellendam	6,83	6,44	13,27
Stellenbosch	8,00	1,85	9,85
Piketberg	3,60	9,90	13,50
Malmesbury	4,00	13,00	17,00
Ceres	12,00	10,00	22,00
Durbanville	6,85	9,19	16,04
Vredendal	7,44	4,37	11,81
Heidelberg/Slakte	5,50	3,60	9,10
Wellington	8,00	5,00	[illegible]
Bredasdorp			55
Namakwaland			71
Clanwilliam			80
Montagu			97
Caledon			95
Worcester			60
Moorreesburg			53
George			[illegible]
Ladismith			[illegible]
Inlandse			[illegible]
Land			[illegible]

(i)

PE strikes have wider meaning: labour expert

By SANDRA SMITH

THE strike by Ford and General Motors workers in support of workers dismissed from Firestone is precisely the sort of development that would be expected of a union which is concerning itself with community affairs on a wider basis

This was said today by one of the authors of the Ford Report and head of the Department of Anthropology at Rhodes University, Professor Michael Whisson, referring to this week's strike by Ford and General Motors workers

The report commissioned by Ford in 1979, was part of the company's programme of implementing the principles of the Sullivan Code

"The Motor and Component Workers' Union of South Africa (Macwusa) is concerning itself with community affairs on a broader basis, rather than simply with worker/management issues on an industrial relations basis," Professor Whisson said today

"It is a demonstration of a move towards monopoly control of labour, dealing with confronting what workers see as a monopoly control of employers," he said

Professor Whisson said he thought Macwusa was trying to unite labour on the same basis as chambers of industry brought together employers

"The problem is going to have to be sorted out in extensive discussion between all parties concerned"

Individual companies would not be able to deal with the issue as an isolated problem

Labour saw a close relationship between the companies concerned, and would regard it as a legitimate tactic to use their strength in whatever direction they felt would be effective

Talks scheduled on the Ford 'solidarity' walkout

STAR 21/5/81

Labour Reporter

Ford management was scheduled to meet union officials today for the first time since Monday's mass walkout by workers

About 1 500 workers from three of the four Port Elizabeth Ford plants are still on strike in "solidarity" with colleagues who were dismissed from the nearby Firestone plant earlier this year

Workers have refused to handle Firestone tyres and are being represented by the Motor Assembly Component Workers Union (Macwusa)

The chairman of Macwusa, Dr Dumile Makanda, said today the union would tell Ford that workers were willing to return to work — but they were still not prepared to handle Firestone tyres

STAR 21/5/81 (192)

Leyland strikers collect pay

CAPE TOWN — Groups of dismissed Leyland workers gathered outside the closed gates of the Blackheath factory this morning, collecting their pay

Workers said there would be a meeting in Bellville later today to discuss the situation

About 1 900 striking workers at Leyland's Blackheath and Elsies River plants were dismissed after their refusal to return to work yesterday.

The firm's director of communications and public affairs Mr A Pitlo, said today that most of the dismissed workers had collected their pay and those who showed a willingness to work would be retained without loss of benefits

The factories were still at a standstill, but management hoped to have them back in production "as soon as possible"

Leyland South Africa placed advertisements in morning newspapers today announcing vacancies for assembly workers at both Cape Town plants

Although a wage agreement had been signed in December the union warned Leyland workers were not completely satisfied with the settlement

The Leyland spokesman also repeated the company's position that they would not hold negotiations with the union until production was back to normal — Sapa, Labour Reporter.

CT 21/5/81

FCI call to end strikes

Own Correspondent

PORT ELIZABETH — The Federated Chamber of Industries yesterday appealed to striking Ford and General Motor workers to negotiate a settlement on the rehiring of 160 Firestone workers.

The appeal was made in a statement released in Port Elizabeth yesterday by the chairman of the FCI's labour affairs committee, Mr R J Ironside.

The managing director of Firestone, Mr Peter Morum, yesterday reiterated that the company would give priority to the hiring of the workers as vacancies occurred.

Of the 1 500 Firestone workers who staged a mass walkout in January over draft pension fund legislation, 160 were not re-employed.

Meanwhile, the strikes continued yesterday without management and union representatives meeting.

The walkout by 1 000 workers at the Ford Cortina plant at Struandale three days ago led to the complete closure of the plant today. The stoppage has cost the company R1,8 million in lost production.

And after reporting for duty at the Nieve plant yesterday morning, 400 workers walked off the engine plant floor and about 10 workers refused to take up their positions.

Leyland sacks 1 900 workers

CT 21/5/81 (172) (146A) (61)

By CHRIS BARRON

ABOUT 1 900 workers who had been on strike at Leyland plants in Blackheath and Elsie's River since Thursday last week were sacked yesterday afternoon

Their dismissal came after a three-day suspension by management and a warning to return to work by 7 30 yesterday morning

In a statement released after the workers had been informed of their dismissal at 3 45pm, Leyland's director of communications and public affairs, Mr A E Pitlo, called their strike an "illegal action" and a "violation" of the terms of an agreement signed by management and the National Union of Motor Assembly and Rubber Workers of South Africa (Numerwosa) in December last year.

The agreement provided for a minimum wage increase of 25c an hour, from R1,05 to R1,30, as from January 1 and an across the board increase for all hourly grades of 9c an hour as from July 1

Workers demanded an additional increase to enable them to keep up with the cost of living

Mr Pitlo said "The dismissal followed after a three-day suspension period without pay This has resulted in the workforce losing over R150 000 in wages while they have not been working

"The lost pay is a direct result of the union refusing to honour the agreement it negotiated and signed with the company in December 1980, covering substantial wage increases for the whole of 1981"

He emphasized that Leyland would not "yield to any action in defiance of this agreement The company is not prepared to be intimidated by deliberate industrial disruption

Highest wages

'Leyland maintain that its wages are the highest in the Cape Town area and increases of over 32 percent have been provided for in the agreement

"Leyland has disclosed that union executives requested several meetings with management which repeatedly proved to be unsatisfactory, vague and inconclusive and it became apparent that the union is unable to represent its members effectively

"Throughout the period of the dispute Leyland management has kept the workforce advised of their rights and the conditions under which they were suspended, and repeated requests to return to work

"Employees who have shown their willingness to work will be retained by the company without loss of benefits

'The company will immediately commence recruiting labour

Mr Pitlo said that a minority of the original number who had gone on strike had agreed to return to work before being dismissed

He added that Leyland would be prepared to re-employ any others who had already been fired

The secretary of Numerwosa, Mr Joe Foster, reacted strongly to the dismissals, calling them "typical management action"

"They show a complete lack of understanding of the problems of the workers who cannot survive on the money they are earning"

He blamed "their intransigence in refusing to react to the workers' demands and asked why management had decided only yesterday that Numerwosa's representations to it were "vague and inconclusive"

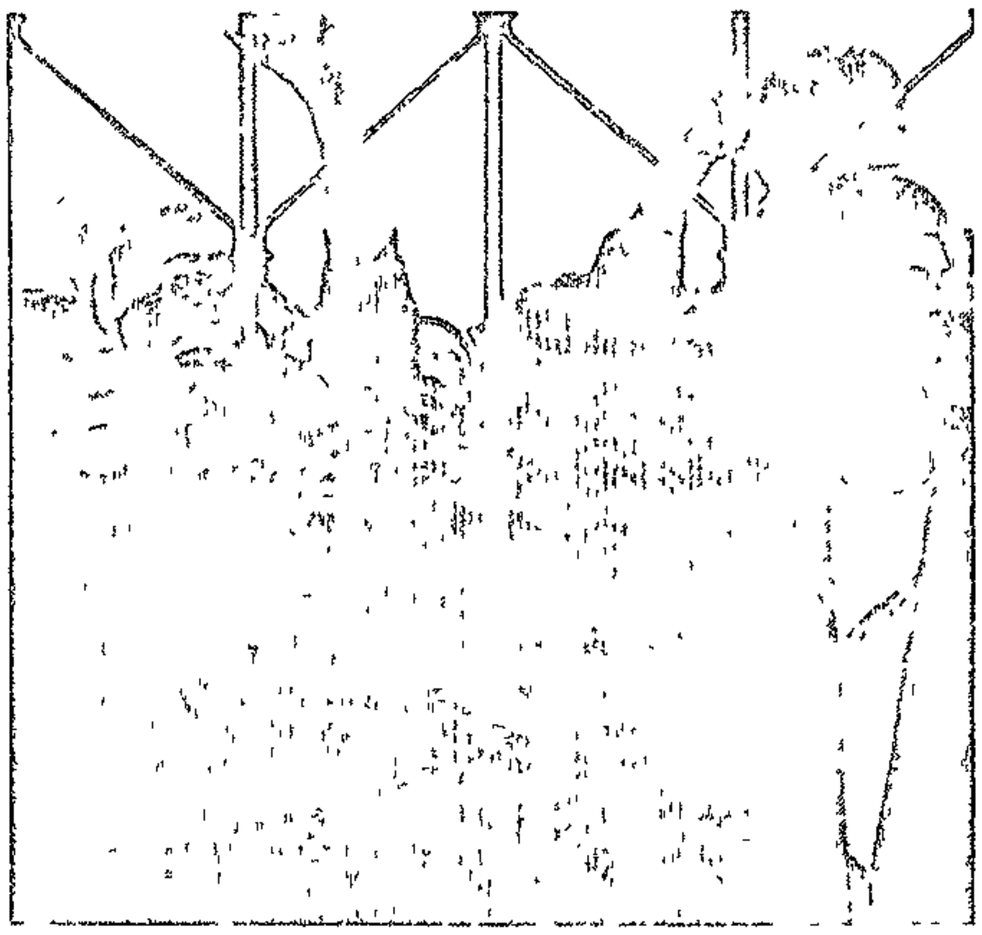
"When we relayed the grievances of the workers to them on May 7 and said This is the position can you do something about it" they said they would consider and come back to us There was no word about specific figures then"

There was some disturbance among workers in the engine plant of the Blackheath factory early yesterday, when some of them indicated a desire to return to work in opposition to a general feeling that the strike should continue This was followed by more excitement after workers, according to some of them, had been "told" to go back to work by the chairman of Numerwosa, Mr N Gantana

When they refused, a management spokesman repeated the call and threatened to have them "put off the property" if they continued to strike

Mr Foster confirmed that the union had "approached" the workers and, warning them of probable dismissal should they continue the strike, "suggested for their own good that they go back"

However, he said, the workers were "adamant" that they would not return to work till their demands had been met



Striking workers at Leyland's Blackheath plant crowd the main gate yesterday morning

PE strikes spread to third firm

EP 21/5/81

(1-12)

By SANDRA SMITH and JIMMY MATYU

THE strikes at the Ford and General Motors vehicle manufacturing plants in Port Elizabeth have spread to Firestone, where hundreds of workers failed to report for two shifts last night and today.

The managing director of Firestone, Mr Peter Morum, would not say today how many workers were absent from his factory

"I don't want people to know how many are here We believe workers have been prevented from coming to work, but some have been brought by friends," he said

Production had been adversely affected but he was unable to estimate the losses at this stage

[illegible] of an end to the disputes

A meeting today between representatives of the Motor and Component Workers' Union of South Africa and Ford management failed to bring agreement and the Macwusa leader, Mr D Makanda, threatened to keep the Ford Cortina plant shut for the whole of next week

Today Ford management and a delegation from Macwusa met for 75 minutes behind closed doors Afterwards Mr Makanda said a deadlock had been reached.

As a result the Cortina plant, shut down since Tuesday, would stay closed all next week, he said

It was also learnt today that a delegation of Firestone workers plus Macwusa representatives would seek a meeting with Mr Morum later today

The loss to Ford since the strikes began on Tuesday now totals 400 units valued at R2,5 million

The strikes began with the suspension of two workers at the Cortina plant for refusing to fit Firestone tyres to vehicles rolling off the assembly lines There are now an estimated [illegible] workers

Strong police patrols were active in Port Elizabeth's black townships today to prevent intimidation reported at bus termini It was reported that workers were being stopped from boarding transport to the city

A police spokesman said "Patrols have been stepped up We warn that we will take strong action against any intimidation"

Ford's public affairs director, Mr Dunbar Bucknall, said today the situation was unchanged at the three Ford plants Production at the Cortina plant had been at a standstill since Tuesday, but production at the engine and Neave plants was continuing normally after staff had been reorganised

Earlier today a crowd of about 3 500 striking workers from Ford, General Motors and Firestone met at the Holy Spirit Hall in Kwazakele They were joined by the kitchen staff at Ford's two Struandale plants

Among the Firestone workers were some hired in February to replace about 160 workers who the management claim dismissed themselves" after failing to return to work

As with General Motors, where the strike is limited to about 200 workers, Firestone workers have listed a number of reasons for striking other than their support for workers suspended from Ford

They claim, among other things, that lower wages are paid to black workers and that job reservation is still practised

Mr Makanda called on white-collar black staff in the three Ford plants who had not expressed their solidarity with the strikers to consider their position in the black community

● See also Page 2

Firestone report

IN a report in yesterday's Evening Post about the industrial problems at Firestone, both Mr Peter Morum, managing director of Firestone and Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers Union of South Africa (Macwusa), referred to meetings that were held to discuss the points at issue

Because of a misunderstanding between two reporters, the impression may have been given that Mr Morum and Mr Makanda were referring to the same meeting

Mr Morum, at his request, met officials of Macwusa in March to tell them the firm was willing to re-employ the 160 dismissed workers as vacancies arose Mr Morum said today that 11 jobs were offered after that meeting but only one of the dismissed workers accepted

The offer to re employ dismissed workers as vacancies arose still applied, said Mr Morum

Macwusa officials met representatives of Firestone management again last Saturday Mr Morum was not present at that meeting as he was out of the country

CAR STRIKE SPREADS

3000 at P.E.; Leyland sacks 2000

Argus 21/5/81

(192)

Port Elizabeth Bureau and Labour Reporter

THE strike-beset Port Elizabeth motor industry received a fresh shock today with the news that about 1 000 black workers had gone on strike at the Firestone Tyre Company.

These are in addition to the 1 500 on strike at three Ford plants and 200 at General Motors, bringing the Port Elizabeth total to about 3 000.

Meanwhile, Leyland has dismissed the 2 000 striking black workers at its Blackheath and Elsies River plants following their refusal to return to work yesterday.

Start

The Firestone strike started about 10 pm yesterday when the majority did not show up for their shift.

Today, the 6 am shift followed suit.

At Leyland about 2 000 have been on strike since last week in a demand for higher wages.

Yesterday afternoon, management issued termination of service notices to those still on the premises.

The notices say the workers have [illegible] cally terminated their services by refusing to work and [illegible] noring instruction to return.

You can therefore collect your wages and leave pay immediately, the notices say.

Made clear

"We wish to make it clear that termination for the above reasons does not constitute redundancy and no redundancy payments will be made."

The notices say workers may apply for re-employment today.

In Port Elizabeth the strikes in motorcar plants started on Monday when two workers in the Ford Cortina plant refused to fit Firestone tyres.

They had hardly been suspended and replaced when, in a show of solidarity, the 1 000-strong black labour force refused to handle Firestone products.

They were asked to go home and the plant was closed.

This has happened every morning since, including today.

Spread

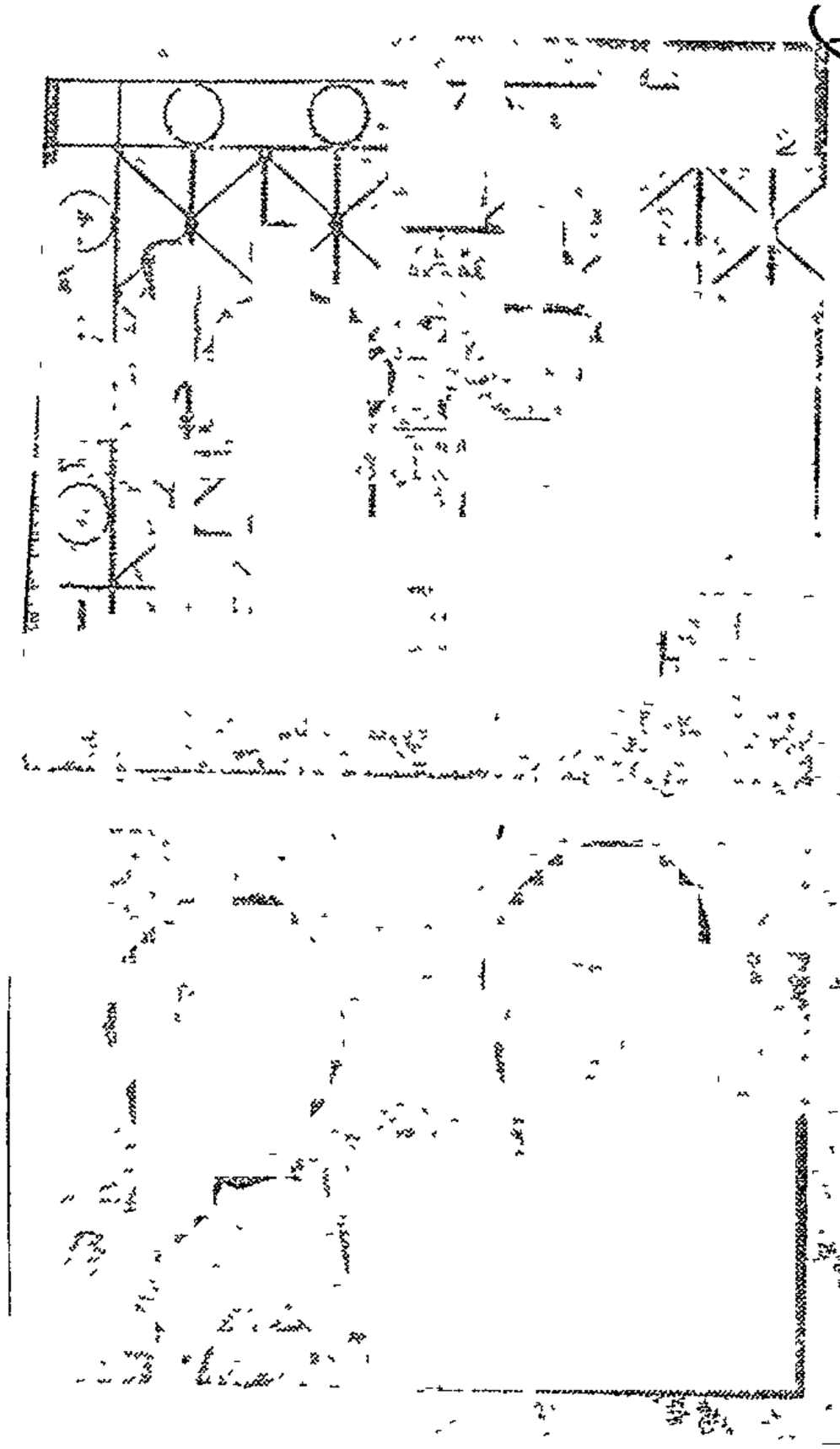
Meanwhile the strike had spread to the Struandale engine plant and the Neave assembly plant, where production had been continued through re-organisation.

On Tuesday afternoon, 200 General Motors workers went on a sympathy strike

The strikers are refusing to handle Firestone products because Firestone workers were not re-employed after a walk out in January.

The managing director of Firestone, Mr Peter Morum, said today that

(Continued on Page 3, col 8)



Car strike spreads

Argus 21/5/81

(Continued from page 1)

workers who did not turn up last night and this morning had been intimidated

He had been told that when workers tried to board buses last night to go to work they were ordered by others to get off.

Some blacks had turned up for work, as well as the coloured workers who mostly had their own transport.

The plant was continuing production.

A police spokesman said reports of intimidation had been received, and special patrols had been sent into the townships

Mr Morum had said earlier that there were no vacancies for the 160 workers who had lost their jobs during a strike in January

'If we employed the 160, we would have to release 160 others.'

Mr Morum reiterated that the company would give priority to hiring workers who walked out in January as vacancies arose.

The chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda, said today that members of his union would not back down.

He was interviewed while leaving the Ford Cortina plant, where he worked.

He said union representatives were to meet Ford management for negotiations.

Mr Makanda said security and riot police had tried to stop General Motors workers yesterday as they walked from the plant to a church hall for a meeting with the union.

Black workers who left the Ford Cortina plant this morning jeered and gave black power salutes to white and coloured workers inside the premises. Many also sang.

Blackheath

Ford's director of industrial relations, Mr Fred Ferreira, said yesterday that the company had become party to a dispute of another company and its workers, and did not intend becoming involved.

A Ford spokesman said today that production worth R2,3-million had already been lost.

The Macwusa union has said it expects Ford to put pressure on Firestone, and to allow its workers not to handle Firestone tyres.

Early today there were groups of workers outside the closed gates of the Blackheath factory, collecting their pay.

Workers said there would be a meeting in Bellville today to discuss the situation

Leyland South Africa advertised today for assembly workers at the Blackheath and Elsies River plants.

The firm's director of communications and public affairs, Mr A Pitlo, said those workers who had shown a willingness to work would be retained without loss of benefit.

In a statement yesterday, Mr Pitlo said the refusal to work was 'an illegal action in violation of the terms of the agreement between the National Union of Motor Assemblers and Rubber Workers of South Africa (Numarwosa) and the company

The Argus Bureau in London today quoted a spokesman as saying British Leyland was very concerned about the strike in Cape Town.

But it regards the strike very much a local affair and says it is leaving it to the South African management to handle

THE ARGUS, FRIDAY MAY 22 1981

Argus 22/5/81 (192)

PE fears more labour unrest

Argus Bureau

PORT ELIZABETH — Industry in Port Elizabeth is holding its breath over a threat of more black labour unrest while the strike of 3 000 workers at four plants here continues

A rally was to be held in New Brighton today to discuss the deadlock and the workers' position

Pamphlets have been widely distributed among black workers calling for a strike to coincide with the Republic Day festivities

The head of the Eastern Cape Security Police, Colonel Gerrit Erasmus disclosed today that the pamphlets had been distributed for the past three weeks but there had been renewed activity this week

New pamphlets in the name of the African National Congress were distributed yesterday

The chairman of the Motor Assembly and Component Workers Union of South Africa, Mr Dumile Makanda, said today the stalemate between workers and management at three strike beset car plants could be solved only if 160 former Firestone workers were reinstated

His union has rejected Firestone's offer to employ the dismissed workers as vacancies fell due

The 160 workers lost their jobs during a walk-out earlier this year over draft pension legislation The company employed replacements at the time and it now maintains that it will have to dismiss those workers if it is to rehire others

A union spokesman this morning described as 'nonsense' allegations that this week's strikes were ANC influenced

The managing director of Firestone Mr Peter Morum, said today that he had not yet been approached by worker's representatives to nego- approached by workers' at his plant joined the strikes yesterday

Spokesman for General Motors and Ford said today that the situation at their plants was materially unchanged

In Cape Town, striking Leyland workers have reaffirmed their decision to continue their strike until management meets their demands for higher wages

'The workers are adamant they are not going back,' a spokesman said after a meeting in Bellville South today.

Leyland fires 2 000 strikers in Cape

RDM 21/5/81 (192)

By STEVEN FRIEDMAN, Labour Reporter

THE Leyland Motor Company yesterday fired more than 2 000 strikers — its entire workforce at two Cape Town plants — after they ignored a management order to return to work.

Leyland said it would begin recruiting a new workforce immediately, but union sources said this was "totally impossible as there was already a shortage of workers before the strike".

In Port Elizabeth, a strike by Ford and General Motors workers in sympathy with Firestone strikers continued in what is becoming a crucial test for the new brand of "militant" black unionism which has emerged over the past year.

No end of the strike was in sight as employers made it clear they were not prepared to stop using Firestone tyres

The Motor Assembly and Components Workers' Union of South Africa (Macwusa) said the strike would continue until there were no more Firestone tyres in the factories

Firestone's managing director, Mr Peter Morum, told Sapa last night that the company would give top priority to the re-employment of fired strikers

He added, however, that Firestone could not be expected to re-employ all former employees immediately

About 1 500 black workers at Ford, and part of General Motors' black workforce, are refusing to handle Firestone products in protest over firings there

The sackings at Leyland came after workers returned to the Blackheath and Elsies River plants, but refused to work until they were granted a pay increase over the 9c-an-hour scheduled for June

The company said workers "who have shown a willingness to work" would be retained without loss of benefits

Leyland claimed in a statement yesterday that the strike was "illegal" and a result of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers (MUMARW) refusing to honour the wage agreement it signed with the company in December

It said Leyland would "not yield to industrial action in defiance of this agreement", and claimed that the wages it paid were the highest in the Cape Town area

But NUMARW's branch secretary, Mr Joe Foster, rejected the company's claims

"Management has acted incompetently throughout," he said, and disputed the claim that wages were the highest in the area

He said workers would meet today to discuss further action

At Ford, the Cortina plant stayed closed and most workers remained on strike at the engine plant

A Macwusa spokesman claimed that most of the 200 black workers at the Neave plant had joined the strike, but Ford put the figure at 40

According to Ford, the strike has cost the production of 300 units worth R1 800 000

Macwusa again held worker meetings in Kwazekhele township yesterday, but there were no talks between it and Ford The company, however, is hoping for more talks later this week

Ford's industrial relations director, Mr Fred Ferreira, said in a statement yesterday that the company would continue to keep communication channels open But he made it clear the company would not agree to abandon using Firestone tyres

If worker leaders genuinely wanted a resolution of the Firestone dispute, they should realise that this cannot be achieved "within the domain of Ford", he said

He added that Ford had been drawn into a "domestic dispute" between Firestone and its workers

A Macwusa representative, however, accused Ford of "collaborating with Firestone" and said the strike would continue "This is a community issue and we have a responsibility to Firestone workers"

Port Elizabeth labour observers see the strike as an attempt by Macwusa to demonstrate its support and to win workers over from the Fosatu-affiliated union which Ford recognises

than 50 additional workers, those in the plant feel that its financial condition must have improved and that it can therefore afford to pay them more'

He says the union has "bent over backwards" to accommodate the company which he says, seems to have forgotten 'the spirit in which the agreement was signed"

The company did not respond to an *FM* request for comment

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LABOUR MATTERS

Solidarity strikes

FM 22/5/81

A relatively new phenomenon in SA labour relations has surfaced in the Eastern Province motor industry — sympathy strikes Ford and General Motors were faced with a boycott of Firestone products in their plants this week Ford had to close down its Cortina plant, but managed to keep its engine and Neave plants in full production despite similar boycotts Only 175 of GM's 4 000 black workers left the plant after refusing to handle Firestone tyres

Workers who have boycotted Firestone belong to the Motor and Components Workers Union of SA (Macwusa) which has only recently risen to prominence in the eastern Cape The union grew out of the Ford dispute at the end of 1979 and has approached Firestone and Ford for recognition Negotiations are still under way and a spokesman for Firestone says it will recognise the union once it has proved 50% representation

Government Xini, Macwusa organiser, says the boycott was called in support of some 160 workers who were fired by Firestone after a strike over the pension fund in January 'The union has negotiated with Firestone about the reinstatement of these workers We have not yet come to any definite decision," he says

A spokesman for Firestone comments "The company has pointed out to Macwusa that if it re-employs the 160 workers who effectively dismissed themselves in January, the 160 people who have replaced them will have to be dismissed'

Internal affairs

"Wait and see" attitudes have been adopted by Ford and GM while Firestone and Macwusa attempt to resolve the problem Fred Ferreira, Ford's industrial relations manager, says "As a company we do not permit other companies to involve themselves in our internal affairs and, likewise, we are not prepared and cannot be expected to interfere in such matters at other companies"

He says the workers who have refused to handle Firestone tyres have been suspended but can come back to work as soon as the matter is settled GM has taken a similar line "When the workers are ready to come back, they can come back," says Peter Ray, GM's public relations manager

Both companies insist that a dispute does not exist between them and their workers "Our doors are open because there is no dispute between us and our workers," says Ferreira As the *FM* went to press, the companies reiterated their stand to keep channels of communication open with employee representatives

□ At the same time, in the western Cape the Leyland dispute remained unresolved Workers downed tools a week ago after management turned down worker requests for a wage increase At the end of last year the company entered into a wage agreement with the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) in which a R1 30 minimum wage was agreed on with a further 9c increase to take effect in June

Joe Forster, branch secretary of Numarwosa, says workers agreed to the increases only because the company was at the time in dire financial straits "Because the company has employed more

MOTOR INDUSTRY (192) FM 22/5/81

Nursing more cripples

Component shortages have left 8 000-10 000 new cars worth R70m crippled on factory parking lots, according to a National Association of Automobile Manufacturers (Naamsa) estimate

And while the component industry disagrees with the figures, it is clear that demand is still so far ahead of supply that they can't cope

Accordingly, Naamsa is to ask Government to relax local content requirements from 66% to 62% — with the support of at least part of the component industry

Lou Wilking, MD of General Motors (GM) and Naamsa president, says if the small reduction in minimum local content is allowed, it will break most production bottlenecks as many "cripples" lack only a few components It will enable car manufacturers to fly in these parts from their parent companies overseas where feasible

Car manufacturers say that if the present demand cannot be satisfied, these sales will be lost during the expected cool-off of the industry in the next few years

"We just have to get some relief " says Wilking "There are between 8 000 and 10 000 'cripple' cars worth about R70m sitting outside car factories at present "

Wilking concedes that the shortage is not entirely the fault of the local component industry because the recent floods in the eastern Province caused chaos in many component factories

"Half of Mangold's Foundry ended up in Algoa Bay," he notes "We suffered R200 000 worth of damage "

Wilking also condemns government's revocation of the so-called supplier letdown clause Until recently a car manufacturer was allowed to import components its local supplier was unable to deliver This is no longer the case, and local component manufacturers are now basking in a virtual monopoly where demand is exceeding supply

Even when there is more than one manufacturer of a given type of component, car manufacturers often cannot switch their component orders to alternate suppliers at short notice because these suppliers do not possess the specialised tooling required

"In many cases," says Wilking, "a car manufacturer pays for the tooling used by the component manufacturer to make his parts We are now in the situation where we have paid for the tooling, cannot get the parts, and are still penalised for importing them "

Component manufacturers dispute Wilking's estimate and say the true figure for cripples is closer to 2 000 They add that the situation will be much eased over the next few months as the growth of car sales tapers off

Wilking retorts "GM alone has 1 650 cripples, and I do not believe that the rest of the industry has less than 400 cripples between them And we are not over the hump of the components shortage It will be with us for at least another 12 months "

Fred Polacsek, MD of Hella is one of the component manufacturers who is totally against the idea of imports His company is the country's sole manufacturer of wiring harnesses

Wilking . . . fighting for a 4% reduction

Polacsek admits he has many unfulfilled orders, but believes that car manufacturers should wait until he is ready to process them

"If our customers maintained the requested lead times on their orders we would be able to supply them " he says

"But they ask us to bring forward the original agreed delivery dates and they order quantities of certain items without specifying the car makes for which they are intended until the last moment "

Polacsek also dismisses claims that the quality of his products has suffered lately and says "Much damage to this type of component occurs at the build-in stage "

Not all component manufacturers share Polacsek's view Brian Drury MD of Girlock, which has a virtual monopoly on braking systems, is on record as saying that he would be prepared to import what he cannot make locally

The car manufacturers, however, would prefer to do the importing themselves from their own parent companies The use of intermediaries after all, would only add to costs

Cortina plant still closed as car workers stay out for fifth day

EP 22/5/81

By BILL GARDINER and JIMMY MATYU

FORD's Cortina plant in Struandale today remained closed for the fifth day, while production at the Firestone factory has been disrupted with most black workers out

At a meeting in the Centenary Great Hall in New Brighton today about 3 500 workers supported a call by the Motor Assembly and Component Workers' Union chief, Mr Dumile Makanda, that workers should not return to work until 160 former Firestone workers were re-hired

The strike which began five days ago at the Cortina plant before spreading to Ford's other two assembly plants, to General Motors and to Firestone, was called by the Port Elizabeth-based Macwusa

In an interview today Ford's director of industrial relations, Mr Fred Ferreira said the Cortina plant would stay shut next week but it was hoped to "reactivate" it next month

The strike was called in solidarity with 160 former Firestone workers who lost their jobs this year after a walkout by 1 500 tyre workers over draft pension legislation

At today's meeting it was decided that if workers were victimised or dismissed because of their involvement in the solidarity strike it would mean all workers were being "victimised or dismissed" because "an injury to one is an injury to all"

'Whites want us to take part in the Republic Festival as they are doing this month but how can 160 unemployed Firestone workers celebrate on empty stomachs," said Mr Makanda

A meeting between Ford management and Macwusa ended in deadlock yesterday as did one between union officals and management at GM

'The meeting with Macwusa yesterday was not intended to be in the form of negotiation but to state our position on secondary strikes and to have the union's position," Mr Ferreira said It was possible further talks would be held

Macwusa will try to meet Firestone management later today

Firestone's managing director, Mr Peter Morum, said the firm had not been approached by Macwusa officials since the start of the strikes this week but the firm was "quite prepared to negotiate"

He said there was intimidation of Firestone workers but it was not the firm's policy to call in the police

with the creche and put a lot of work into it, the rest may be enthusiastic in discussion but they are not prepared to take responsibility or even come and work on the days arranged. There are lots of problems in the area, concerning power splits, tribal tensions, a vast area to cover, an uncommitted extension officer, bad co-ordination, theft of building materials etc.

57. Information from Jeff Thomas EDA Fieldworker in Natal.

58. Benno Galgart. "Peasant Co-operation, Consciousness and Solidarity" Development and Change 1975 p.78.

59. I did not get a chance to evaluate whether there were marketing problems, and how much members were selling.

60. Max Klayman writes of the Moshav Ordin "Many of the drop-outs occurred during the difficult preparatory period before settling the villages" p.57.

61. Brett op. cit. p.19-20.

62. Brett, Griffin, Lipton (op. cit) and Samir Amin all advocate fostering peasant production rather than promoting collectives as a strategy for Third World Countries. This is not only because of the problems of introducing collectives where certain classes remain entrenched and the level of consciousness of the others is very low, but also as an efficient way of generating a surplus and building up an economic base.
Samir Amin: "The class struggle in Africa" p.42
Article in "Révolution" no.1.

63. Link. Bulletin of the EDA no.8. July 1978 p.27.

64. Carl G. Widstand "Efficiency and co-operatives" in "Co-operatives in Africa" edited by Widstand. p.232.

65. W. Burchett. op. cit. p.20.

66. It is usually house-wives who work them, fitting them in with their other activities and so it is not a question of measuring whether the labour would get better returns elsewhere.

67. Raymond Apthorpe. "Some Problems of Evaluation" in "Rural Co-operatives and Planned Change in Africa" edited by C.G. Widstrand. p. 212 and 221.

APPENDIX I.

TYPES OF INITIATORS.

In my experience of small locally initiated
initiators or co-ordinators generally fit i
categories:
a) Tribal authorities: that is, chiefs and
who are paid and sub-headmen (induna) who ar
b) Agricultural Extension officers who are
government.
c) Exceptional local people (averagely poor
ment is voluntary (e.g. John Stuurman, Fred
ladies who run the creches).

Leyland strikers decide to stay out

STRIKING Leyland workers who were dismissed on Wednesday decided at a spirited meeting in Bellville South yesterday that they would stay on strike until their demands were met.

A resolution was passed at the meeting of more than 1 000 workers demanding a minimum wage increase of 25c an hour to match rising living costs

The workers demanded that management immediately hold talks with their union — the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa — with the aim of setting a R2,00 an hour minimum wage to come into effect within the next four months

They demanded no intimidation of workers as a result of the strike

The resolution said a proper dispute still existed, whether Leyland admitted it or not

It said the workers' labour contributed to the profits of Leyland and workers were entitled to a wage which ensured a decent living standard

The resolution said Leyland had taken a hostile attitude by refusing to negotiate reasonable with the union, as well as through the presence of police

In dismissing about 2 000 workers at its Blackheath and Elsies River plants, Leyland management issued them with notices saying they could apply for re-employment from yesterday

Workers collecting their pay at the factory gates early this morning said some strikers had gone back to work

However, the secretary of the Western Cape branch of Numarwosa, Mr Joe Foster, said very few workers had returned

Workers at this morning's meeting were urged not to collect all their pay or to sign any forms issued by management

Mr Foster dismissed as "nonsense" claims by Leyland's management that the union did not have the support of the workers — Sapa

Thus while one might not like the idea of bolstering the tribal authority system, often the only way of getting through to the mass of people is by using the Tribal Authority network. (That is, as opposed to working

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AMATH

Name	ing iry
1. N. Nka	es
2. M. Mor	es
3. Sipho	Yes
4. M. Nqu	Yes
5. Nutsw	No
6. J. Bi	No
7. A. No	No
8. John	Yes
9. D/ Ma	No
10. L.S.	No
11. Fredd	Yes

STRIKES SPREAD

22/3/81 Sowetan

(152) (151)

ANOTHER 1000 workers yesterday joined the "Firestone solidarity strike" in Port Elizabeth.

The latest group to join the other 2000 strikers from three Ford and one General Motors plants in PE are from the Firestone plant — the source of the conflict.

The 3000 workers are refusing to handle any Firestone product in protest against that company's refusal to reinstate workers fired during a recent dispute

The Firestone strike started on Wednesday night when the bulk of black workers did not arrive for the start of their shift.

Workers at today's 6 00 am shift followed suit

The waves of strikes started on Monday, shortly after two workers in

SOWETAN REPORTERS

the Ford Cortina plant refused to fit Firestone tyres on the production line.

Hardly had they been suspended and replaced, when the thousand black labour force there showed solidarity and said they would refuse to handle Firestone products

They were asked to go home and the plant was closed down This has happened every morning since then including yesterday and the plant has been paralysed

Meanwhile the strike has spread to the companies' Struandale engine plant and the Neave assembly plant, where production had been continued through re-organisation

On Tuesday afternoon, 200 General Motors workers went on a sympathy strike with the Ford workers

The managing director of Firestone, Mr Peter Morum confirmed yesterday morning that the black workers on last night and this morning shifts had not turned up for work He however, attributed their absence to intimidation

He said he was informed that as soon as black workers tried to board buses last night to come to work they were ordered by others to get off He said a number of blacks had turned up for work as well as the coloured workers who had mostly their own transport

The plant was continuing production

Mr Morum has said earlier that there were no vacancies for the 160 who lost their jobs during a strike in January

Mr Morum reiterated that the company would give priority to the hiring of workers who walked out on January as vacancies arose

Meanwhile, the chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda, said yesterday morning that the members of his union would not back down from their strike action

He was interviewed while leaving the Ford Cortina

PRESSURE

From page 1

plant where he worked with the other black workers, on their way to meet in a church hall to discuss their position

He said representatives of his union were to meet with management yesterday for negotiations

When the workers arrived in the plant yesterday morning they were asked again if they were prepared to handle Firestone tyres and they were told to leave when they refused

Mr Makanda said that General Motors workers on strike had problems with security and not police trying to stop them as they walked from the GM plant to the Holy Spirit church hall for a meeting with the union

The Macwusa union has said it expected Ford to put pressure on Firestone and to allow its workers not to handle Firestone tyres

• Leyland strike page 4

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World unions slate Leyland

CT 22/5/81

(192) (140A) (150)

Own Correspondent

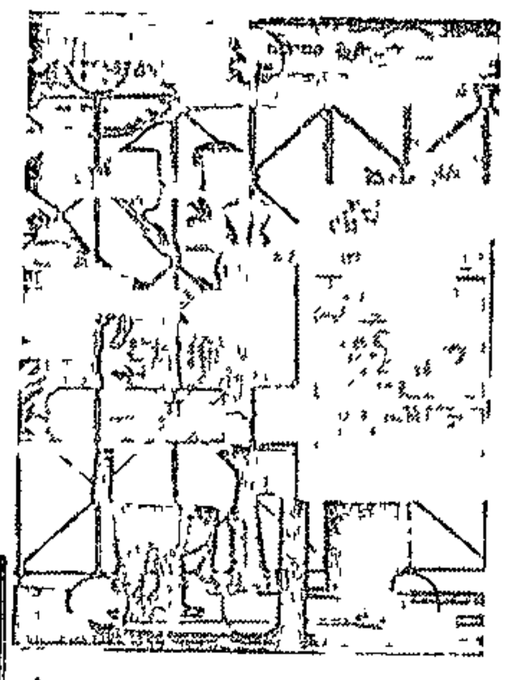
LONDON. — The international trade union movement yesterday condemned Leyland South Africa for dismissing workers who had been out on strike.

International representatives of world trade unionists are backing black workers against multi-national firms which, they claim fall lamentably behind the European Economic Community's code of conduct

The International Confederation of Free Trade Unions (ICFTU) — representing 71-million members — said they took current labour disputes in South Africa very seriously

The ICFTU is sending a cable of "support and solidarity" to the National Motor Workers Association in South Africa They have also cabled the Leyland South Africa management urging them to reinstate the workers and to negotiate with them over their demands

The ICFTU is the representative body for trade unions throughout the "free world"



A pay point set up behind the closed main gate of Leyland's Blackheath plant yesterday Many of the workers who were sacked on Wednesday returned throughout the day to collect back pay

— Western Europe, Britain and the United States

In current discussions with them over the situation in South Africa were the International Labour Organization (ILO), as well as the International Metal Workers' Federation — the union representing car workers

They were also in touch with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland over the actions of its South African subsidiary

International trade unionists are also approaching the TUC to make representations to the British Government, which has a financial stake in British Leyland and which they say is partly to blame for the South African company's "poor labour record"

They blame the British Government for being lax in ensuring that the EEC code of conduct governing subsidiaries in South Africa is adhered to

● The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, told the Cape Times yesterday that there was nothing in the Industrial Conciliation Act which covered the situation in which members of the union who had been dismissed from Leyland plants in Blackheath and Elsie's River on Wednesday, now found themselves

Industrial council

There was no industrial council in the Western Cape which catered for the motor assembly industry, he said and Numarwosa had been left with little alternative but to allow the dispute to develop along unofficial lines

"We could appeal to the minister for the establishment of a conciliation board but then Leyland could say that the union was no longer representative of the work force because the company had no work force, it had dismissed the work force"

A meeting of workers and union leaders was held in Bellville yesterday and it was unanimously resolved that workers would refuse to seek re-employment with Leyland till a minimum wage increase of 25c an hour, to come into effect immediately, had been agreed upon

The workers also demanded that immediate negotiations be held between management and Numarwosa with the aim of setting a R2 an hour minimum wage to come into effect within the next four months

Meeting

Speakers at the meeting, which was attended by about 800 of the approximately 1 900 workers sacked on Wednesday after beginning a strike for better wages on Thursday last week emphasized the importance of the workers sticking together in their resolve not to return to work at Leyland till their demands had been met

Leyland's director of communications and public affairs, Mr A E Pitlo, said yesterday more than 500 people including workers who had been sacked on Wednesday, had been recruited, and production had recommenced at most of the affected plants

Strike in PE plant spreads

CT 22/5/81 (152) (192) (139) (62)

Own Correspondent

PORT ELIZABETH — The stalemate between workers and management of the three strike-bound Port Elizabeth manufacturing giants could be solved only if the 160 former Firestone workers were reinstated, the union chief at the centre of the dispute said yesterday

Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers' Union of South Africa, yesterday rejected Firestone's offer to employ the workers as the vacancies fell due

Labour unrest in Port Elizabeth spread yesterday when the majority of black Firestones workers did not report for duty on three shifts

Firestone management has blamed yesterday's stayaway on alleged intimidation of workers at bus termini in the townships This has been denied by union officials

The managing director of Firestone, Mr Peter Morum said about 40 black workers had approached management yesterday to be allowed to go home for fear of reprisals from other workers Permission had been granted

Police yesterday confirmed reports of intimidation of workers in the townships and patrols at bus stops and the affected motor plants were stepped up

Mr Morum dismissed allegations that job reservation was practised in the appointment of staff to supervisory positions and a claim by Mucwusa that most of the workers who were not re-employed were elderly with long service records

Referring to the striking Ford and GM workers, Mr Makanda said if management gave its undertaking not to force workers to handle Firestone products, work would resume immediately

The Ford director of public affairs, Mr Dunbar Bucknall, said yesterday that the situation at the company's three plants was unchanged

Lost production through the closure of the Cortina plant at Struandale was costing the company R-million a day By today, the 1 500 striking workers would have forfeited R-million in wages

Own Correspondent

LONDON. — The international trade union movement yesterday condemned Leyland South Africa for dismissing workers who had been out on strike.

Strike in PE plant spreads

CT 22/5/81 (192)

Own Correspondent

PORT ELIZABETH — The stalemate between workers and management of the three strike-bound Port Elizabeth manufacturing giants could be solved only if the 160 former Firestone workers were reinstated, the union chief at the centre of the dispute said yesterday

Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers' Union of South Africa, yesterday rejected Firestone's offer to employ the workers as the vacancies fell due

Labour unrest in Port Elizabeth spread yesterday when the majority of black Firestones workers did not report for duty on three shifts

Firestone management has blamed yesterday's stayaway on alleged intimidation of workers at bus termini in the townships This has been denied by union officials

The managing director of Firestone, Mr Peter Morum said about 40 black workers had approached management yesterday to be allowed to go home for fear of reprisals from other workers Permission had been granted

Police yesterday confirmed reports of intimidation of workers in the townships and patrols at bus stops and the affected motor plants were stepped up

Mr Morum dismissed allegations that job reservation was practised in the appointment of staff to supervisory positions and a claim by Muewusa that most of the workers who were not re-employed were elderly with long service records

Referring to the striking Ford and GM workers, Mr Makanda said if management gave its undertaking not to force workers to handle Firestone products, work would resume immediately

The Ford director of public affairs, Mr Dunbar Bucknall, said yesterday that the situation at the company's three plants was unchanged

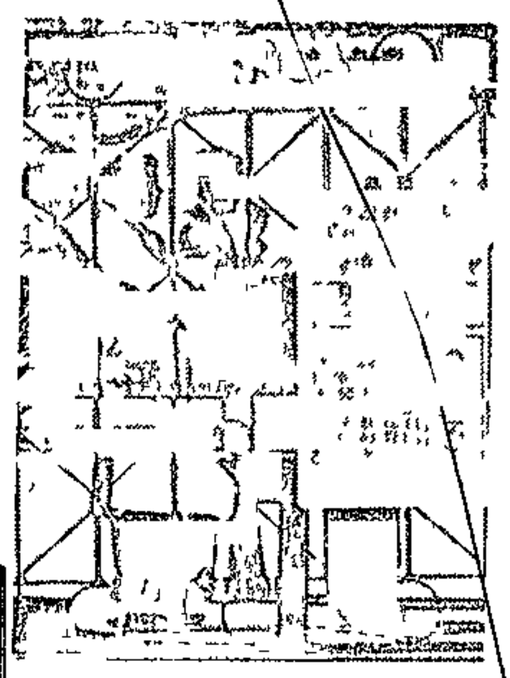
Lost production through the closure of the Cortina plant at Struandale was costing the company R-million a day By today, the 1 500 striking workers would have forfeited R-million in wages

International representatives of world trade unionists are backing black workers against multinational firms which, they claim fall lamentably behind the European Economic Community's code of conduct

The International Confederation of Free Trade Unions (ICFTU) — representing 71-million members — said they took current labour disputes in South Africa very seriously

The ICFTU is sending a cable of "support and solidarity" to the National Motor Workers Association in South Africa They have also cabled the Leyland South Africa management urging them to reinstate the workers and to negotiate with them over their demands

The ICFTU is the representative body for trade unions throughout the "free world"



A pay point set up behind the closed main gate of Leyland's Blackheath plant yesterday Many of the workers who were sacked on Wednesday returned throughout the day to collect back pay

— Western Europe, Britain and the United States

In current discussions with them over the situation in South Africa were the International Labour Organization (ILO) as well as the International Metal Workers' Federation — the union representing car workers

They were also in touch with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland over the actions of its South African subsidiary

International trade unionists are also approaching the TUC to make representations to the British Government, which has a financial stake in British Leyland, and which they say is partly to blame for the South African company's "poor labour record"

They blame the British Government for being lax in ensuring that the EEC code of conduct governing subsidiaries in South Africa is adhered to

○ The secretary of the National Union of Motor Assembly and Rubber Workers' of South Africa (Numarwosa), Mr Joe Foster, told the Cape Times yesterday that there was nothing in the Industrial Conciliation Act which covered the situation in which members of the union who had been dismissed from Leyland plants in Blackheath and Elsie's River on Wednesday, now found themselves

Industrial council

There was no industrial council in the Western Cape which catered for the motor assembly industry, he said, and Numarwosa had been left with little alternative but to allow the dispute to develop along unofficial lines

'We could appeal to the minister for the establishment of a conciliation board but then Leyland could say that the union was no longer representative of the work force because the company had no work force it had dismissed the work force

A meeting of workers and union leaders was held in Bellville yesterday and it was unanimously resolved that workers would refuse to seek re-employment with Leyland till a minimum wage increase of 25c an hour to come into effect immediately, had been agreed upon

The workers also demanded that immediate negotiations be held between management and Numarwosa with the aim of setting a R2 an hour minimum wage to come into effect within the next four months

Meeting

Speakers at the meeting, which was attended by about 800 of the approximately 1 900 workers sacked on Wednesday after beginning a strike for better wages on Thursday last week, emphasized the importance of the workers sticking together in their resolve not to return to work at Leyland till their demands had been met

Leyland's director of communications and public affairs, Mr A E Petlo, said yesterday more than 500 people, including workers who had been sacked on Wednesday, had been recruited and production had recommenced at most of the affected plants

Cape car plant strikes roll on

STAR 22/5/81

By Tony Davis
Labour Reporter

Both major motor industry strikes — at Ford in Port Elizabeth and Leyland near Cape Town — are deadlocked.

About 1 500 Ford employees have been suspended from work after their refusal to handle Firestone tyres in support of workers at the tyre plant in Port Elizabeth.

Ford management met officials of the Motor Assembly and Component Workers Union (Macwusa) and warned them against engaging in a secondary strike at the plant and that suspensions would not be lifted until the workers returned and handled suppliers' products

Ford has closed down the Cortina plant, although production continues at the Neave and engine plants which have also been affected by the dispute

At the nearby Firestone plant, the managing director, Mr Peter Morum, said there was still a partial stayaway from work which he attributed to worker intimidation.

Macwusa held talks today to decide on a new course of action.

STRESSED

At the two Leyland plants at Elsies River and Blackheath, the company continued to take on a new work force today after Wednesday's dismissal of about 1 900 employees.

Leyland management has stressed that it will not negotiate with the National Union of Motor Assembly Workers (Numarw) until production has returned to normal

And in Britain, pressure is being brought to bear on Leyland by the trade union movement which has voiced its support for Numarw

The strikers have demanded wage increases despite an agreement signed last December

Under the agreement workers were to receive nine cents an hour increase They are now demanding 25c increase

Numarw has repeated demands made last month during the Sigma motor strike in Mamelodi for a R2-an-hour "living wage"

Numarw's Cape Town secretary, Mr Joe Foster, has accused Leyland of being insensitive to worker demands.

In both strike situations, unions are calling for reinstatement of employees without any penalisation.

Although both involve the motor industry, the Port Elizabeth dispute centres on the issue of "solidarity" with other strikers while the Cape Town area strikes involve wage demands

CT 23/5/8

Top UK unions back strikers

From MARGARET SMITH

LONDON — International trade union support is growing for the black workers of Leyland South Africa and Firestone who have been fired from their jobs

A message of solidarity has been sent to workers of both companies by the International Confederation of Free Trade Unions (ICFTU), based in Brussels The ICFTU has also cabled the management of the parent body, British Leyland

The international trade union body — which represents 71-million members — stated that it was firmly behind the workers, as was the International Labour Organization (ILO) and the British Trades Unions Congress (TUC)

Trade unionists of British Leyland have also taken up the cudgels "on behalf of our colleagues in South Africa '

In its cables to managements here and in South Africa the ICFTU urged Leyland to negotiate with their workers and to reinstate those who had been dismissed They stressed that they saw the workers' demands as "a clear-cut trade union issue"

Telegram

Yesterday workers at British Leyland plants, who are members of the Transport and General Workers' Union, also sent a telegram of support to their fellow workers in South Africa

They have also written to Leyland's chairman, South African-born Sir Michael Edwardes, demanding that he intervene

A trade union spokesman for the British Leyland workers explained "We have asked Sir Michael to intervene as a matter of urgency so that meaningful negotiations can take place We are concerned that suspensions and sackings have taken place arising from what we would consider are justifiable wage claims

"We believe that the British name for justice as portrayed by the motor car manufacturers will have a reaction on South Africa

He added that a situation where large numbers of workers were dismissed following a pay claim could not happen in Britain

In a radio interview yesterday the British union s spokesman was asked if the unions in South Africa were so weak that they could not fight this kind of situation without support from unions internationally

The spokesman replied that it was only in the last few years that black workers had been organized and this had led to the present conflict taking place

'They have been repressed in wages and conditions over the years Now, having got themselves organized, they are reacting quite strongly to the managements'

The spokesman added that although the workers in South Africa were receiving less pay than their British counterparts, Leyland's cars were selling in South Africa for roughly the same prices

"We expect that British Leyland management may say to us that this is a question for the South African management But on the other hand the company will be somewhat embarrassed by the conditions and the wages that are being paid in South Africa,' he said

● Meanwhile most of the 1 900 workers dismissed from the Leyland plants in Blackheath and Elsie's River on Wednesday were still adamant that they would not seek re employment with the company till their demands for better pay had been met

This was said by a spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa after a workers meeting in Belville South yesterday

RDM 22/5/81 (192) (61) (152) (140A)

Leyland criticised for firing workers

London Bureau

LONDON — The international trade union movement yesterday condemned Leyland South Africa for dismissing its workers who refused to work

In fact, international representatives of world trade unions are solidly behind the black workers and against the multi-national firm which, they claim, falls lamentably behind the European community's code of conduct

The International Confederation of Free Trade Unions (ICFTU) — representing 71-million members — said they took labour disputes in South Africa very seriously

The ICFTU is sending a cable of "support and solidarity" to the National Motor Workers' Association in South Africa They have also cabled the Leyland South Africa management urging them to reinstate the workers

The ICFTU is the representative body for trade unions throughout Western Europe, Britain and the United States

A spokesman for the ICFTU said that a co-ordinated approach was being taken to labour disputes in South Africa

In discussions with them over the situation in South Africa were the International Labour Organisation (ILO), and the International Metal Workers Federation — the union representing car workers

They were also in contact with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland over the actions of its subsidiary

Mr Andrew Kailembo, head of the African section of the ICFTU, said the international trade union movements wanted to see the workers from Leyland South Africa re-instated

Informed sources said Leyland was one of the chief targets to be raised early next week at the United Nations' conference on sanctions in Paris

This comes at a time when the parent company in Britain is relying heavily on its South African subsidiary, which is a profit-making section of the motor corporation

International trade unionists are also approaching the TUC to make representations to the British government which has a financial stake in British Leyland, and which they say is partly to blame for the South African company's "poor labour record"

They blame the British Government for being lax in ensuring that the EEC code of conduct governing subsidiaries in South Africa is adhered to

They also point to the reluctance by the government to name those companies which paid low wages to black workers

The international trade union movement also rejected the allegation that the workers have been incited by "subversive" organisations

They claim that it is predictable that the South African Government should blame agitators for what is a genuine workers dispute

Post Focus

E. Post 23/5/81. 192 139

New union tests its strength in strike

For the workers, the Port Elizabeth motor strike is intended to demonstrate solidarity. But the employers believe they cannot accede to demands which involve other companies. BILL GARDINER reports on the crucial test of attitudes.

WHEN Ford came up with the slogan "There's a Ford in your Future" years ago it might well have been talking about labour relations For Ford has a habit of being the first to experience new labour trends

Less than two years ago workers at Ford's Cortina plant in Port Elizabeth walked out in protest at the dismissal of a prominent community leader, Mr Thozamile Botha, at that time president of the growing Port Elizabeth Black Civic Organisation (Pebco)

They walked out not for higher wages, or better conditions, but primarily because an influential community leader had been asked to choose between his involvement in community politics and his job

This week the Ford Cortina plant workers walked out yet again Not for higher wages or better conditions, but as a show of solidarity with Firestone workers who lost their jobs during a strike over proposed pension legislation earlier this year

Ford workers have refused to handle Firestone tyres, and are demanding that Ford cut its orders for Firestone tyres until the 160 former Firestone workers are rehired

The Cortina plant has since come to a standstill, with lost production estimated at R2,5 million to date And the solidarity strike has spread to Ford's engine and truck assembly plants, General Motors and Firestone itself, involving some 3 000 workers

But in the two years between the Ford strikes, there has been a fundamental realignment in union membership at Ford which has set a trend in Port Elizabeth Splits between two rival unions at Ford have reflected growing militancy on the part of Ford workers and their support for a union prepared to challenge long-held management prerogatives

Cortina plant workers have rejected the company-recognised National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), an affiliate of the Federation of SA Trade Unions For many years this union, like other Fosatu unions, was regarded as dangerously radical by employers and some still see it in that light

But for Ford's growing number of young and politicised workers — among them students of 1976 — the Fosatu union was seen as "pro-management" because of its handling of the strike in 1979 They wanted a union that would concern itself not only with domestic labour issues but with the concerns of workers after they left the assembly line So workers formed their own Ford Workers' Committee and affiliated to Pebco

After an abortive bid to take over the local Numarwosa branch committee, the Cortina plant workers decided to launch their own union — the Motor Assembly and Motor Workers Union of South Africa (Macwusa)

At its inaugural congress this year, thousands of township residents packed the Centenary Hall in New Brighton — venue for numerous mass Pebco rallies in the past — to hear speaker after speaker stress that unity was crucial for workers to "claim their place in the South African economy"

One speaker told the meeting that by their very nature trade unions had to "talk politics in the South African situation' The union adopted the motto "an injury to one is an injury to all"

So when the boycott of Firestone tyres began at Ford this week, the scene was set for deadlock between employer and employee What workers saw as "solidarity strike" was viewed by Ford as interference in the domestic affairs of a supplier

Ford's Industrial Relations director, Mr Fred Ferreira, has said the company regards any labour dispute between a supplier and its workers as a domestic matter "We do not permit other companies to involve themselves in our internal affairs and therefore we are not prepared to, and cannot be expected to, interfere in other companies," he said

Ford obtains parts and products from more than 300 suppliers, and clearly management fears it would be setting a dangerous precedent if it gave in to Macwusa's demands and stopped buying Firestone tyres

Three months ago the Fosatu motor union, Numarwosa, used the same tactic when members at Ford's truck plant refused to handle parts from Hella Automotive Lighting because the firm was refusing to recognise the union But the move was shortlived and did not have the same massive support as the Macwusa action

Ford has since indicated that production will be "reactivated" next month, but would not say whether that pointed to the possibility of a new work force

Striking Ford, Firestone and General Motors workers, and even the catering staff at the Cortina plant, will not budge from their stand that Firestone must rehire its former employees

Ford and GM have been equally adamant that they will not stop buying Firestone tyres and will not be drawn into a domestic dispute

According to the Macwusa chairman, Mr Dumile Makhanda, the dispute is not a "domestic issue" but a "community issue" and the union has a responsibility to Firestone workers

Meanwhile, Firestone's managing director, Mr Peter Morum, has repeated an offer to take back the former Firestone workers as vacancies arise But to take the 160 workers back immediately would mean dismissing an equivalent number of workers hired in their place

Macwusa argue that if GM could reorganise production this week to maintain output without 200 striking workers, then Firestone could reorganise production to include another 160 workers

With no end in sight to the deadlock reached this week, the strike has become a crucial test for both management and worker representatives

Labour observers see the strike as an attempt by Macwusa to demonstrate its support and to win workers over from the Fosatu affiliated union As such it is a key test of their strength and support

And for Ford and GM it has become a new test for their sophisticated industrial relations system built up with such care through the years

Workers defy suspension

C. Herald 23/5/81 (152) (192) (140A) (64)

'Nine cents not enough' — strikers

● STRIKING workers at Leyland's Blackheath factory mill around in the factory grounds. They have been on strike since last Thursday for more pay, and say they will return to work only when their demands have been met.

THE 2 000 workers on strike at Leyland's Blackheath factory and 400 at the Elsies River factory clocked in as usual on Monday morning in spite of being suspended until Wednesday.

The workers went on strike on Thursday and Friday to demand more pay.

Hundreds of workers at Blackheath were milling around in the factory grounds on Monday while the workers at the Elsies River factory sat inside the building

While a group of Press photographers, including a crew from UPI television stood outside the factory gates, the workers shouted 'More money, more money.'

The workers belong to the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), a non-racial registered union affiliated to the Federation of South African Trade Unions (Fosatu)

Minimum wages range from R1,30 to R2,57 an hour There is supposed to be a general increase of nine cents an hour in terms of an agreement signed last year

The workers feel this is not enough

'Nine cents can't even buy a loaf of bread,' one worker said

'The bosses eat the profits, they use our sweat and muscle We will show them that we have muscle We will carry on striking until they give in,' another worker said

Workers said they would only return to work on Wednesday if their demands were met by management.

'The duration of the strike will depend on how stubborn management is. We can eat mealiemeal,' a worker said

Mr A E Pitlo, the public relations officer, refused to confirm or deny that management met with the union on Monday.

Missing

BRIAN DAVIDS, 22, of 34 Colleen Court has been missing from home since May 8 Anyone with information can contact Mrs K Dora at 638-4463.

Food winners

THE winners of the Cape Herald/Harveld Food Contest are Mrs I Mehl of Silvertown, who receives six months' supply of Harveld products and Miss J Whittaker of Wynberg, who receives three months' supply of Harveld products

The winners will shortly be receiving their prizes

Middleton may g

SOCCER BOSS, Norman Middleton — who was forced to leave the Labour Party to keep the South African Soccer Federation together — has reaffirmed his decision to consider quitting soccer's hot seat too if that will help matters.

It was reported in Durban last week that Mr Middleton, the Federation president, was thinking of giving up his position as president because it seemed he was the stumbling block to the soccer body's reinstatement with the South African Council on Sport (Sacos).

He has already resigned from the Labour Party, as demanded by his own Federation unit participation in committees and

Now he is the Federation sources report are urging him

Mr Middl resignation fro his leadership discussed at th Monday

It has be leadership is q resigning.

'Festival blacklist'

DURBAN. — A blacklist of politicians and entertainers taking part in the Republic Festival is to be sent to the United Nations and the Government of India — while many pupils in Durban are boy-

It will ask the United Nations to ban those listed

African Indian Council, the local affairs and man-

'The publication of a sports blacklist by the

Thousands of motor men still on strike

RDM 23/5/81

(192)

By RIAAN DE VILLIERS
Labour Correspondent

THOUSANDS of black motor industry workers stayed out on strike in Port Elizabeth yesterday, despite renewed talks between trade union leaders and the Firestone Tyre Company, focal point of the dispute

Meanwhile Leyland continued to recruit new workers at its two plants near Cape Town after firing 1 900 strikers earlier this week

Yesterday's talks in Port Elizabeth came after some Firestone workers joined about 1 800 workers who went on strike at General Motors and Ford earlier this week

The Ford and GM strikes started when workers refused to handle Firestone tyres in protest at Firestone's dismissal of 160 strikers earlier this year The strike spread to Firestone on Thursday

Up to now, no other firms have been affected — but sources in the industry yesterday expressed fears that the unrest may spread further next week

Mr Peter Morum, Firestone's managing director, confirmed that a meeting had taken place with representatives of the Motor Assembly and Component Workers' Union whose members are involved in the strike action, and said another meeting would be held early next week

However, he was cautious about the outcome of the talks, which he described as "exploratory"

"At this stage, it's impossible to say whether a settlement will be reached But at least we're talking" he said

Mr Morum said the union was still demanding mass reinstatement of the 160 workers who were not re-employed after the January strike — which he said was "economically impossible

Workers on strike at Firestone were "considerably less" than 1 000, as claimed previously, but he would not give an exact figure

He repeated claims that workers were being victimised The firm was allowing time for a "cooling off period" and was not yet thinking of firing strikers again

Commenting on the position of the 160 workers, he said the firm's policy was to give them priority as normal vacancies occurred

Some workers had in fact refused re-employment as the union demanded mass reinstatement, he said

The position remained unchanged at Ford and General Motors yesterday A GM spokesman said there had been talks between the firm and Macwusa, but added "There is no real dispute between us"

A Ford spokesman said the firm was "receptive" to further talks with the union

Macwusa spokesmen could not be reached for comment

o Meanwhile, Sapa reports that Leyland workers were due to meet in Bellville South again yesterday, but at the time of going to Press, no details were available

VW R100-m new growth plan over three years

S. Times 24/5/81

(192)

MORE PRODUCTION CAPACITY SOUGHT

By Jan de Beer

VOLKSWAGEN is planning an expansion of R100-million in the next three years to increase its production capacity, managing director Peter Searle told Business Times this week.

The huge expansion, of which details are still to be completed, follows the R100-million spent by Volkswagen in the past three years — also on boosting production of the Uitenhage plant

This first stage of expansion will be completed by the end of the year

"During 1981 alone we will have spent R50-million, of which R14-million was on an engine plant which should be completed within the next two months," Mr Searle said

"There is, however, still considerable need for increasing our production capacity For a start we will have to look to modernising our press shop

"The total figure for expansion is likely to be about R100-million between the end of this year and 1985 "

Mr Searle said that the VW work force had recently increased from 5 000 to 8 000 and would probably reach 10 000 during the next expansion stage

In an exclusive interview with Business Times in Uitenhage this week, Mr Searle said that South African motorists probably faced another vehicle price rise within the next few months as a result of an expected 15% steel price rise — "which inevitably would have to be passed on to the consumer"

He said the slight setback in vehicle sales in April was not unexpected "Easter, the school holidays and the general election all contributed to the slow-down in sales "

VW expects car sales to reach 285 000 this year and the total vehicle mark 425 000 Next year the totals should be 260 000 and 375 000 — a slight drop

The motor industry's severe components supply shortage was now being prolonged by "one or two suppliers who unfortunately have monopolies for their products"

More than 100 component suppliers contributed products to a single VW vehicle "Can you imagine the assembly-line delays simply because one or two components have not arrived on time?"

Mr Searle described the motor industry's labour problem as "really critical" He suggested that the Government should offer personal tax reductions by, for example, increasing GST by about 1% to help attract skilled overseas workers to South Africa

VW at present employs 60 contractual workers recruited in Europe from outside Germany to alleviate its shortage of skilled men

"We have now also introduced an in-house system of a one-year education bridge for blacks — a kind of pre-apprenticeship course to try to solve the problem "

A maximum intake of 20 would be the case in 1981-82, but the figure could be increased in future, Mr Searle said

Dumile Makanda . . . at a recent union meeting

S. Tribune 24/5/81

BY CASSIE DU PLESSIS

THE downing of tools by a handful of motor industry workers in Port Elizabeth has overnight become an extensive strike of 3 000 black workers at four factories.

The strike by 1 000 workers at the Ford Cortina plant has paralysed the plant since last Monday. There are 400 on strike at the adjacent Ford engine plant, 1 500 at Firestone and 200 at General Motors.

In the strike's driving seat is a small youthful-looking man by name of Dumile Makanda, 30, chairman of the Motor Assembly Component Workers Union.

His rise to prominence is reminiscent of that of the man who in 1979 led a strike at the Ford Cortina plant, Thozamile Botha — who is now in exile after fleeing while under a banning order.

It turns out that Makanda was Botha's righthand man at Ford.

Interviewed at a rally of workers in the Centenary Hall, New Brighton, this week, Makanda said Botha had put him on the road of active black politics and "mobilising" black labour.

Solidarity

Botha was founder chairman of the Port Elizabeth Black Civic Organisation (Pebco). His role allegedly caused his dismissal from Ford and a subsequent solidarity strike.

Makanda's path and that of Pebco have separated. His union now sees fighting for civic rights as part of its duty.

The union was launched last year as a rival to the National Union of Motor Assembly and Rubber Workers (affiliated to the Federation of South African Trade Unions) in the Ford Cortina plant. It has since gained the support of the full black labour force at the plant as well as many in other Ford plants, and members in at least six other Port Elizabeth factories.

Makanda said in the interview that all 3 000 workers at the meeting had resolved to stay out of work until Firestone reinstated 160 black workers over a pension issue early this year.

The company now maintains that it will have to fire 160 to reinstate them.

Says Makanda: "Firestone created the problem so they must solve it."

He said the strike was a "blessing in disguise" for Firestone when it re-employed people, it had a chance to leave out the elderly and sickly workers.

The interview took place against a background of freedom songs and Black Power salutes.

Diabetic

Among those present were some of the 160 former Firestone employees.

One of them, George Nzewuza, 49, said he had worked for Firestone for 27 years. When he went with other strikers to seek re-employment, he was left out because he was a diabetic who had to go to hospital for long periods.

John Ndima, 61, said he had been with the company for 30 years and he believes he was left out because he was near retirement age.

He still has two children at home and manages to come out with the help of friends and some pension money which was paid out.

Several former Firestone workers said they had used up all their savings and pension payout money to make ends meet. Whenever they tried to apply for other posts, people refused them, branding them as Firestone troublemakers.

Meanwhile, leaders in industry in the area criticised the union. They said the union was merely trying to impress potential members. At the same time the goals of collective bargaining had been thrown overboard.

PE tense after a week of strikes, sabotage

S. Times 24/5/81

(192)

Sunday Times Reporter

PORT Elizabeth is on tenterhooks after a week of strikes, sabotage and ANC propaganda

Police are fully mobilised and are "ready to deal with any eventuality"

Journalists have been refused permits to enter townships because the situation is "too tense"

This week

- About 3 500 Ford, General Motors and Firestone workers went on strike
- A bomb ripped up a section of a main railway line A second bomb was found unexploded nearby
- Hundreds of ANC pamphlets calling for a three-day strike and schools boycott to protest against next week's Republic festivities were distributed
- Anti-festival slogans were daubed on walls in townships

Hardest hit

The motor industry workers downed tools in sympathy with 160 Firestone workers who were not rehired after a walkout over proposed pension legislation earlier this year

Officials from the motor companies and members of the Motor Assembly and Component Workers' Union (Macsuwa) have had numerous "cordial meetings" but no agreement has been reached

No end to the strikes is in sight

Ford has been hardest hit with 1 500 workers on strike and its Cortina plant closed down

Mr Dunbar Bucknall, public affairs director, estimated the stoppage had cost R1,8-million so far

Disciplinary action against the strikers had not been considered yet, he said

Workers had been automatically suspended, however, and would not receive pay until they returned to work

This is not the first time Ford has been involved in disputes with its workers It sacked 700 workers in November 1979 after unrest at its plant

Those strikes were sparked off then by the resignation of a popular black personality, Mr Thomazile Botha, leader of the Port Elizabeth Black Civic Organisation (Pebco).

Meanwhile, at General Motors, about 200 men have gone on strike They have listed several grievances, including

- Unfair employment practices
- Job reservation
- A lack of communication between management and workers
- No scope of promotion for black employees

According to a General Motors' spokesman, production was continuing normally, however

No workers had been suspended and they would be allowed to return when they "resolve their differences with Firestone"

Firestone's managing director, Mr Peter Morum, said he was "very satisfied" with production at his factory

But the firm could not be expected to re-employ all striking employees immediately

He said 1 500 employees walked out in protest against proposed legislation which would freeze pension funds until retirement

The firm later assured them it could be exempted from the legislation and about 1 240 workers were re-employed

Mr Dumile Makanda, chairman of Macsuwa, said Macsuwa rejected Firestone's offers The strike would only end when all 1 500 were rehired

[illegible]

[illegible]

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Sunday Times 24/5/81

By DAVID BLEAZARD

[illegible] waiting game has [illegible] in the Leyland labour dispute. Management and the striking workers are digging in and watching for the other side to weaken.

Management told the 2 000 strikers at its Blackheath and Elsies River plants this week that had dismissed themselves, paid most of them the money owing to them, and promptly tried to re-employ the workers.

Some men went back, but the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) insists the vast majority is still out.

At two meetings on Thursday and Friday, the workers committed themselves to continuing the strike until their demands are met.

They launched a publicity campaign to discourage other workers from taking the assembly-line jobs Leyland had advertised.

For the first time, the strikers formulated specific demands: An immediate increase of 25 cents an hour and the opening of negotiations with a view to setting a minimum wage of R2 an hour.

At present, minimum wages vary from R1,30 an hour to R2,57 an hour, depending on the employee's grade.

Workers say some people who have been with the firm 20 years or more are paid as little as R1,35 an hour.

An increase of nine cents an hour across the board is due in July, according to an agreement between Leyland and the union signed last December.

Union representatives warned management early this month that workers saw this as too little, too late. After considering the matter for a week, management decided it would stick to the agreement.

The next day, Thursday, May 14, workers in the engine plant at Blackheath downed tools. By mid-afternoon the whole factory was at a standstill and Elsies River plant soon followed.

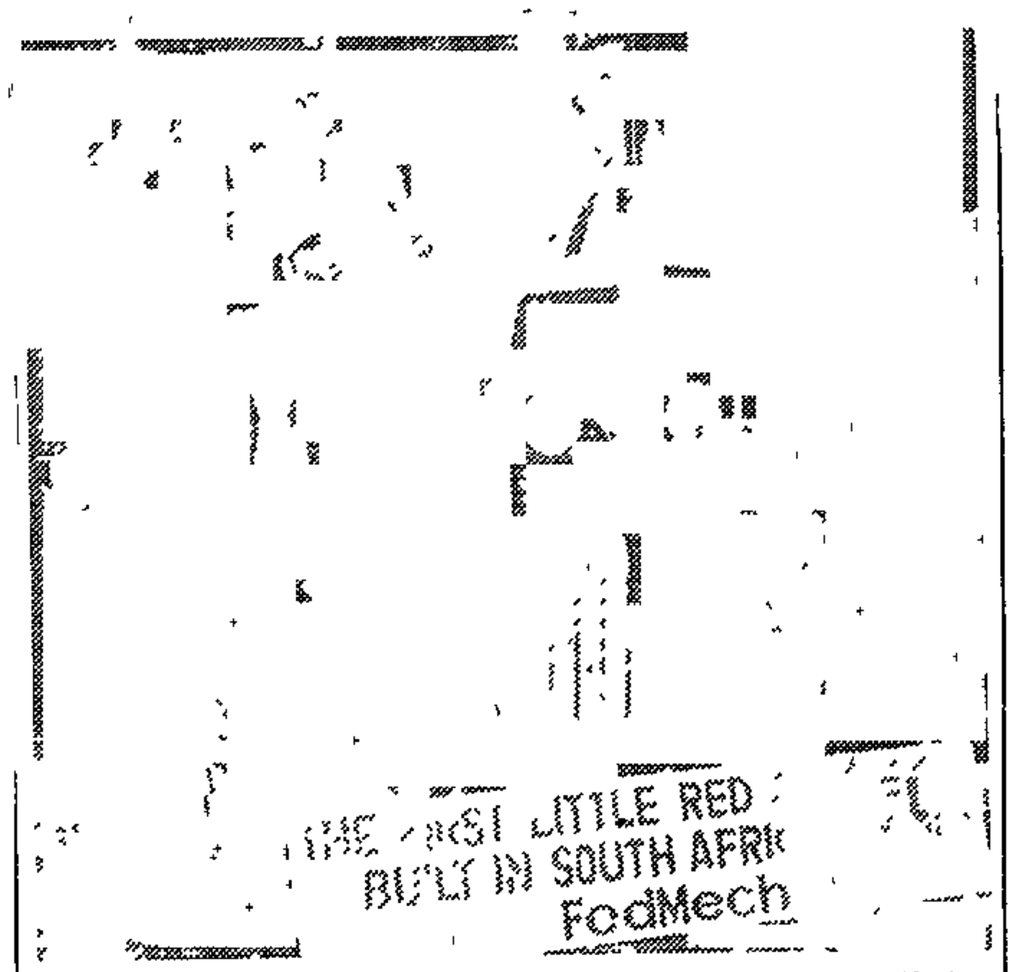
On May 15, management suspended the workers for three days and told them to return to work on Wednesday, May 20. Workers ignored this, turned up at the factories but did not work.

On Wednesday afternoon, termination-of-service notices were issued and the worker's tenure of the factory premises ended. However, they were not given their unemployment insurance fund cards.

Leyland management has claimed the union is unable to represent its members effectively and should have honoured the agreement it signed last year.

But the workers are the union, counters Mr Joe Foster, secretary of the Western Cape branch of Numarwosa and newly-appointed acting general secretary of the Federation of South African Trade Unions (Fosatu).

Standstill



The first South African-assembled MF tractor comes off the assembly line at the newly completed Fedmech plant

Surge in use of local content

(192)

24/5/85 S.T. Busy

By Elizabeth Rouse

FEDMECH commissioned its R4-million Massey-Ferguson tractor assembly plant in Vereeniging this week — the first supplier to bring its local assembly plans into action.

The plant was commissioned on schedule following a policy decision two-and-a-half years ago that Fedmech would fully commit itself to local tractor assembly and the progressive use of more and more local content

MF tractors have for many years had greater local content than any other make on the South African market The initial investment of R4-million will stretch by more millions as the plant heads for the largest economically viable percentage of local content.

Since January this year Fedmech has been conducting intensive trial and training assembly of Massey-Ferguson tractors at Vereeniging, incorporating Perkins engines imported from the main Perkins plant at Peterborough, Britain.

Fedmech will continue using imported Perkins engines for a while until Atlantis Diesel Engine plant engines become available. Latest news from ADE is that Atlantis-manufactured tractor engines will start coming off the line in July, a month ahead of schedule

The early delivery of Atlantis engines was welcomed by Reg Mason, Fedmech's director of manufacturing, at the commissioning ceremony which was attended by a full complement of directors and alternates, including two nominees of Massey-Ferguson of Canada.

MF is in the fortunate position that Perkins tractor engines have been built into MF tractors for nearly three decades Reg Mason points out that it will not be necessary for any adaptations or changes to its engines and tractors in preparation for the switch-over to local manufacture. The change to ADE engines therefore can be done with ease and without any complications.

The new Fedmech assembly plant has the backing of the adjacent manufacturing plant which has been making farm machinery and implements since 1940 and is the biggest on the African continent.

GM shuts PE plant for a week's inventory check

Ev. Post 25/5/81

192

By JIMMY MATYU and BILL GARDINER

AS the strike by 3 500 workers at Ford, General Motors and Firestone enters its second week, the GM plant in Kempston Road shut down production today for a week-long inventory check

According to GM's public relations manager, Mr Peter Ray, the closure was not related to the strike called by the Motor Assembly and Component Workers' Union (Macwusa) in solidarity with 160 Firestone workers who lost their jobs during a pensions dispute

"It is part of our annual inventory check, planned weeks ago for this time of the year and is not related to the strike in any way," he said

According to official figures released last week, about 200 GM workers had joined the solidarity strike out of a total workforce of some 1 000

Union sources have claimed at least half the GM workforce had joined the walkout The plant will reopen on June 2

At a lively meeting today in the Centenary Great Hall, New Brighton, the Macwusa chairman, Mr Dumile Makanda, said a delegation of 11, consisting of five Macwusa executive members and six former Firestone workers, met Firestone management in Firestone's boardroom last Friday

He described the meeting as friendly and said Firestone wanted to be informed of worker grievances

Macwusa meets Firestone managment at 3pm today

At today's mass meeting, workers reaffirmed their decision not to return to work until the 160 former Firestone workers were re-hired

Meanwhile, a spokesman for the 50 000-strong Federation of South African Trade Unions (Fosatu) in Port Elizabeth has accused Macwusa of causing "ethnic divisions" between workers

The Fosatu-affiliated National Union of Motor Assembly and Rubber Workers (Numarw) which has the support of the majority of coloured workers at Ford and GM, held a meeting last week attended by about 700

It strongly criticised Macwusa for not consulting them over the solidarity strike

Macwusa has rejected the allegation and has stressed the union was a non-racial body

Macwusa chairman Mr Dumile Makhanda said today the union had been approached by a Fosatu member, Mr D Khumalo, from Sigma in Pretoria

The firm was recently hit a pay strike Mr Khumalo said Sigma workers were dissatisfied with the Fosatu union's handling of the strike after the dismissal of about 400 Sigma workers

Macwusa today dissociated itself from smear pamphlets issued under the union's name which called on motorists to bring in their Firestone tyres to the union offices where they would be paid out

Motor firm strikes continue

Argus 25/5/81

Labour Reporter

THE Leyland strike continued today after last week's decision by workers to hold out until their demands were met

A spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) said today that no discussions were scheduled between management and the union

Strikers at the Blackheath and Elsies River plants of Leyland began on May 14 over dissatisfaction with wages and a nine cents an hour increase due in July

MINIMUM WAGE

Last week, workers demanded a minimum wage increase of 25c an hour and negotiations aimed at setting a minimum wage of R2 an hour The minimum at present is R1,30 an hour

There were about 100 new work-seekers at the gates of the Blackheath factory today, most of them women

The Argus Port Elizabeth Bureau reports that the strike of 3 000 workers there entered a crucial stage with a meeting between Firestone management and leaders of the Motor Assembly and Component Workers' Union (Macwusa) scheduled for today.

The workers — at Ford and General Motors plants — downed tools last week in sympathy with 160 Firestone workers who were not re-hired after a walk-out earlier this year over a pension dispute.

However, there is 'precious little' chance of a settlement being reached, the managing director of Firestone, Mr Peter Morum, said in an interview

He said Macwusa leaders 'would not budge a fraction'

'They wanted all 160 former Firestone workers re hired, including the "drunks and chronic absentees",' he said

He described as 'rubbish' union allegations that the company had left out many of the 160 former workers, because they were elderly or sickly

Union rejects 'smear' pamphlet on car tyres

CT 25/5/81 (192) (152) (169) (42)

Own Correspondent

PORT ELIZABETH — The trade union representing thousands of workers at Port Elizabeth's three strike-hit manufacturing giants yesterday reacted angrily to a "smear" pamphlet distributed in the city's black residential areas at the weekend

The strike entered its second week today

The "smear" pamphlet, issued in the name of the "Motor Assemblers and Components Workers' Union" (Macwusa) says that "from today no black man in Port Elizabeth and Uitenhage must have Firestone tyres on their vehicles"

"You must take the Firestone tyres off your vehicles and bring it to the Macwusa office where we will pay you out so you can buy new tyres We the Macwusa executive have already destroyed all the Firestone tyres we had"

The union's organizing secretary, Mr Government Zini, said yesterday that Macwusa dissociated itself from the pamphlet

"This is an attempt to smear our image and incriminate our officials"

More than 3 000 workers at Firestone, Ford and General Motors downed tools a week ago in sympathy with 160 Firestone workers who were not re-hired after a walkout over a pension dispute

No let-up in Cape motor strikes

STAR 25/5/81

Labour Reporter

The two week-old strikes at Ford in Port Elizabeth and Leyland near Cape Town today showed no signs of letting up as unions adopted non-negotiable stands

At Leyland, where management has started to take on a new work force at the Blackheath and Elsies River plants strikers are sticking to their demand of a R2 an hour wage.

The National Union of Motor Assembly and Rubber Workers (Numarw) which represents the strikers, has organised regional meetings in the Cape Peninsula this week and plans a mass meeting on Friday

Numarw's secretary, Mr Joe Foster, said today former Leyland workers would hold to new demands

It was unlikely Leyland would find enough suitable employees for the two plants

Last Friday Leyland had taken on about 500 workers out of the full work force of about 1 900

Leyland has said it will not negotiate with Numarw until production has returned to normal

At Ford in Port Elizabeth about 1 500 workers were still under suspension after their refusal to handle Firestone tyres

TYRES

The Cortina plant is closed but production is continuing at the engine and Neave plants only partially affected by the strike

Motor Assembly and Component Workers' Union chairman Mr Dumile Makanda has said the strikers will return to work provided they do not have to handle Firestone tyres.

Firestone's managing director, Mr Peter Morum, said today there was still a partial stayaway from the plant and that management would be meeting with Macwusa to discuss the dispute

Ford's industrial relations officer, Mr Fred Ferreira, told The Star the company was maintaining its position that workers would stay under suspension until they returned to work and handled all suppliers' products.

At the Sigma plant near Mamelodi, the scene of a major strike last month, management continues negotiations with Numarw representatives

CT 26/5/81

Deadlock in PE strike talks

Own Correspondent

PORT ELIZABETH — Two hours of talks between Firestone management and Macwusa, the trade union representing thousands of workers at Port Elizabeth's three strike-hit manufacturing giants, ended in deadlock yesterday afternoon, and a union spokesman said there were no immediate plans for another meeting

More than 3 000 workers at Ford Firestone and General Motors downed tools last week in sympathy with 160 Firestone workers who lost their jobs after a pension dispute

Macwusa's organizing secretary, Mr Government Zini, said last night that the union still rejected Firestone's "farcical" offer to re-employ workers as vacancies came up Firestone management could not be contacted last night

In another development, the union is reported to have been approached by the former leader of the 4 000 workers who went on strike at the giant Sigma Motor Corporation in Pretoria last month

Mr Zini said that Mr D Khumalo, who was elected chairman of a committee to represent Sigma workers in a wage dispute, and who was subsequently fired with a number of other strikers, had approached Macwusa to start a branch office in the Pretoria area

Mr Khumalo and a number of fellow committee members broke away from the Federation of South African Trade Unions last Thursday because of their dissatisfaction with the union's handling of the strike

A branch on the Reef would be Macwusa s first outside the Port Elizabeth-Uitenhage area

Earlier yesterday, the Macwusa chairman, Mr Dumile Makanda, said he sneered at a claim by a spokesman for the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers of South Africa that Macwusa was causing "ethnic divisions" between workers

In a jam-packed report-back meeting at the 9 000-capacity Centenary Hall in New Brighton, Mr Makanda said Numarwosa's criticism of Macwusa for not consulting them over the solidarity strike was "insincere"

"There has been such a sudden membership surge from them that we have had to order more than 5 000 forms Fosatu is realizing that it is losing members in great numbers and this is only a last-ditch effort to save face"

⊙ Strike 'new phase in labour relations', page 13

Motor plants are hit by shortages of components

Gr. Post 26/5/81

Post Reporter

DEEP concern about the ability of the vehicle component industry to absorb the heavy demands made on it by Government local content programmes has been expressed by the managing director of General Motors South African, Mr Lou Wilking.

Addressing a conference of parts and accessories manufacturers in Port Elizabeth today, he referred to the difficulties which had arisen as a result of the firm trying to meet the 1981 local content requirement of 66% for passenger cars and commercial vehicles

There were also difficulties in adjusting to the requirement of fitting diesel-powered vehicles with engines manufactured at the new Atlantis plant near Cape Town

In spite of the many problems this programme had created, GM had accepted it and was committed to making it work

"What is of concern to us is the ability of the components industry in South Africa to keep on absorbing new programmes after new programme There are already signs of distress and of cracks appearing," said Mr Wilking

This, he said, was "not surprising when one considers the growth demand that South African suppliers have had to face"

In 1979 the industry was geared to a passenger car volume of 213 000 units, which generated a need for 136 million components This would rise to a "mammoth 245 million parts when all current programmes are completed"

This represented an increase in passenger car components of 109 million within three years

It was "small wonder" the industry was daily facing critical parts shortages Nor was there any immediate sign of the situation improving

That was why "we at GM, and the balance of the motor industry, have been urging the Government to adopt an orderly and co-ordinated approach to future local content programmes," Mr Wilking said

Mr Wilking told the Financial Mail last week in Johannesburg that the South African motor industry had produced up to 10 000 "crippled" cars valued at about R70 million which could not be sold because they lacked certain parts

He said the car manufacturers were asking the Government to reduce the local content requirements on cars from 66% to 62%

He said output was being restricted by the inability of local component manufacturers to deliver the parts

No sign of an early end to strike

Ev. Post 26/5/81

(192) (142) (142) (127)

By BILL GARDINER

WITH production losses at Ford's Cortina plant approaching R3,5 million today, there is little indication of an early settlement to the eight-day strike by more than 3 000 Ford, General Motors and Firestone workers

The workers downed tools last week as a gesture of solidarity with 160 Firestone workers who lost their jobs after a dispute over pensions

Yesterday's talks between Firestone management and officials of the Motor Assembly and Component Workers Union (Macwusa) ended in deadlock with both sides standing firm on the issue of re-employment of the 160 former Firestone workers

Macwusa has rejected management's offer to re-employ the 160 workers as vacancies arise and has demanded that all the workers be rehired Firestone has insisted that it cannot rehire the 160 workers immediately without dismissing other workers

The union's organising secretary, Mr Government Zini, said he was disappointed about the deadlock

He added that Firestone officials had told Macwusa yesterday that a number of "unproductive workers" would not be considered for re-employment as vacancies arose

Macwusa officials will report back to workers on the talks at a meeting at the Centenary Hall in New Brighton tomorrow

Firestone's managing director, Mr Peter Morum, said that although yesterday's talks had not resolved the current dispute, he was hopeful that an agreement between the two parties would be reached shortly

He said the number of workers that Firestone would not consider re-engaging once vacancies arose was "marginal"

HTWS 26/5/81

Prospects of ending PE strike are slim

Argus Bureau

PORT ELIZABETH — Prospects appeared slim today of the 3 000 black workers on strike in Port Elizabeth returning to work before next week at the earliest, after crucial talks between Firestone management and trade union leaders ended in deadlock yesterday afternoon.

The situation is apparently heading for a showdown early next week when, after the Republic Day and Ascension Day holidays and inventory shut-downs factory managements will want to get their plants in full production again.

Ford Motor Company will, by the end of this week, have lost R4 million in production. Its striking workers will have by the end of last week lost R1-million in wages.

Mr Peter Morum, managing director of Firestone, where about 1 500 workers are on strike, was not available for comment today.

However, he hinted in an earlier interview that the company would have to start thinking in terms of alternative measures to get into full production again.

If these alternative measures included a return-to-work ultimatum — and this line could be adopted by Ford and General Motors as well — it could end with thousands of people losing their jobs.

Motor workers meet to decide on action

STAR 26/5/81 (192)

Labour Reporter

The two unions involved in the motor industry strikes in Port Elizabeth and Cape Town are holding meetings this week to decide what course of action to take in the deadlocked disputes

The Motor Assembly and Component Workers' Union (Macwusa) met striking workers yesterday in New Brighton's Centenary Hall near Port Elizabeth to discuss their solidarity strike

Macwusa has stated that workers will refuse to handle Firestone tyres in the Ford plants and workers have been suspended from work

Firestone's managing director, Mr Peter Morum, met Macwusa representatives yesterday to discuss the union's aims as well as the issue of the dismissal of about 160 workers at Firestone earlier this year

The Firestone solidarity strike has spread to other Port Elizabeth firms

In the Cape, the National Union of Motor Assembly and Rubber Workers is conducting meetings in the Peninsula with striking Leyland workers

Meeting decides to go on with strike

Ev Post 27/5/81

(192) (139)

Post Reporters

A MEETING of about 3 5000 striking Ford, General Motors and Firestone workers at the Centenary Hall in New Brighton today decided not to end the nine-day old strike, and to stay out until the former 160 Firestone employees were re-hired

For the seventh time since the strike started more than a week ago, workers decided not to return to work till their demands were met

The workers downed tools last week in solidarity with the 160 Firestone workers who lost thier jobs after a pensions dispute earlier this year

Talks between Firestone management and officials of the Motor Assembly and Component Workers' Union of South Africa (Macwusa) have failed to resolve the dispute Macwsua has rejected management s offer to re-employ the 160 workers as vacancies arise and has demanded that all the workers be rehired immediately

The union's organising secretary, Mr Government Zini, in his report-back on this week's talks with Firestone, he said management had failed to give specific answers to their questions

Macwusa has also informed Ford and GM that workers had reaffirmed their decision not to handle Firestone tyres until the dispute was settled

Mr Zini added he planned to launch a self help community project to provide work for unemployed workers He appealed to churches to give assistance and be involved in the project

Macwusa's general secretary, Mr Dennis Neer, denied allegations that Firestone workers were being forced to join Macwusa

Mr Neer said the union had been approached by Leyland workers in Cape Town and Sigma workers in Pretoria who wished to join

Leyland plea to senior staff as 1 491 hired

27/5/81 FM

By STEVEN FRIEDMAN
Labour Reporter

THE Leyland motor company, which fired 2 000 strikers last week, says it has employed or re-employed 1 491 workers and has resumed production

But a Leyland statement also appears to appeal to senior workers to return to work by next Tuesday and says "at least 40%" of those employed are new workers

This appears to indicate the company is concerned that most senior workers who went on strike have not returned to work

Meanwhile in Port Elizabeth, talks between Firestone and the Motor Assembly and Components Workers' Union of SA (Macwusa) ended in deadlock on Monday — and there is no end in sight to the strike by about 3 000 workers at Firestone, Ford and General Motors

Despite the failure of Monday's meeting, both sides stressed yesterday that the "door is still open"

A settlement at Firestone is believed to be the key to ending the strikes at Ford and GM as well

The situation at all three companies remained unchanged yesterday, and Macwusa's organising secretary, Mr Government Zini, said talks were continuing with a fourth company, Armstrong Hydraulics, where 40 Macwusa members were dismissed after a strike

Mr Zini also confirmed Macwusa is likely to expand its power base to the Pretoria area, where Sigma workers fired after the recent strike at the company are planning a Macwusa branch

He said the union would continue talking to Firestone, but added "Their offers to reinstate people remain vague They also say they will not re-employ all those who were dismissed Not only 160 workers, but their families as well, are at stake and the workers are determined to continue

Firestone's managing director, Mr Peter Morum said "Negotiations have not been broken off and we will continue to seek a solution We are experiencing the difficulties associated with the growth of a new union movement and there is learning to be done on both sides"

Leyland said yesterday that the company had built 250 vehicles since the strike and that it was "confident" full production would be restored at both its Blackheath and Elsie's River plants by early next month

The National Union of Motor Assembly and Rubber Workers has said strikers are determined not to reapply for jobs and believes Leyland will not be able to replace skilled workers fired during the strike

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Argus 28/5/81

Leyland running again with new staff

Labour Reporter

WITH the labour dispute at its Blackheath and Elsies River plants unresolved, Leyland South Africa said yesterday it had recruited 1 491 employees and has restarted production in all departments

About 2 000 workers downed tools nearly two weeks ago demanding an increase in wages higher than the nine cents an hour due in July according to an agreement negotiated in December

Since their dismissal last Wednesday, the striking workers had formulated demands for a 25 cents an hour increase and a minimum wage of R2 an hour within four months.

In a statement, the company said it had lost production of about 800 vehicles during the past eight days But more than 250 vehicles had been built since the dispute started and production was increasing

'Leyland is confident that full production will be restored to both its factories by early next month and with extended overtime, the lost production can be made up within the next two to three months.'

The statement, by Leyland's director of communications and public affairs, Mr Arne Pitlo, said 'at least 40 percent' of the people being employed by the firm were new appointments

WOMEN

More than 30 percent of the new labour force was made up of women, 'who have been placed in various production positions throughout the two factories' Women previously made up 10 percent of the workforce.

With employees being recruited at a rate of more than 200 a day, the company says, it was 'concerned that several long service employees will lose substantial long service employment benefits if they do not return to work on or before Tuesday June 2'

PE strike 'new phase in labour relations'

CT 26/5/81 (192)

Own Correspondent

PORT ELIZABETH — Port Elizabeth's week-old strike, which has affected production at General Motors and has meant losses of about R3-million to the Ford company, marks South Africa's entry into an important new phase in labour relations, says a Rhodes University sociologist, Dr Marianne Roux

Dr Roux is a co author of the Ford report on the company's implementation of the Sullivan employment code

She said in an interview yesterday that the strike, in which more than 3 000 workers downed tools at Ford, Firestone and General Motors in sympathy with 160 Firestone workers who lost their jobs after a pension dispute, was "quite an historical event"

"The strike is not concerned only with the workplace, but is a much wider socio-political issue For the first time workers as a group, rather than employees of a particular factory are pitting themselves against what they see as management as a group'

The strike was critical for the Motor Assembly and Component Workers' Union, which represented the strikers, because although it had been called specifically to achieve the re-employemnt of the Firestone workers it would also be seen by labour observers as a test of strength for the union

It could also prove to be the "making or breaking" of Macwusa Macwusa could not back down without considerable concessions on the part of the managements concerned Anything else would mean a loss of credibility for the union

And while Ford would not want to be seen to be capitulating to the demands of the workers, neither could neither it afford to take a hard line and fire all the workers

Ford would not want to harm its reputation as one of the companies with the most progressive labour relations in South Africa — a reputation which it deserved

To antagonize Port Elizabeth's highly-politicized workforce by firing all the strikers would increase its problems tenfold

"If any of the three companies should fire strikers, it would be interesting to see how much solidarity there is in the community for Macwusa, and how many people are willing to come forward as scab labour

"Macwusa must have been sure of considerable support to have taken up an issue like this"

Dr Roux suggested that one solution to the dispute would be for all the companies involved in the dispute to offer to take on the former Firestone workers

Leyland recruiting after strike

CT 27/5/81

(192) (152) (140A) (61) (130/82) (2)

Staff Reporter

LEYLAND SOUTH AFRICA is going ahead with recruitment after the dismissal last week of about 1 900 workers from its plants in Blackheath and Elsie's River

The workers had been on strike for 3½ working days in support of demands for better pay

Their dismissal last Wednesday precipitated calls of solidarity from the International Confederation of Free Trade Unions, which also cabled Leyland South Africa urging it to reinstate the workers and negotiate, and from the International Metal Workers' Federation

Leyland South Africa's director of communications and public affairs, Mr Arne Pitlo, disclosed yesterday that 1 491 people had been employed since the workers' dismissal and that about 400 were new appointments

He said the strike had cost Leyland the production of about 800 vehicles, but that the Blackheath and Elsie's River plants had now recommenced production in all departments It was expected that full production would be restored to both plants by early next month

The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Joe Foster, said on Monday that the workers, 85 percent of whom are represented by the union, were still adamant that they would not seek re-employment till their wage demands had been met

● Meanwhile, in Port Elizabeth talks between Firestone and the Motor Assembly and Components Workers' Union of South Africa ended in deadlock on Monday and no end to the strike by about 3 000 workers at Firestone, Ford and General Motors is in sight

In spite of the failure of Monday's meeting, both sides emphasized yesterday that the "door is still open"

A settlement at Firestone is believed to be the key to ending the strike at Ford and GM as well

The situation at all three companies remained unchanged yesterday, and Macwusa's organizing secretary, Mr Government Zini, said talks with a fourth company, Armstrong Hydraulics, where 40 Macwusa members were dismissed after a strike, were continuing

He said the union would continue talking to Firestone, but added "Their offers to reinstate people remain vague They also say they will not re-employ all those who were dismissed Not only 160 workers, but their families as well, are at stake and the workers are determined to continue"

Firestone's managing director, Mr Peter Morum, said "Negotiations have not been broken off and we will continue to seek a solution We are experiencing the difficulties associated with the growth of a new union movement and there is learning to be done on both sides"

The strikes had been sparked by "issues which were outside our control and we are convinced that we are not bad employers"

MOTOR INDUSTRY (192)

Components Mk. 2.

FM 29/5/81

The Board of Trade has effectively kiboshed motor industry hopes of an official relaxation of the local content programme (*FM* May 22) In a telex to the National Association of Automobile manufacturers of SA (Naamsa), the board says it is "of the opinion that the inability of the industry to meet the current demand for motor cars is, in itself, not sufficient reason for a relaxation of the Phase 5 local content requirements "

It adds that it cannot consider Naamsa's application to relax local content requirements without 'concrete evidence and "information quantifying the seriousness of the situation "

The onus is now on Naamsa to produce this evidence, and the chances are that it will not For car makers are divided on the issue A thorough survey of the industry would probably reveal that while output of some models has been severely hit by the local component shortage, other models are still in plentiful supply

In many cases, the car makers least affected by the local component shortage are those which produce cars with a high local content They can fit their cars with some imported components in place of the local parts they cannot get, and still maintain the prescribed minimum 66% local content level Manufacturers at or near the prescribed minimum have no such latitude

This means they will lose sales in a year of record demand Some sources have suggested that this is government chastisement of car makers who lacked enthusiasm in implementing its local manufacture programme

"We have given our full support to the government's programme and have gone out of our way to get our local content as high as possible,' says one manufacturer, who claims an average SA content of more than 70% for his range of vehicles "We are now importing many of the parts we need without incurring penalities.

"If government allows concesssions on minimum local content levels it will be helping those who have made little effort to go much above the minimum requirements, and penalising those who have '

Some car manufacturers and their components suppliers have been forced into something of a toenadering by the current crisis Traditionally there has been a mutual suspicion between the two industries with accusations of tough tactics coming from both sides

But car and component manufacturers could now be making joint approaches to government on matters where they had previously not co-operated There are signs they may try to work together in other areas too Some members of the two industries have agreed to stop poaching skilled staff from each other and to give more attention to staff training

Car makers are also likely to agree to holding minimum stock levels for certain components In return, component manufacturers will accept order deviations within certain limits from long term forecasts or preliminary estimates

FM 29/5/81

MOTOR INDUSTRY STRIKES

Employers stand fast

152 139 192

Motor Industry managements in Port Elizabeth who face the thorny problem of sympathy strikes have decided to stonewall. As the boycott of Firestone products called by the Motor and Components Workers Union of SA (Macwusa) drags on, they are making it clear that they are not backing down to union demands

The present dispute has its roots in a strike by Firestone workers in January over the government's planned pensions freeze Firestone management insists that the 160 workers who lost their jobs in that strike effectively dismissed themselves when they refused to return to work Macwusa has now taken up their case and has been negotiating with Firestone for their reinstatement When Firestone refused to reinstate the workers, Macwusa called for a boycott of Firestone products At Ford and General Motors, plant workers refused last week to handle Firestone products. They were suspended and told they could return when the matter had been settled

At the time the *FM* went to press, 1 400 of Ford's black workers were not at work

The Cortina plant had come to a standstill, but production was continuing at the engine and Neave plants The Macwusa call was also heeded by a significant number of workers at GM, but that company has closed down its operations for more than a week for stock-taking and so at this stage, production is not immediately affected

Firestone managing director Peter Morum declines to reveal how many Firestone workers are on strike saying that he does not want to disclose anything because "of a high incidence of intimidation " Production at Firestone is continuing, he says

He does not know when the issue will be resolved "We are doing our level best to get some logic into the situation," he says, emphasising that Firestone cannot afford to immediately rehire the workers who lost their jobs in January If the company were to rehire them it would have to get rid of about 160 other workers at its plant and this it is not prepared to do Firestone is willing to re-employ the workers when vacancies occur through attrition and will give them priority However, the company reserves the right to employ only people who meet its "normal employment criteria "

The company is willing to negotiate with Macwusa, provided the union can provide proof that it has the support of more than 50% of the Firestone workforce So far, Macwusa has been unable to furnish this proof 'We believe our position is a fair and reasonable one,' he says

Ford management has made it clear that it will not heed the Macwusa call "We have had discussions with Macwusa and have stated that we are not going to get involved in a sympathy strike," says Fred Ferreira, Ford's industrial relations manager

Some observers believe that Macwusa has made the mistake of tackling employers on an issue on which they cannot afford to back down They oppose solidarity strikes as a matter of principle "We've got to the situation now where neither side can back down without losing face," says one observer The question now is whether Macwusa has the support and the resources to become involved in a protracted dispute with the industry

q=T.

crowding out

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Eve Post 29/5/91

Makanda statement clarified

192

IN a report in the Evening Post on May 22, Mr Dumile Makanda, chairman of the Motor Assembly and Component Workers' Union, was quoted as saying workers should not return to work until 160 former Firestone workers were rehired

Mr Makanda has asked us to point out that what he said was that workers should not handle Firestone products until the 160 former Firestone workers were re-employed

C. Herald 30/5/81

Fresh call for boycott

(192)

TRADE UNIONS, community, youth, sport and student organisations have called for a total boycott of Wilson-Rowntree sweets, gums and chocolates in support of 500 workers dismissed from the East London factory

More than 20 organisations at a meeting on Sunday expressed their support for the boycott

In a statement released after the meeting they said the Wilson-Rowntree workers were sacked illegally and the firm's management had 'consistently and deliberately refused to come to an agreement with the workers'

Instead they had thrown 500 more workers on to the unemployment market,' the statement said

The statement condemned the intransigence of the London headquarters of Wilson Rowntree in the dispute

Police firm in aim to ban meeting

Ev Post 30/5/81 (152) (192) (62)

Weekend Post Reporter

THE chief of the Security Police in the Eastern Cape, Colonel Gerrit Erasmus, stands firm by his decision to apply for the banning of a workers' report-back meeting scheduled for Monday despite recent developments which could bring about an end to the 12-day strike by more than 3 000 Ford, General Motors and Firestone workers

Col Erasmus, in an interview, said he would definitely go ahead with his plans to have the mass meeting banned Asked if this would not aggravate the strike situation in the midst of a possible solving of the dispute he said "I can make no comment on that But there is no indication that the strke is going to be called off anyway "

In an interview today, the organising secretary of the Motor Assembly and Component Workers' Union (Macwusa), Mr Government Zini, said the strike could be called off on Monday if a proposal, during a meeting with Firestone mangement this week, was supported by Ford and General Motors

At the meeting, Macwusa officials suggested that each of the three strike-hit firms agree to employ a quota of the 160 former Firestone workers who lost their jobs during a strike over pensions earlier this year

Firestone's refusal to re-employ all the workers immediately led to workers at Ford and General Motors refusing to handle Firestone tyres in solidarity with the Firestone workers

Mr Zini said the talks had, for the first time, been conducted in a "spirit of goodwill" and Firestone officials at the meeting appeared to be "encouraged" by the proposal

A similar proposal that all three strike-hit firms agree to employ the 160 workers has been made by a Rhodes sociologist and one of the authors of the Ford audit report, Dr Marianne Roux

According to Mr Zini, Firestone told the Macwusa officials that GM and Ford would be approached about the suggestion during the weekend

Asked for comment today, Ford's industrial relations director, Mr Fred Ferreira said he was not aware of the proposals at this stage

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Strike situation unchanged

PORT ELIZABETH — The workers at Ford, Firestone and General Motors in Port Elizabeth remained unchanged yesterday after another round of talks between union representatives and Firestone officials.

The strikes at the three motor companies started 12 days ago, when about 1 500 workers walked out of the Ford plant after refusing to handle Firestone products in sympathy with 150 workers who had been fired earlier by the tyre company.

About 200 workers at General Motors followed suit, and a few days later the majority of Firestone's black workforce went on strike — Sapa.

Ex-Sigma men petition Minister

By MONK NKOMO

THE 18 former Sigma Motor Corporation employees in Pretoria have petitioned Mr SP Botha, Minister of Manpower Utilisation to establish a conciliatory board to investigate and determine reasons for their dismissals.

The former employees, who were committee members and acted as intermediaries during the strike, submitted that Sigma's refusal to reinstate them was an unjust discrimination

"This is presumably because we served on the committee and performed the functions of negotiating the proposed wage increases with management after the workers had expressed their dissatisfaction on the progress made by the liaison committee"

The application added "It is further submitted that we as members of the committee at no time resigned our employment or intended to resign our employment Although the pamphlet of April 14 as issued by the employer stated that we would be deemed to have terminated our employment unless we returned to work This is a unilateral deeming not justified by acts

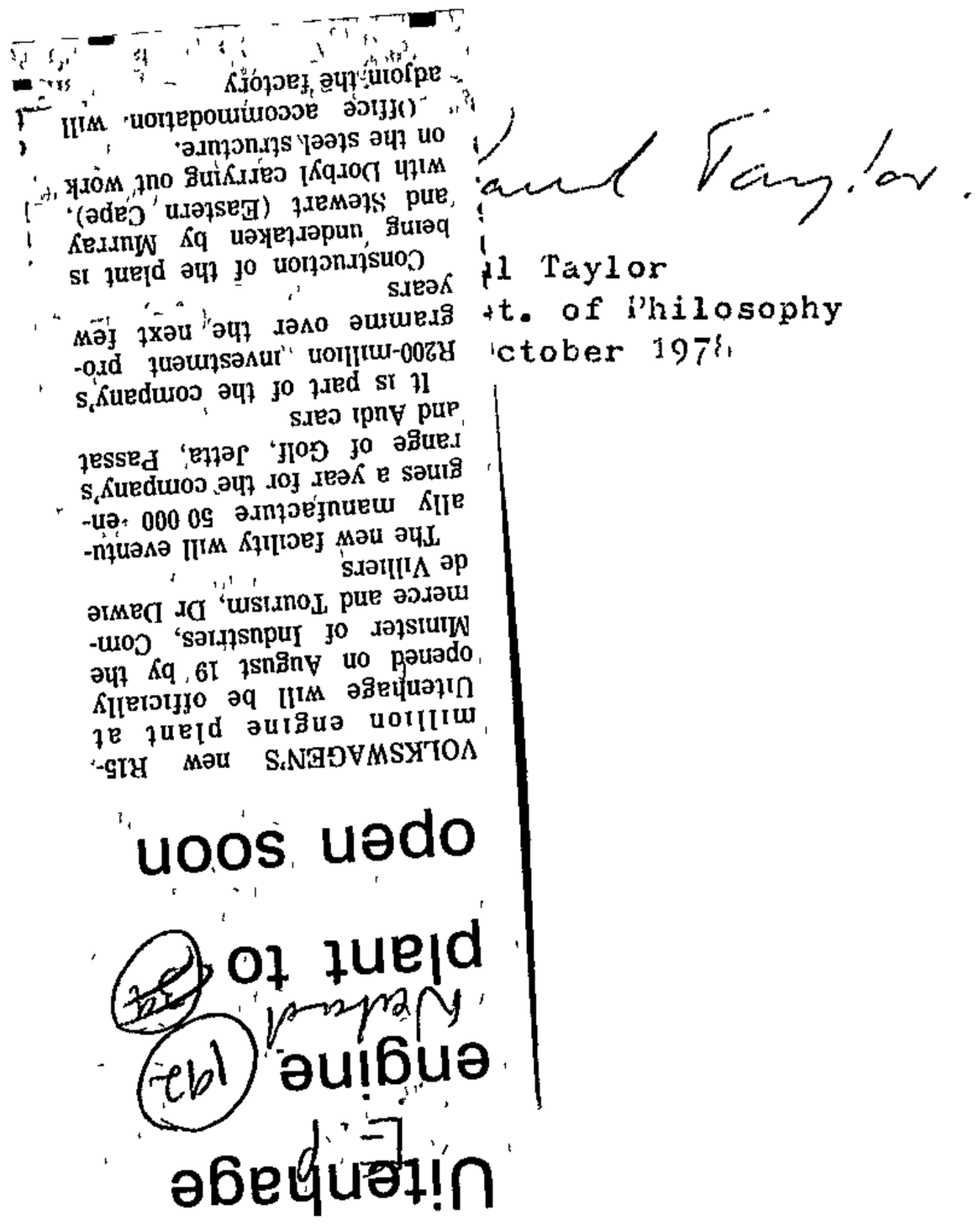
"It is not justified by the facts and as such it is a change in terms and conditions of our employment arbitrarily imposed without any consideration having been given to the role that we played in representing the workers"

They further alleged that it was unfair labour practice to be refused reinstatement, "whereas the majority of workers who did not serve on the committee have been reinstated There is a probability that if we are not reinstated labour unrest may be created or promoted"

My thanks to Senate and Council for a grant enabling me to attend this important Colloquium, where I had been invited to read a reply to a paper by Alan Ryan, a visiting Oxford philosopher.

Ryan's paper, on the subject "Maximising, Moralising and Dramatising", explored a number of alternative models for explaining human behaviour. It set the tone for a series of good papers and discussions around the theme of social explanation and philosophical psychology, and I gained personally from tackling and replying to some of the problems it raises. There was a good response to Ryan's material and the discussion was often illuminating.

The papers at the Colloquium were, I thought, generally interesting and well-researched. Notably, Mr. David Brooks, a U.C.T. colleague, contributed well on the subject of teleological explanation. Socially too, Mr. Brooks and I both felt that the Colloquium had benefitted us. One often feels a lack of unity within South African philosophy. This meeting in Johannesburg, bringing together philosophers primarily from Rhodes, Wits and U.C.T. (though all departments were invited) helped establish some important contacts where they are badly needed.


Uitenhage engine plant to open soon

VOLKSWAGEN'S new R15-million engine plant at Uitenhage will be officially opened on August 19 by the Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers

The new facility will eventually manufacture 50 000 engines a year for the company's range of Golf, Jetta, Passat and Audi cars

It is part of the company's R200-million investment programme over the next few years

Construction of the plant is being undertaken by Murray and Stewart (Eastern Cape) with Dorbyl carrying out work on the steel structure.

Office accommodation will adjoin the factory

Paul Taylor.

l Taylor
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School support for workers

THE representative committee of Western Cape pupils and students has called for the reinstatement of striking Leyland workers in a statement issued at the weekend

The statement appeared after the committee's decision to call off the week-long school boycott last week

'We call on all students, workers and parents to support the Leyland workers in their struggle for unconditional reinstatement

'The decision to terminate the schools boycott has been taken in the light of victories achieved We see the opening of Noorder Paarl an Elswood high schools as a victory for students in their struggle against racial education,' the statement said

The statement said the alleged brutality of the police and their actions against students and parents in Johannesburg were deplored

'We appeal to all principals to reconsider the timing and writing of June examinations, as a true assessment of a student's progress can only be determined in an atmosphere conducive to the writing of an examination

'We call for a united front of students parents and workers in our struggle for a better education and democracy,' the statement said

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Motor vehicle repair costs up from today

Post Reporter

MOTOR vehicle repair costs go up from today

Garages in the Eastern Cape will be charging more for repairs to offset salary increases during the year

The increase has been approved by the Eastern Province Region of the Motor Industries Federation, the body representing owners and garage operators

But the secretary of the federation in the Eastern Cape Mr J Els, said he was unable to give any prices as the increases would differ depending on the kind of repair to be done

He said the last price increase in the industry in the Eastern Cape was in August

Mr Els said some garages could charge less than others for the same job depending on the circumstances

As a result of the escalating costs of wages and other operating expenses garage owners have had tremendous overheads and must recover their debts somehow It was therefore necessary to put up labour costs by charging more for repairs he said

The owner of a garage in Westering Mr D L Potgieter said he charged a flat rate of R15 an hour in the past It has now been gone up to R20 an hour

Smaller garages which charged a flat rate of R12 an hour, have increased their rates to R15

(2) Water : Most houses have internal running water, although cases do exist where one outside tap is available for 4 or 5 houses.

(3) Electricity : More and more farm houses are being fitted with electricity, especially since a subsidy for this purpose became available. Electricity is usually provided free by the employer. Quality of installation varies from a single light per room to the provision of all mod cons such as hot water cylinders, stove connections, etc.

(4) Medical Expenses : Most farmers pay all medical expenses, or at least a major proportion thereof.

(5) "Insurance" : A status symbol among farm workers is the possession of an "insurance" book. This entitles the owner and all members of his family to a decent coffin for his funeral. Unfortunately this is exploited to a large extent by the undertaking concerned. (Rather like furniture HP firms.) To prevent this many farmers pay the instalments on behalf of their workers.

(6) Rations : Rations vary tremendously. Meat, fish, flour and/or groceries to a certain value are made available. The original reason

Work at Cortina plant resumed

EP 2/6/81

(192)

By JIMMY MATYU and SHELAGH BLACKMAN

PRODUCTION at Ford's Cortina plant in Struandale was resumed today but the firm's director of industrial relations Mr Fred Ferreira, was unable to say how long it would take before the plant was fully operational

The strikes in the city, which have crippled production at Ford and Firestone, have entered their third week with an estimated 3 500 workers still out

A planned meeting of striking workers to have been held in New Brighton was banned yesterday

The acting head of the Security Police in the Eastern Cape, Major N J van Rensburg, said today there was no blanket ban on workers' meetings and that each would be assessed on its potential to disrupt law and order

The organising secretary of the Motor Assembly and Component Workers' Union (Macwusa), Mr Government Zini, said today that he hoped the strikes would be over within a week

In another development, Mr Ferreira said that non-striking workers at the Cortina plant would be "supplemented" by workers from Ford's two other plants in the city, neither of which has been seriously affected by the strike

The labour unrest at the giant motor firm began when two assembly-line workers were suspended for refusing to fit Firestone tyres to vehicles The protest spread later to the Firestone factory and to General Motors

A spokesman for GM said producion was underway today after a week-long closure while an annual inventory was being taken

He said 300 of the 1 000 hourly-paid workers employed by GM had not reported for work today Management was not sure if the stayaway was "directly related" to the boycott as today was the first day after the long weekend and this, added to the floods may have dissuaded some workers from returning, he said

At a meeting between Firestone management and Macwusa last week, it was proposed by Macwusa officials that each of the three strike-hit firms agree to employ a quota of the 160 former Firestone workers who lost their jobs during a strike over pensions earlier this year

Mr Ferreira said Ford had not been approached on this issue by Macwusa and until this happened he was not prepared to comment

The GM spokesman said he had heard that Macwusa wanted a meeting but as yet his firm had not been contacted

"When they want to talk to us we will listen and hold discussions with them We won't turn anyone away," the spokesman said

Macwusa's executive intends holding separate meetings today with the management of Firestone, Ford and General Motors to consider a proposal to end the strikes

Mr Zini said an earlier meeting with Firestone "was encouraging and held in a fine spirit"

Unfortunately Firestone had not approached either Ford or GM to advance the proposals that Macwusa had made

Macwusa wanted an end to the strikes at the three firms, possibly this week

Mr Zini said Macwusa would meet Firestone management today to find out how many workers the firm was prepared to re-hire Thereafter they hoped to meet the two other managements

"Our membership is worried about the fate of the 160 former Firestone workers and their families," he said

"These men cannot get employment anywhere because once it is known by prospective employers that they were involved in the Firestone strike they are immediately taken to be potential troublemakers"

Commenting on the ban on their report-back meeting yesterday, he said the ban was "uncalled for" because Macwusa meetings had been incident-free and conducted in a "spirit of responsibility"

Mr Zini said Macwusa would hold a report-back meeting in the Centenary Great Hall in New Brighton tomorrow at 8 01am, as the ban on the meeting extends to 8am

GM wants change in SA before expansion

The Star Bureau

NEW YORK — The giant General Motors Corporation has placed a political price tag on future expansion in South Africa — a major change for the better in the social and political lives of the country's black, coloured and Indian populations.

The corporation, in a statement in New York, says it has always been its belief that it could not help promote the necessary social and economic changes in South Africa by withdrawing from the country.

It also believed the single most important factor in the creation of a more promising investment climate in South Africa "is a resolution of the country's pressing social problems, which have their origin in the apartheid system."

The statement added: "General Motors remains hopeful that these problems will be solved on a basis which is just and equitable to all segments of the South African population.

"Should conditions in South Africa improve substantially, the corporation may consider an expansion of its activities in that country.

"Any investment decisions regarding that country will, of course, necessarily include an assessment of the economic, social and political environment not only in South Africa, but in neighbouring countries as well."

SAP, SADF

The statement said some General Motors stockholders were concerned about the social and ethical implications of the giant car manufacturing company selling vehicles to the South African Police and Army and had urged the company to discontinue these sales.

The corporation believed, however, that stopping the sale of these vehicles could seriously threaten the ability of GM to continue operations in South Africa, thus preventing it from contributing to change.

Explaining its attitude to trade with the communist bloc, the company said its basic policy "is in support of all measures which advance worldwide trade and development and investment, irrespective of political and geographic boundaries" — a view equally applicable to South Africa.

Mechanics' pay rises will not affect cost of car repairs, say traders

Motoring Editor

THE 20 percent increase in basic wages for mechanics is not going to affect the cost of car repairs says Mr Jessel Celine, divisional chairman of the Motor Traders Association in Natal

'Most mechanics are getting far more than the minimum right now — even before the raise came in The good ones are getting R200 a week,' Mr Celine said yesterday The public has been feeling the effects of mechanics being paid these rates for a long time

He explained that the 20 percent increase applied to a minimum level for mechanics wages and only those on the very bottom line would be affected — but there are very few of those around

Vehicle workers dispute

Own Correspondent

PORT ELIZABETH — The continuing strike by an about 3 500 Ford, Firestone and General Motors workers enters its third week today

In a new develoment, Ford's Cortina plant in Struandale — closed 15 days ago after a walkout by about 1 000 workers — was opened yesterday

The industrial relations director, Mr Fred Ferreira, said there were plans to supplement the non-striking workforce at the Cortina plant with workers from Ford's two other plants, which had not been seriously affected

Mr Government Zini, organising secretary of the Motor Assemblers' and Component Workers' Union, said yesterday union officials would meet workers, after the expiry of the ban at 8am today, to brief them on the strike's latest developments

He said the union would meet Firestone's negotiating team at 11am today to hear its reply to the union's recent proposal that the three manufacturing companies each agree to employ a quota of the jobless men

A spokesman for General Motors said the plant reopened yesterday after a week-long closure for an inventory check

Unfortunately, most of the so-called health statistics do not really measure "health" -- they merely give us an indication of trends in ill health. Not only is data quantifying health difficult to obtain but it is also not easy to assess such things as community involvement, or the effects (which may possibly be adverse) of the Abavikeli on the micro-politics of their villages.

Having decided on the criteria to use for evaluation, it then becomes necessary to determine a method of evaluation. I believe that the ideal method would be to initially collect data from villages which were not included in the Abavikeli project, and to compare these over time with the Abavikeli villages. Ideal though this would be, it is both resource-consuming and difficult when one is primarily concerned with a service commitment. It is the sort of evaluation which could be conducted by an academic department of community medicine were such departments in rural health projects "in the field

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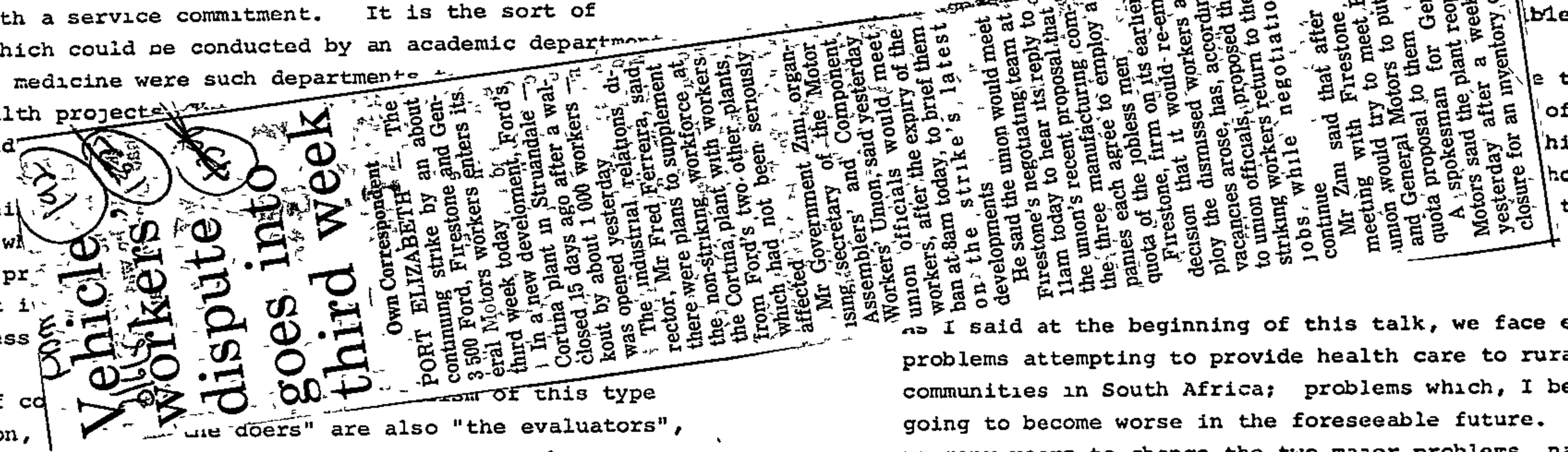
of evaluation, "the doers" are also "the evaluators", since there always an incentive to evaluate ones work positively. I do not believe that this is really a problem, and I think that it depends to a large extent on how the whole concept of evaluation is approached by the people involved in the project.

As I have already said, there are lots of problems associated with evaluation, and it would be most interesting to have other peoples' views on this subject.



Vehicle workers' dispute goes into third week

Own Correspondent

PORT ELIZABETH — The ... about ... Ford's ... Gen- ... its ... dale ... workers ... a wal- ... tions, di- ... said ... era, said ... implement ... workers ... plants, ... seriously ... Zim, organ- ... the Motor ... Component ... said yesterday ... would meet ... of the ... expiry of the ... to brief them ... latest ... on would meet ... tiating team at ... ear its reply to ... nt proposal that ... ufacturing com- ... ree to employ a ... bless men ... rm on its earlier ... it would re-em- ... ssed workers as ... se, has, according ... ials, proposed that ... kers return to their ... negotiations ... said that after the ... with Firestone the ... d try to meet Ford ... al Motors to put the ... posal to them ... esman for General ... ad the plant reopened ... y after a week-long ... or an inventory check ... continuing strike by an about 3 500 Ford, Firestone and General Motors workers enters its third week today by Ford's ... In a new development, ... Cortina plant in Struandale closed 15 days ago after a walkout by about 1 000 workers ... was opened yesterday ... The industrial relations ... rector, Mr Fred Ferreira, said there were plans to supplement the non-striking workforce at the Cortina plant with workers from Ford's two other plants, which had not been seriously affected ... Mr Government of the ... Zim, organising secretary and ... Component Assemblers' Union, said yesterday ... Workers' Union officials would meet ... union officials after the expiry of the workers, after the ... to brief them ... ban at 8am today, to hear its reply to ... on the strike's latest developments ... He said the union would meet ... Firestone's negotiating team at ... 11am today to hear its reply to ... the union's recent proposal that ... the three manufacturing com- ... panies each agree to employ a ... quota of the jobless men ... Firestone, firm on its earlier ... decision dismissed workers as ... ploy the dismissed ... vacancies arose, has, according ... to union officials, proposed that ... striking workers return to their ... jobs, while negotiations ... continue ... Mr Zim said that after the ... meeting with Firestone the ... union would try to meet Ford ... and General Motors to put the ... quota proposal to them ... A spokesman for General ... Motors said the plant reopened ... yesterday after a week-long ... closure for an inventory check

Having mentioned several difficulties which we have encountered, perhaps it would just be worth while mentioning a few things which have not caused us any problems so far.

We have not found any difficulty in explaining our project to the community or in gaining their support and cooperation (several people at the initial meetings wondered why such a scheme had not been started long ago!) It has not been a problem either motivating or creating a sense of participation in the Abavikeli; they were very quick to become active members in the scheme, and the "teachers" soon realised that they had a great deal to learn from the "taught". Finally, we found the other members of the h th medical and nursing st oject their ble.

e to Sipho of the his project ho probably than I do.

As I said at the beginning of this talk, we face enormous problems attempting to provide health care to rural developing communities in South Africa; problems which, I believe, are going to become worse in the foreseeable future. It will take us many years to change the two major problems, namely the inequalities of the rural poor and the orientation of the medical profession; we need to do something NOW.

In order to be successful in our efforts, we must not only use the existing health structure in an optimal way (something which I think we frequently do not do) but we must also do something about altering this structure to bring the community into the health team; a village health workers' scheme would be a major step towards accomplishing this. Certainly such

3/6/81

Cost of repairs not set to rise

192

Staff Reporter

THE Motor Industries Federation yesterday allayed fears of an increase in the cost of motor repairs resulting from the recently announced 20% increase in the minimum wage for mechanics

And a spot check on 15 Reef garages yesterday confirmed the MIF viewpoint

The federation's national secretary, Mr W Fourie, said yesterday rumours of reported repair cost increases came from a Port Elizabeth member who had been "dealt with"

He would not elaborate on the leak

He said the increase in the minimum wage would have no effect as most mechanics were already earning "way over" the new minimum

"There is not going to be any increase in the forseeable future" he said

However, there could be increases due to "other unknown factors" linked to general inflation levels, although Mr Fourie said he did not know if or when these would come into effect

Garages contacted yesterday knew of the increase, but were generally satisfied it would have no effect on their cost structures

One service division manager said there was "no laid down law for labour costs" and that his firm adjusted its charges according to increases in overheads

Sapa reports that Mr Cecil Jowell, first vice-president of the MIF, said yesterday the 20% wage increase for motor mechanics was "merely a periodic adjustment to the minimum prescribed wages for journeymen and other employees of the motor industry"

He confirmed the viewpoint that most motor mechanics' wages were well in excess of the new rates and would therefore not be affected by the new increase

Car makers and union to meet again

The managements of Ford, Firestone and General Motors were due to meet members of the Motor Assembly and Component Workers Union (Macwusa) today in another effort to resolve the strike involving 3 500 workers. It seemed likely that a move to suspend the strike would be made.

A report-back meeting on the talks will be held in the Centenary Great Hall in New Brighton today at 3pm.

At an hour-long meeting in the Centenary Great Hall earlier today, Mr Government Zini, Macwusa's organising secretary, said the union would ask the managements of the three firms to employ a quota of the 160 former Firestone workers who lost their jobs during a strike over pensions earlier this year.

Mr Zini said the meeting had been postponed until today because Firestone management reported they had a tight schedule and could not attend a meeting yesterday.

A suggestion from the floor that Macwusa should further propose that the union would suspend the strike for three weeks to give the three firms enough time to employ all the 160 workers was greeted with applause.

The speaker suggested that if at the end of those three weeks the workers had not been all re-employed the strike be resumed.

At the Ford and General Motors plants the position remained unchanged today.

Ford's director of industrial relations, Mr Fred Ferreira said there were still 1 400 workers on strike.

He confirmed that he had been approached by Macwusa and said discussions would be held in his office later today.

The manager of public affairs at GM, Mr Peter Ray said the number of workers on strike was the same as yesterday — about 300. He said GM was expecting to meet Macwusa for further discussions today.

RDM 4/6/81 (192)

Ford sales rise

PORT ELIZABETH. — In spite of a temporary drop in production caused by the work stoppage, Ford Motor Company's vehicle and tractor shipments of 5 990 units in May still showed a 22,3% increase compared with May 1980, said Mr Brian Pitt, Ford's managing director.

"Our year-to-date May position is equally encouraging with total vehicle and tractor shipments of 26 970 units representing a growth of 17% over the same period last year

"In addition, our tractor division also experienced a record month in May with the shipment of 934 units, breaking the previous record of 673 units set in May 1972.."

E Cape strikers accept agreement

CT 4/6/81 (192) (152) (139)

Own Correspondent

PORT ELIZABETH — The 17-day strike by an estimated 3 500 Ford, General Motors and Firestone workers in Port Elizabeth was suspended yesterday after workers unanimously accepted a new proposal by Firestone management

The men have agreed to return to work on Monday

According to officials of the Motor Assemblers' and Componnt Workers' Union, Firestone has agreed to reinstate immediately 21 of the 150 dismissed workers who are in the 50-year age-group

The rest will be taken back as vacancies arise — which is at a rate of about 15 a month depending on the demand for supplies by motor manufacturers

Yesterday's end to the protracted dispute, which centred on a demand by Macwusa that Firestone reinstate 150 workers who lost their jobs after a pension strike in January, was reached after five hasty meetings — two by union members and three between a union delegation and managements of the three strike-hit companies

About 5 000 people attended a report-back meeting at the Centenary Hall, New Brighton, at which union members decided to accept Firestone's offer

Workers meet again this morning for a post-strike briefing

Unions back strike at Leyland

Labour Reporter

A NUMBER of Cape Town trade unions have expressed support for Leyland workers who have now been on strike for three weeks demanding an increase in wages.

In a statement after a meeting this week, the unions deplored the action of Leyland South Africa's management in dismissing workers pursuing their legitimate demands.

They supported the Leyland workers' demand for unconditional reinstatement and called on other workers not to seek employment at Leyland's Blackheath and Elsies River factories.

The unions are the Food and Canning Workers' Union, the Cape Town Municipal Workers' Union, the National Union of Commercial Catering and Allied Workers, the Commercial Catering and Allied Workers Union of South Africa, and the General Workers' Union.

About 2 000 workers at Leyland's two factories downed tools three weeks ago. They were dismissed after being suspended by management for three days and refusing to return to work.

They have demanded an increase of 25c an hour, rather than the 9c an hour due in July according to an agreement signed in December.

Mr Joe Foster, the local secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) said yesterday only about 300 workers at the Blackheath factory had returned to work and production was low.

He said Leyland management had not responded to the workers' demands. The union, however, was willing to talk.

Ford puts cost of the 17-day strike at R4,5 million

Post Reporters

THE 17-day strike which involved about 3 500 Port Elizabeth car assembly workers which ended yesterday, cost Ford about R4,5 million

Strikers have agreed to return to work on Monday

Ford's director of industrial relations, Mr Fred Ferreira said today workers had lost about R50 000 in wages a week

The managing director of Firestone Mr Peter Morum, described the strike as an "expensive exercise"

Production at General Motors one of the affected companies where 170 striking workers were joined by another 130 workers on Tuesday and Wednesday, was not affected

The strike started when Ford workers refused to handle Firestone tyres unless Firestone re-employed 160 workers who were dismissed during a pension dispute this year

Three of the former Firestone workers have been arrested and charged under Section 6 of the Terrorism Act

Mr Abner Majamba, Mr Jackson Yoko and Mr Joseph Makaza appeared briefly in the Port Elizabeth Magistrate's Court on Friday They were remanded in custody to June 12

Mr Government Zini, organising secretary of the Motor Assembly and Components Workers Union of South Africa (Macwusa), told a report back meeting yesterday that Firestone had agreed to reinstate 21 of the 160 dismissed workers in the 50 and over age group

He said the rest would be taken back as vacancies arose — probably at a rate of about 15 to 20 a month

Mr Zini said union members accepted the new proposal though it meant some of the former Firestone workers would probably still be out of work by November

In a new development, Macwusa will hold talks with the managements of a cleaning service and catering firm whose employees joined the strike

Mr Ferreira said the discussions held with Macwusa related only to those workers employed by Ford, and did not affect the 22 cafeteria and one cleaning staff worker who joined the strike

Macwusa would have to negotiate with the managements of Modular Integrated Systems and Industrial and Commercial Cafeterias separately

[illegible] of the two firms were not available for comment today

When asked whether Ford intended to recognise Macwusa as representing Ford workers in future negotiations, Mr Ferreira said "We have been involved in discussions with them and if they wish to continue with these discussions, we will meet them

A spokesman for GM said they would recognise any union that was representative of the work force

"If Maswusa gives us documentation, and if they can prove to us that they represent the majority of the workers, then we will recognise them," he said

Mr Morum said Firestone would be holding talks with the union

"There are many issues to be resolved, including the one of recognition What we have to clear up is exactly what is meant by recognition"

Better month for Ford

4/6/81 STAR 192

PORT ELIZABETH — Despite a temporary drop in production caused by the current work stoppage, Ford vehicle and tractor shipments of 5 990 units last month reflected a 22,3 percent increase compared to May 1980, Mr Brian Pitt, the managing director, said yesterday.

"Our year-to-date May position is equally encouraging with vehicle and tractor shipments of 26 970 units representing a growth of 17 percent over the same period last year.

"In addition, our tractor division also experienced a record month in May with the shipment of 934 units, breaking the previous record of 673 units set in May, 1972," said Mr Pitt — Sapa

Rehiring offer ends motor men's strike

RDM 4/6/81

By STEVEN FRIEDMAN
Labour Reporter

THE two-week-old strike by about 3 000 Port Elizabeth motor workers was called off last night and workers will return to Ford Firestone and General Motors on Monday

A Rand Daily Mail Port Elizabeth correspondent reported that workers decided at a mass meeting last night to accept an offer from Firestone which will allow 160 workers, fired after a January strike at the company, to be re-employed over a set period

Union officials said at the meeting that Firestone would take back 21 of the workers immediately and 15 a month thereafter until all are re-employed

The 21 have been given priority because they are over 50 years old

Observers believe the settlement is likely to strengthen the position of the Motor Assembly and Components Workers' Union (Macwusa) one of the new breed of "militant" unions

The strikes began when parts of the workforce at Ford and General Motors refused to handle Firestone tyres in sympathy with workers not re-hired after the January strike

The "sympathy" strike — one of the first in South Africa — later spread to Firestone

The worker decision to accept Firestone's proposal follows talks between Macwusa and all three companies, at which various proposals to end the strike were mooted

At one stage, it had been proposed that all three firms agree to share the burden of taking on the dismissed strikers

This had been proposed because Firestone had said it had replaced the workers and could not fire others in order to employ them nor could it afford to enlarge its workforce by re-employing the strikers

At the meeting Macwusa officials described the settlement as a "victory"

Management comment could not be obtained

Observers point out the strike was not a total victory for the union which had initially demanded all the dismissed workers be reinstated immediately

However they argue that the compromise settlement reached could well enhance Macwusa's prestige among East Cape motor workers, because many would argue that the strike had achieved concrete results for workers by winning reinstatement, albeit over a protracted period

The fact that workers involved in the "sympathy" strike were not fired is also seen as a significant pointer to employer labour practices in the Port Elizabeth motor industry

Some Firestone workers not re-employed

Rdm 5/6/81 (192)

By STEVEN FRIEDMAN
Labour Reporter

THE settlement of the motor industry strikes in Port Elizabeth this week does not mean all dismissed Firestone strikers will be re-employed by the company.

Firestone's managing director, Mr Peter Morum, yesterday confirmed that Firestone had agreed to immediately take back 21 of the strikers but added that other workers would be given priority as and when vacancies arose

It was originally thought that Firestone had agreed to take back strikers each month and that all dismissed workers would be re-employed

However dismissed strikers will only be taken back when vacancies arise — the offer Firestone made before the strike began

In addition workers with unhappy work records will not be re-employed

The difference between the offer Firestone made before the strike and the settlement finally agreed upon is, therefore, the company's agreement that 21 workers who are over the age of 50 will be re-employed immediately

Mr Morum said that negotiations with the Motor Assembly and Components Workers' Union of SA would continue.

Union officials could not be contacted last night, but they have said they are confident that dismissed strikers could be back at Firestone by December

Despite indications that the settlement is not as favourable to workers as was originally thought, striking workers reportedly greeted it with jubilation

Cape motor strike is over

THE 17-DAY strike by an estimated 3 500 Ford, General Motors and Firestone workers in Port Elizabeth was suspended yesterday after workers unanimously accepted a new proposal by the Firestone management.

The men have agreed to return to work on Monday.

According to officials of the Motor Assemblers and Component Workers' Union, Firestone has agreed to reinstate immediately 21 of the 150 dismissed workers who are in the 50 year age group

The rest will be taken back as vacancies arise – which is at a rate of about 15 a month depending on the demand for supplies by motor manufacturers.

Yesterday's end to the protracted dispute, which centred on a demand by Macwusa that Firestone reinstate 150 workers who lost their jobs after a pension strike in January, was reached after five hasty meetings – two by union members and three between a union delegation and managements of the three strike-hit companies

About 5 000 people attended a report-back meeting in New Brighton this afternoon at which union members decided unanimously to accept Firestone's offer.

In New Brighton's Ntshekisa Road, traffic was slowed down for about 15 minutes as hundreds of jubilant workers, pouring out of the hall, chanted peacefully in the street

The union had initially demanded that Firestone reinstate the 150 workers en masse in a specified period of time When Firestone pointed out that this would mean laying off 150 people, the union proposed that each of the three strike-hit companies agree to employ a quota of the jobless men

Addressing the report back meeting, Mr Government Zini, organising secretary of Macwusa, said Ford and General Motors would not be drawn into the dispute because it was a Firestone domestic matter.

He said the managements of the two companies assured the union delegation at two separate meetings yesterday that if the jobless men sought employment at their plants, they would not be prejudiced by their involvement in the Firestone strike, but at the same time they would not be given preferential treatment

They undertook to see to their welfare until Firestone had taken them all back.

It was also decided that the situation would be reviewed in due course and further action would be taken if the reinstatement of the men did not go as promised.

Workers meet again this morning for a post-strike briefing.

Unrest in motor industry reveals inter-union strife

Recent unrest in the South African motor industry has involved rival unions. Immediate disputes with management have been resolved but tension between the unions shows signs of growing. DREW FORREST reports.

Star 5/6/81

The labour unrest which has hit the Port Elizabeth motor industry in recent weeks is subsiding — but the inter-union strife underlying it is far from over

The protagonist in the city's latest labour relations drama has been the Motor Assembly and Components Workers Union (Macwusa), which on Wednesday negotiated a settlement to the two-week long strike by about 1 000 workers at Ford, Firestone and General Motors

NEW BREED

Macwusa is one of a tough new breed of trade unions which flatly reject registration and which believe they must involve themselves in all aspects of workers' struggles — not just their problems on the shop-floor

At odds with Macwusa in Port Elizabeth and increasingly undercut by the former's growing support among black workers, is a key affiliate of the Federation of South African Trade Unions, the National Union of Motor Assembly and Rubber Workers (NUMARW)

Originally a registered coloured union recognised by many employers in the Port Elizabeth-Uitenhage complex, NUMARW last year merged with two other Fosatu affiliates, including a black union to become non-racial

The black union now absorbed into NUMARW was already in trouble at the time of the merger Charging that it was "pro-management," 700 workers at Ford's Cortina plant withdrew their support for it, requested management to cancel their stop-orders and in September last year launched Macwusa

At the root of their dissatisfaction was the union's handling of the 1979 Cortina plant strike, during which workers elected their own committee to deal directly with management

Simmering conflict between Macwusa and the NUMARW, hinted at in a pensions strike at Firestone in January this year, has been thrown into sharp relief by the current unrest

The strikes have centred on a very real issue — the reinstatement of 150 Firestone workers who lost their jobs in January. But they are also seen as a show of strength by Macwusa, aimed at highlighting its inroads into NUMARW membership and at mobilising further support

From the strikes it has emerged that Macwusa dominates Ford's engine plant as well as the Cortina plant Macwusa organising secretary, Mr Government Zini, estimates that from a negligible figure union membership at Firestone has leapt to 600 during the strike, and the company has "accepted the union's credentials"

The question now is what further threat does Macwusa pose to the NUMARW It is ironic that just as the NUMARW was poised to take over Pretoria's motor assembly industry and become South Africa's first true industrial union — it should suffer reverses in its heartland of the Eastern Cape

Eastern Cape sources hold that Uitenhage will be "a much tougher nut to crack" than Port Elizabeth — particularly as NUMARW leaders there have close links with the local community organisation, Ubco

Mr Zini claims organising successes in Uitenhage, but employers in the area are sceptical

After the recent strike at the Sigma Motor Corporation it is likely that Macwusa will set up shop in Pretoria Militant members of the Committee of 20 who were not rehired after the Sigma strike, have hived off from NUMARW and have approached Macwusa for assistance

15/6/81

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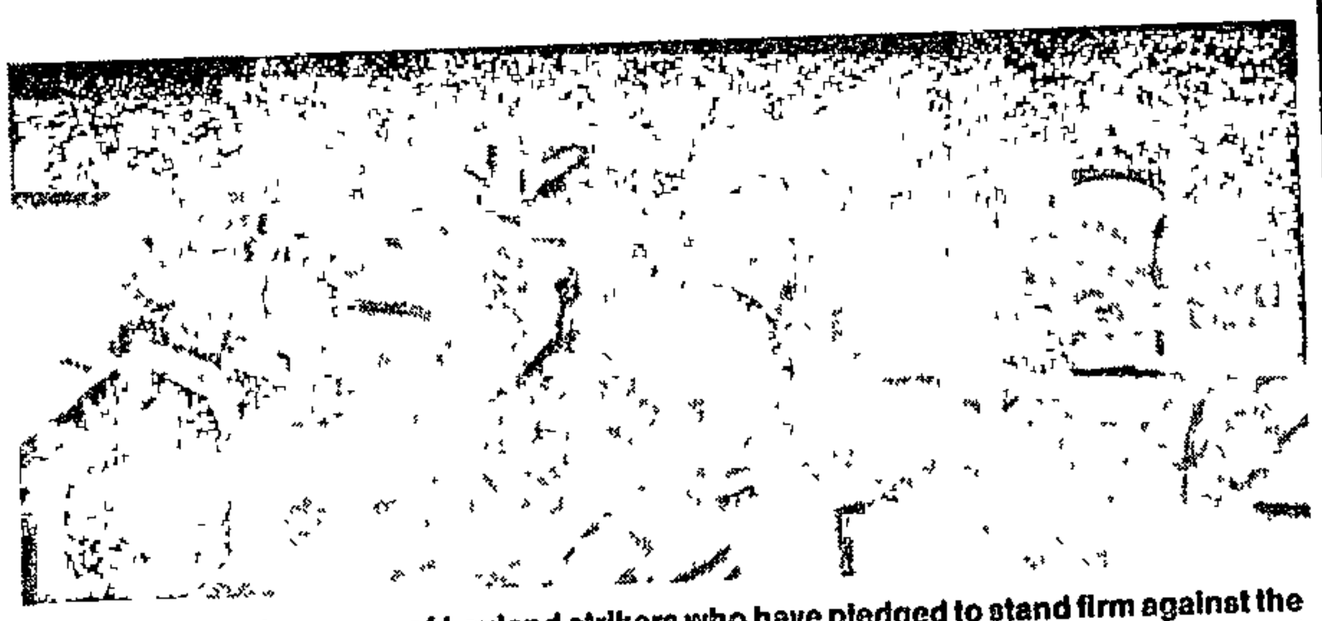
(continued from page 1)

MANAGEMENT DESPERATE



Part of the massive group of Leyland strikers who have pledged to stand firm against the intransigent stance taken by management This is merely part of the large group of strikers at yesterday's meeting which somewhat nullifies the impression that Leyland wants to create that most workers are back at work

have embarked on a massive drive to recruit scab labour by pamphleteering in the areas where workers live Management has also sent cars to the homes of the workers to fetch them to return to work

SUPPORT

The Union has received telegrams of support from various trade unions around the country as well as overseas ones expressing solidarity with the striking workers A telegram from the Transport and General Workers Union in Britain sent the following telegram 'We express total support for wage demands and unconditional reinstatement of every striking fellow worker at Leyland and will fight for maximum possible backing and strike solidarity action'

The workers at Leyland are now embarking on a campaign to muster community support They are appealing to the community to

- assist the workers with whatever material assistance they are able to give and
- educating the community not to become scabs and thereby ruin the strike after so much sacrifice has already been made

In a pamphet issued by the Union, a call is being made to the community 'not to let the workers starve'

The Union has 'always been prepared to negotiate with management who have thus far been unwilling to do so

BACKGROUND

What follows is an appraisal of the strike-situation at Leyland since it started

meeting between Union representatives and Management held on the May 14, they confirmed their decision The Union representatives then relayed this information to the workers at a lunchtime meeting The workers then decided to go on strike Management then suspended the workers and gave them till Wednesday May 20 to return to work The Management ultimatum was rejected by the workers who decided not to return to work unless they received an increase in wages They are presently still out and determined to stay out

t doeltreffender funksioneer t in die algehele ekonomie

On the May 7, 1981 Union representatives advised the Leyland Management that the members were dissatisfied with the wages they were earning, and requested that consideration be given to granting an increase to the workers Management asked that they be given a week to consider the matter They, however, advised the Shop Stewards the following Wednesday, that they were not prepared to grant any further increases over that to which they were already committed to in terms of the agreement between the Union and themselves They simultaneously informed the workers of this decision by way of a circular At a

Leyland management desperate

Muslim News 5/6/81

(192)

The strike by workers at the Leyland plant is still very much on but the management appears to have the support of the local media in playing the matter down. Leyland management has, in the meantime, been resorting to all types of devious methods in order to play the strike down and in an endeavour to get the workers — especially those with long-standing service — back to work.

The union supporting the workers, the National Union of Motor Assembly and Rubber Workers of SA (NUMARWSA), claims that there are still about 1600 workers on strike and only a very small percentage of the workers have resumed their jobs

Meanwhile, Leyland has been desperate in getting workers to return In a telegram aimed at enticing the workers back Leyland says, 'You have a good record with the company and you are about to lose your past service and pension benefits if you do not re-apply for your job by Tuesday 2nd June 1981 Leyland has already employed 1491 people including over 400 new employees, which means that those jobs have been lost to the people who originally filled them At present rate of recruitment we can only keep your job open till Tuesday June 2nd 1981 at the latest but after that you lose all past benefits and your job For the future security of you and your family it is in your interest to carefully reconsider your present position' The telegram is signed by A J Haylett Group Personnel Manager for Leyland South Africa

DESPERATION

The Union supporting the workers said this telegram, sent out to recruit labour, was an act of desperation, and also a means by management to sow disunity amongst the workers by blatantly distorting the facts

All indications show that the figure, 1491, quoted by management, is misleading. The plant is not operating at full capacity. One Rover is being produced per day, while the normal production rate is 16 per day

Management has also resorted to other equally desperate methods to get the workers back to work They

(continued on page 4)

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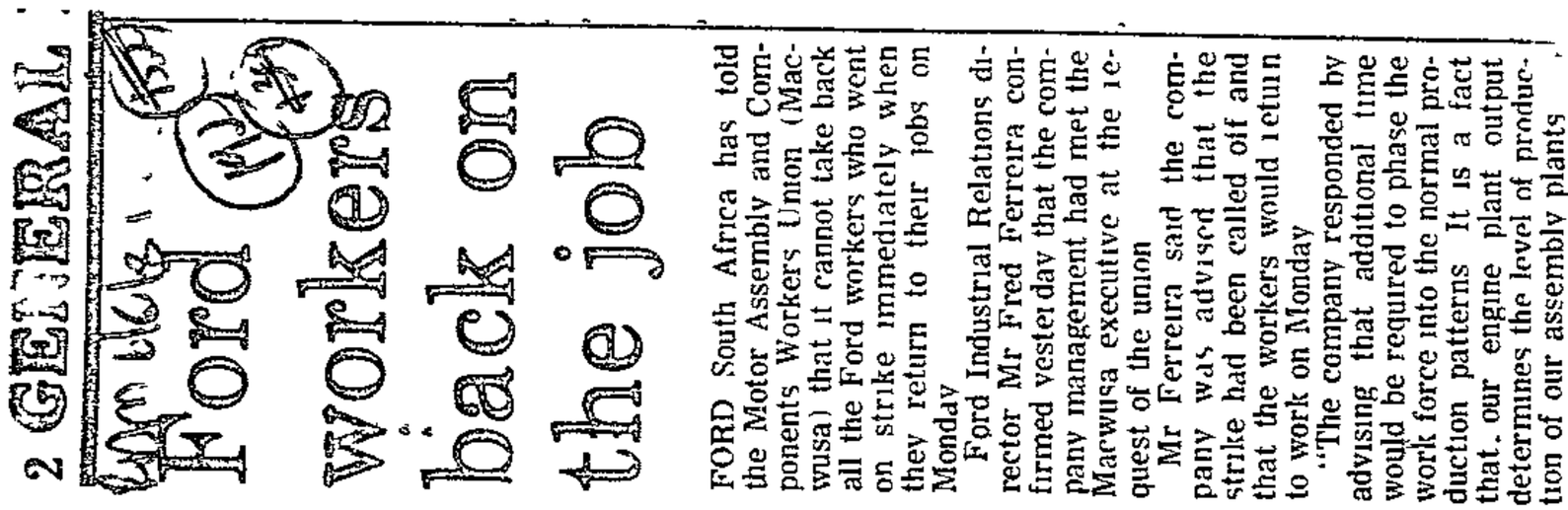
5. Discussion

From this data there emerges a picture of how utilization of different health services depends upon distance from the facility. Where most travelling is done on foot, it appears that for clinics and rural hospitals utilization falls off markedly among those who live more than 7 kms or two hours' walk away, although in isolated areas such as Pondoland many longer journeys were made on foot.

Where public transport is more readily available and/or in higher income groups (e.g. around Groote Schuur, clientele of McCords) while the area of high utilization of clinics/Day Hospitals appears to remain limited to a radius of about 5 kms or 1 hour's travel, the area within which people will travel to hospital, even when nearer services are available, can be far



2 GENERAL

Ford workers back on the job

FORD South Africa has told the Motor Assembly and Components Workers Union (Macwusa) that it cannot take back all the Ford workers who went on strike immediately when they return to their jobs on Monday

Ford Industrial Relations director Mr Fred Ferreira confirmed yesterday that the company management had met the Macwusa executive at the request of the union

Mr Ferreira said the company was advised that the strike had been called off and that the workers would return to work on Monday

"The company responded by advising that additional time would be required to phase the work force into the normal production patterns It is a fact that our engine plant output determines the level of production of our assembly plants

"Because engine plant output had been curtailed we will require from three to five days' lead time to reach maximum output at both the Struandale and Neave assembly plants," Mr Ferreira said

He said that while the Neave assembly plant had remained fully operational during the work stoppage the labour disruption reduced the rate of production at the plant

"Therefore to enable us to produce engines in sufficient numbers to support scheduled Struandale plant volumes and to escalate Neave assembly plant production, the former will be re-open for full capacity on Thursday, June 11 with Neave following on Monday June 15

"This production plan assumes the resumption of normal output at the engine plant from Monday, June 8 for which we will require the full complement of engine plant workers," he said — Sapa

Outpatient Utilization Rates per 100 population in 1973[4]

Distance from health facility:			
0-4 miles	5-9 miles	10 + miles	All
186	51	24	110

4. Paper no. 3 (op. cit.)

5. Oscar Gish & Godfrey Walker, 'Mobile Health Services' op.cit. p. 53

TABLE 10 ESTIMATED COSTS FOR HOSPITAL SERVICES. 1976
SENSITIVITY OF ESTIMATES

Hospital	Cost (R) per I.P. Day	O.P.visit	Mobile c. visit	Permanent clinic visit
Holy Cross				
A.	7,74	2,10	1,22	4,55*
B.	8,15	1,57	0,69	4,02*
C.	8,39	1,26	0,39	3,71*
Masana				
A.	2,84	2,10	3,18	4,57
B.	3,11	1,45	2,62	4,98
C.	3,24	1,17	2,22	3,73
Elim				
				2,05
				1,89

*Assuming permanent clinic has 1500 visits per annum.

Notes

Estimate A. is made on the basis that costs of medicine and any other costs common to all patients (surgical supplies, dressings administration etc) are divided between inpatient days, outpatient and clinic attendances giving equal weight to each.

Estimate B. gives inpatient days three times the weight of outpatient and clinic visits and estimate C. ten times the weight.

Other costs. transport, food, laundry, particular staff allocations, etc, are imputed separately to whichever category of patients with which they are associated.

Some returning workers may have to wait to start jobs

By SHELAGH BLACKMAN

MANY black workers returning to Ford on Monday after their three-week stoppage may have to be temporarily turned away again by the management

Ford's public affairs director, Mr Dunbar Bucknall, said today that when the secretary-general of Macwusa (Motor Assembly and Components Workers' Union), Mr Dennis Neer, informed Ford's labour relations manager, Mr R A Seiler, on Thursday afternoon that the strike had been called off, he was told a management meeting would be held early the next day to arrange a phased return to work

But Macwusa held a meeting with its members at the same time on Friday and so these details of the regulated return to work could not be communicated to the men The workers left the meeting with the impression that they would all be back at work on Monday

The organising secretary of Macwusa, Mr Government Zini, claimed today that Ford had promised on Thursday afternoon that it would "come back" to the union straight away If it had done so, he said, the workers would have been told of the phased return to work at the Friday morning meeting

Now the union expects problems at the factory gates on Monday morning if workers are turned away

Ford made it clear today that though the engine plant could start operating straight away, the Cortina plant could not be opened up again until Thursday, and the Neave plant could not take back its workers until a week on Monday — June 15

Mr Zini told Weekend Post "There will be men returning for work at the Cortina and Neave plants on Monday, and I am interested to see how Ford will sort this out

"After the strike was resolved on Thursday afternoon we informed all the companies concerned that the boycott was suspended and the workers would be returning to work

"Mr Seiler was informed by our general secretary Mr Neer, that the strike was over and he was told Ford would come back to us immediately In fact they didn't come back until after the Macwusa meeting with the workers on Friday morning so there was no chance to inform the men of the work situation"

Mr Bucknall said today "Mr Neer phoned us on Thursday afternoon to advise us the strike was over, and he then requested a meeting with management as to how the workers were to come back

'We advised Mr Neer that we still had to finalise our production planning and for that purpose had scheduled an early meeting on Friday morning with our manufacturing management We said the schedule for the return to work would be hammered out at this meeting

"We then proposed that immediately following this meeting we would meet with Macwusa and advise them of the arrangements Mr Neer accepted this, saying that it would suit Macwusa as they had scheduled a mass meeting with Ford workers for Saturday morning

"There was no question of our having been told that they had a meeting before Saturday morning"

When asked by Weekend Post today what action Ford would take if the men arrived at the gates of the Cortina and Neave plants on Monday, Mr Fred Ferreira, director of industrial relations, said "The simple fact is that you cannot manufacture cars without engines

"If anybody turns up at these plants on Monday there will be no work for them"

Strikers — no decision on support

(Argus 7/6/75)

THE National Union of Commercial, Catering and Allied Workers, and the Commercial, Catering and Allied Workers' Union of South Africa have still to take a decision about whether they will express formal support for the Leyland workers who are striking for increased wages according to the general secretary of the NUCCAW, Miss Dulcie Harwell

A report in The Argus yesterday said that the unions had already decided to do this

CT 9/8/81

Leyland advertising criticized

Staff Reporter

THE Leyland company had underestimated the intelligence of the community in an expensive advertising campaign which had followed strikes at Leyland plants in the Cape, Mr Joe Foster, secretary of the union representing striking workers said last night.

He was commenting on a Leyland company advertisement which had appeared over the weekend which thanked the community for its fantastic support and response to the company's recent advertisements.

Mr Foster said that while some advertisements claimed the company was now fully staffed others were still trying to recruit workers.

He said an advertisement on Radio Good Hope yesterday appealed to workers to join the Leyland factory.

"I think Leyland is trying to sow confusion among the people. However they are grossly underestimating the intelligence of our communities," Mr Foster said.

Three strike support committees had been set up in greater Cape Town. Further committees would be set up in Stellenbosch and Paarl.

He said there had been "tremendous support" from trade unions, the community, churches, universities and other groups for the workers.

Report on the Third Spring Philosophy Colloquium, held at the University of the Witwatersrand from 2 - 4 September

My thanks to Senate and Council for a grant enabling me to attend this important Colloquium, where I had been invited to read a reply to a paper by Alan Ryan, a visiting Oxford philosopher.

Ryan's paper, on the subject "Maximising, Moralising and Dramatising", explored a number of alternative models for explaining human behaviour. It set the tone for a series of good papers and discussions around the theme of social explanation and philosophical psychology, and I gained personally from tackling and replying to some of the problems it raises. There was a good response to Ryan's material and the discussion was often illuminating.

The papers at the Co ought, generally interesting and well-rese David Brooks, a U.C.T. colleague, contrib ject of teleological explanation. Socially too oth felt that the Colloquium had benefitted s a lack of unity within South African phil g in Johannesburg, bringing together philoso n Rhodes, Wits and U.C.T. (though all depar helped establish some important contacts needed.

Taylor.

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Workers accept conditions

WORKERS at Ford's Cortina and Neave plants decided today to accept management conditions for a return to work on Thursday and next Monday

Workers who decided last week to end their 17-day strike had hoped to start work today, but the plants were not ready to resume operations

Workers who were turned away today later attended a meeting in Kwazakele where they decided to accept Ford's conditions

Ford's director of industrial relations, Mr Fred Ferreira, said the engine plant opened today and was operating normally

Workers who arrived at the Cortina plant were told to return on Thursday, and those at the Neave plant to return on Monday

Meanwhile, a meeting will be held at the weekend to decide on a course of action in the light of the detention of several top Macwusa officials, including its chairman, Mr Dumile Makanda They are reported to have been held in Transkei without valid travel documents

Wheels within wheels

8/6/81

Firestone

RACE-BRED FOR SAFETY AND MILEAGE

The real message of Firestone's big strike

THE two-week strike in the Port Elizabeth motor industry ends today as workers begin returning to their jobs The strike has been seen as a test for the new, community-linked, brand of black unionism which has emerged recently Labour Reporter **STEVEN FRIEDMAN** reports

Ford GM

'THERE S an old Chinese curse which says, May you live in interesting times' Well I m thinking of taking out Chinese citizenship," a Port Elizabeth motor employer said last week

For the third time in less than two years, the Eastern Cape motor industry has been hit by a strike with wide-ranging significance for workers and employers throughout the country

And, while there is relief that the two-week sympathy strike at Ford, General Motors and Firestone is over, the trends it highlighted will remain There is already talk of yet another strike

Besides being the biggest sympathy" strike in recent labour history, the PE stoppage highlighted several key trends labour relations

In many ways, it was the first key test of the new "militant", community-linked trade unionism which has begun to emerge among black workers

It also confirmed suggestions that the days in which black worker action was limited to strikes about purely factory issues with one employer are over

The bare facts of the dispute are worth repeating

In January, an estimated 500 black workers at the Firestone tyre company struck over a hitherto unheard-of issue

Alarmed at reports that the Government was planning legislation to "freeze" workers pension fund contributions until they retired, they, in common with many other black workers, demanded their contributions back so that they could avoid the effect of the new law

This led to a strike after which an estimated 160 workers were fired

The dismissed workers approached the recently formed Motor Assembly and Components Workers Union of South Africa (Macwusa) for support

Macwusa approached Firestone which promised, after negotiations to give the fired strikers priority when vacancies arose

The union rejected this and decided to broaden its cam-

A worker meeting mandated the union to approach Ford and GM to say that workers would not handle Firestone tyres until the workers were reinstated

Two workers who began the boycott at Ford were suspended and before long about 3 000 workers at Ford, GM and Firestone were on strike

Ford and GM insisted that the dispute concerned Firestone only and should be settled between Macwusa and Firestone

After two weeks of bargaining, either involving all three companies or Firestone alone, a worker meeting last week agreed to accept an offer by Firestone, ending the strike

The strike had a significance beyond the confines of the three companies

- Firstly, both the original Firestone strike and the 'sympathy" strike involved issues which went beyond an individual factory floor

The January Firestone strike illustrated a point which labour observers have been stressing of late — that, because black workers have the right to organise and bargain in industry but have no similar political rights they will use their industrial organising power to make 'political' demands

Fearing legislation which affected them directly, black workers had no avenues to exert influence on the authorities They therefore used the only avenue they had — the power they could bring to bear on their employers

The sympathy strike was, of course, clearly a case in which Ford and GM were asked to react to a situation not directly of their own making

- It was also the first major strike by Macwusa members and thus a test for its brand of unionism

The union originated in the 1979 Ford strike, when workers at the company's Cortina plant became disenchanted with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers recognised by Ford

They claimed that union officials had been too 'pro management" and eventually broke away to form Macwusa

Macwusa rejects registration Unlike the black unions formed in the early 1970's, it also believes union involvement does not stop on the factory-floor

Its officials argue that the union movement must also be involved in broader community issues which affect their members outside the factory Macwusa's entire executive belong to the PE Black Civic Organisation, which is firmly rooted in the Eastern Cape's tradition of black protest

It was not surprising, therefore, that Macwusa insisted throughout the strike that it was forced to involve Ford and GM in the dispute because it was a "community issue" and workers at these plants had a duty to stand by other members of the community

They insisted they were not seeking confrontation with Ford and GM and that the two companies could have accommodated the trend towards community-based unionism by simply ordering their tyres from another company

Employers accept that there is a real community base to Macwusa's activity But Ford and GM insist that they could never have agreed to the demands because that would have meant intervening in an internal dispute in another company

Management sources also suggest strongly that there was another important aspect to the strike — growing inter-union rivalry

They argue that Macwusa wanted to demonstrate that its brand of unionism could offer workers something the more orthodox Fosatu union could not

The strike was as much an attempt to win support from the rival union as it was an attempt to demonstrate community solidarity, they argue

Certainly, the intense inter-union rivalry which the growth of black unionism has brought in its wake is an important source of factory conflict

But it would be unwise to underplay worker support in the Eastern Cape for community-orientated "sympathy actions

In Uitenhage NUMARW shop stewards have been telling employers that workers are unhappy because a components company Hella is the only one which refuses to deal with the union and have been asking them to help bring it into line

Interestingly the NUMARW has close links with Ubco Uitenhage's equivalent of Pebco

Johannesburg labour experts say that, while the "sympathy' action may remain an Eastern Cape trend for a while, unions in other parts of the country are watching developments and are increasingly interested in similar action

There is little doubt, then, that the strike was something of a watershed What are its effects likely to be? That depends largely on whether workers see it as a victory which shows that action of this sort can work

Macwusa certainly sees the settlement as a victory and workers reacted to it with jubilation But some management sources insist the settlement was a relative defeat for the union

The problem about assessing these claims is that there was no written settlement and the two sides have different accounts of what was agreed

Macwusa says — and has told workers — that all the dismissed workers will be rehired, probably by the end of the year

It says Firestone agreed to take back 21 of the older workers immediately (Macwusa had insisted that middle-aged workers get first priority) and that at least 15 workers a month will be rehired

It says it is making arrangements to support workers who have to wait to get their jobs back

This would be a substantial advance on the company s original offer because Firestone had insisted that not all workers would be taken back

It had also been unwilling to give undertakings about the number who would be rehired each month because it said it could not predict the number of vacancies

According to Firestone, however, not all workers will be taken back and there is no set quota for how many will be taken back each month

This would mean that Firestone had succeeded in sticking to its original pre-strike position — with the exception of the 21 workers, whose employment would then be the strike's only concrete gain

If Firestone is right, sometime later this year an unspecified number of workers are going to find out they are under an illusion

Some management sources suggest they will then be very angry with Macwusa and that there is already tension in the union because it is seen as having "failed" They predict an attempt to unseat the union's existing leadership — or even get another break-away

Macwusa officials and black sources in PE insist worker support for Macwusa is at an all-time high and say several worker speakers at the meeting which accepted the settlement last week described it as a union victory

That could change, however, if the settlement turns out to be not as favourable as it appears now

The truth will only be known in a few months time

If not all workers are taken back, workers may well be angry with Macwusa But they may well be even more angry with Firestone — rightly or wrongly — and employer sources are not prepared to rule out another strike as a result

Then, even if tensions do emerge in Macwusa, there is no guarantee for employers that that will herald a shift towards less militant unionism

Says one employer source "Workers could decide to go back to more conventional unionism But they are more likely to move the other way, to yet another, more militant organisation

So Macwusa could either emerge from the strike strengthened — and it did show surprising areas of support in the early days of the unrest — or give way to something more militant

Besides which, the Firestone settlement was at most a relative worker setback

Firestone may have offered to rehire the 21 as a 'sop" to the union to help it not to lose face But workers might ask whether, a short time ago, employers would have even considered offering a "sop" in a similar situation

So, the more militant brand of unionism is here to stay How will employers respond?

The three companies made a start by not firing any of the strikers

Unlike Leyland in Cape Town — and Firestone the first time around — they took the view of West European and American employers that strikes are a test of power in which the company loses production but workers lose money

The settlement is dictated by, among other things, which side thinks it is losing more and firing workers creates more problems than it solves

Whether the companies could have fired skilled workers and replaced them is unclear The fact that they haven't will help future shopfloor relations

Some sources suggest employers might be less willing to recognise Macwusa now, because they are angered at its "confrontationist" tactics and inexperience in handling conflict

The union is obviously inexperienced One of the ironies of labour in the Eastern Cape is that unions like Macwusa who seem best at mobilising workers have had little experience at negotiating and therefore lack technique

But then some observers argue that the inexperience is not restricted to Macwusa After all, not committing a sensitive agreement to writing is a pretty inexperienced thing for both sides to do

There is an increasing view among top employers that the only issue to consider before recognising a union is its representativeness — however "militant" and inexperienced it may appear to be

They argue that it is only by entering into a permanent bargaining relationship that management and worker leaders learn to deal with each other

After all, they argue, how are both sides going to acquire bargaining techniques unless they actually bargain with each other?

If PE employers adopt that view — and there are signs that Firestone may well do so — the prospects for at least containing conflict are fairly good

THE AIM, SCOPE AND METHOD OF THE PAPER

Much has been written about the ethical drug manufacturing industry. However, most of the work does not relate to South Africa and very little of it has been undertaken by economists. In addition, many of the writings concentrate on one or other specific problem within the industry.

A gap therefore exists and needs to be filled by an economic study of the ethical drug manufacturing industry in South Africa. It is the aim of this paper to fill the gap by providing a broad overview of both the production and marketing behaviour of the industry.

The paper has been prepared by undertaking a detailed investigation of the literature on the topic, by studying various government commissions and by interviewing and talking with people involved in the industry and academics and others concerned with it.

The number of people who gave me valuable information and help is large and many thanks are due to them. Acknowledgment is also due to The South African Labour and Development Research Unit for financial support while the bulk of the fieldwork for this study was done.

This relatively brief paper is based on a more comprehensive study submitted as an Economics Honours Thesis at U.C.T. (1978).

SECTION 1: INTRODUCTION

The paper is an attempt to delve into the issues surrounding the manufacturing sector of the ethical drug market that have become topical since the advent of the "Pharmaceutical Revolution".[1]

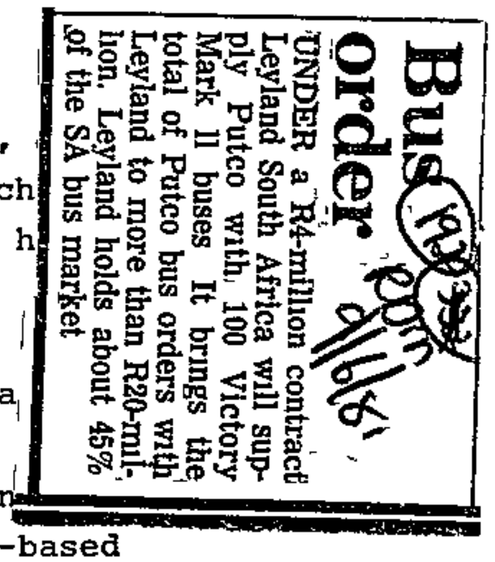
(1.1) The Industry and its Products:

The definition of the manufacturing sector adopted includes all firms involved in drug formulation, drug design or drug compounding and confectioning.[2] Both the production and the marketing activities of this sector of the industry will be analyzed, but the pharmaceutical trade (wholesalers and retailers) will not be discussed in depth.

The products of the Pharmaceutical Industry comprise medicines, cosmetics and incidentals. Medicines, the subject of the paper, consist of scheduled drugs (also known as ethicals or prescription drugs) and unscheduled drugs (also known as over-the- counter lines).

The paper will focus on the ethical drug market. There are currently in excess of 2800 branded ethicals on the South African market.[3]

(1.2) The Pharmaceutical Revolution:


Bus order

UNDER a R4-million contract Leyland South Africa will supply Putco with 100 Victory Mark II buses. It brings the total of Putco bus orders with Leyland to more than R20-million. Leyland holds about 45% of the SA bus market

Since the beginning of the twentieth century, particularly since the Second World War, the ch of medicines and the pharmaceutical industry h undergone major changes.

Medicines have changed from being mere natura to products based on synthetic chemicals. implied a change in the methods of production of simple dispensary compounding to research-based speciality manufacturing by large companies.[4]

While modern manufacturers have produced drugs of great benefit, the change in the nature of the medicine market has caused several issues of concern to emerge. These issues, each a facet of an interdependent system, will be analysed by the paper and include:

1. Profits and prices in the industry.
2. Promotion and advertising.
3. Generic and Brand Name usage.
4. Patenting of Ethical Drugs.
5. Research and Development.
6. Registration and Control of new Drugs.

UK unions pan SA firings

London Bureau

LONDON — The international campaign for support of the 2 500 Leyland workers dismissed in Cape Town last month and the Wilson-Rowntree strikers in Port Elizabeth has gained the full support of Britain s Leyland trade unions

A weekend meeting in Birmingham of the Leyland Combined Committee agreed to send telegrams of protest to Leyland's management in Britain and in South Africa

The unions' national officials and sponsored Members of Parliament are also being urged to back the campaign

Saturday's meeting was addressed by Mr Solly Smith, an executive of the South African Congress of Trade Unions and Mr Mike Terry, secretary of the Anti-Apartheid Movement in Britain

(192)

CT 9/6/81 (142) (152) (189)

Puzzled Ford strikers barred from factories

Own Correspondent

PORT ELIZABETH — Hundreds of Ford workers returning to work yesterday after a 17-day strike were confused when they found themselves barred from two Port Elizabeth plants

Workers milled around for about half-an-hour on the driveway of the Struandale Cortina plant, where the gates were locked and a group was turned away at the Neave plant

Later yesterday morning at a special meeting at Kwazakele officials of Macwusa, the union that negotiated for workers during the strike, explained the confusion surrounding their return to work

They said Ford management failed to reach the union in time for its meeting with workers on Friday with the information that Cortina plant workers should return only on Thursday as there were no engines

Neave plant workers expressed fears of victimization They said they had been told by a senior plant official to return on Monday and that even then some of them might not be taken back

Ford's public affairs director, Mr Dunbar Bucknall, said yesterday that the company would "obviously like to take back all the workers" but that because of the plant's production pattern, workers at the Neave plant could not all be taken back in one day

It was possible that some workers would have to be turned away again as, with production increasing, it would take a day or two to phase in the workforce

At the meeting workers decided to meet again at the weekend to decide on a course of action if the union's chairman, Mr Dumile Makhanda, was not released during the week

Mr Makhanda and three colleagues are being held by the South African security police under the General Laws Amendment Act after being arrested in Transkei without travel documents

Ford workers in new walk-out

EP 9/4/81

(1'17)

Blacks will not train coloureds

Post Reporters

ABOUT 500 workers at Ford's Engine Plant at Struandale walked out today — a day after returning to work after a strike lasting 17 days.

The immediate cause of the strike is said by an official of the Motor Assembly and Component Workers Union of South Africa (Macwusa) to involve the sacking of a black worker who refused to teach coloured staff

Apparently black workers see a management instruction about the training of coloured workers as a threat to their jobs

Ford's director of public affairs, Mr Dunbar Bucknall, said management had not yet been told the reasons for today's strike, which involved "a large number of workers"

"The plant will continue to operate but at a reduced level The scheduling of full production at the Cortina plant from

ctural limitations within which this struggle
ity lies in the production of goods for
ral sector which are then exchanged for wage
of the international market is such, however,
long-term strategy. An alternative strategy
e internal dichotomisation of the agricultural
ion of the sector as a capitalist agricultural
intensive methods of production and enjoying
tivity, whose object is to provide a stable
ds and agricultural inputs for the non-
leaving the remainder of the sector to
alist mode of production.

icultural sector has been established then
can be strengthened by the actions of policy

Workers said today's strike began at about 10am when workers, who were gathered on the lawn in front of the plant, were told by Ford's labour relations manager, Mr R A Seiler, to return to work or leave the plant

The Macwusa offical said workers also complained that a black foreman had been rude, and a security guard at the plant had brandished a revolver in front of workers

The workers then held a meeting at the Holy Spirit Hall Kwazakele, where they decided the union should arrange a meeting with Ford management today

The 17-day strike which ended last week, crippling production at Ford's Cortina plant and causing workers to be reshuffled at the giant motor firm's two other plants, involved Macwusa members exclusively

A rival union, the National Union of Motor Assembly and Rubber Workers of South Africa, has a membership which, at Ford is drawn almost exclusively from coloured employees

They were not involved in the labour unrest which spread to the city's second motor manufacturing firm, General Motors, and to the Firestone tyre factory

A Macwusa spokesman said workers who met at Kwazakele yesterday had resolved no black worker was to instruct a coloured employee If a black worker was fired for refusing to do so, the rest would walk out

About 500 workers, all from the engine plant, attended yesterday's meeting, which was held at the end of the day shift

First indications of trouble came last night when a number of engine plant workers failed to show up in time for the start of the night shift, apparently because they first attended the meeting

Many walked out soon after reporting for duty

Today the day shift reported on time but when news filtered through that a worker had been fired for refusing to instruct a coloured employee, they walked out

Ford is hit by new strike

(192) RDM 10/6/81

By STEVEN FRIEDMAN
Labour Reporter

THE Ford motor company was hit by yet another strike yesterday — only days after the "sympathy" strike which affected it and General Motors ended

Ford's public affairs director, Mr Dunbar Bucknall, said workers at the company's engine plant downed tools yesterday in protest at the dismissal of two colleagues

He said "about the same number of engine plant workers" who took part in the sympathy strike — about 400 — were involved

Late yesterday management and representatives of the Motor Assembly and Components Workers Union of SA (Macwusa) were locked in talks on the stoppage

The strike could affect the planned re-opening of Ford's Cortina plant The plant was expected to re-open tomorrow, thus allowing strikers to return to work for the first time in about three weeks

It is believed the stoppage began when two black workers refused to train coloured workers at the engine plant

Although Macwusa sources could not be reached, it is understood that the union decided on Monday night that its members would not train coloured workers, who had recently been employed at the plant

It is understood that a new group of coloured workers has been taken on

Management says they were hired in an attempt to facilitate the introduction of a night-shift The decision to hire them was made before the strike

However, Macwusa members may have seen their recruitment as an attempt to replace strikers and believed that they were being asked to train workers who would ultimately replace them

The two workers who refused instructions to train coloured workmates were fired by the company, which saw their action as "insubordination"

This sparked a walkout by the other workers

If the dispute is not settled speedily the Cortina plant may have insufficient engines to resume normal production, Mr Bucknall said

See Page 3

CT 10/6/81

Leyland's output now 'normal' at Cape plants

(192)

Staff Reporter

LEYLAND'S director of public affairs Mr A Pitlo said yesterday that production was completely normal at the two Leyland motor plants where nearly 2 000 workers went on strike for higher wages four weeks ago.

He was responding to claims by workers that "all was not well" at the two plants.

At a meeting in Bellville yesterday where 900 strikers assembled workers said that the "bosses were hard up for skilled workers".

Mr Pitlo said the company presently employed 2 070 workers — 80 more than were previously employed.

"One thousand five hundred of these are workers who went on strike for higher wages. The people at the meeting could not all have been former Leyland workers. Only about 400 have refused to come back," he said.

The union to which the workers belong, the National Union of Motor and Rubber Workers of South Africa, has claimed that only 250 have returned to work.

"As far as we are concerned, there is no strike," Mr Pitlo said. "The agreement negotiated with the union fell away when the workforce refused to work. In so doing they forfeited their own jobs."

Mr Pitlo said he was not aware that cars had been sent to fetch workers to return to work, but it could be possible that this had happened.

He said that the management had sent telegrams to workers to explain to them they would forfeit their benefits should they not return to work.

Those presently employed, he said, had been recruited at the present wage rate.

"The majority we appointed actually resigned from other companies to work for Leyland at higher wages," he said.

They would all be eligible for the nine cents an hour increase from July 1, he said.

Leyland 'is not helping workers'

Staff Reporter

LEYLAND was not doing anything for workers in this country and would have to leave if the strike was not resolved soon, the national secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Freddie Sauls, said yesterday.

He was addressing about 900 people who claimed to be striking workers and members of Numarwosa at the Lyric Cinema in Bellville yesterday.

He said that unions had accepted firms like Leyland opening plants in this country on the understanding that they would bring about improvements for the workers.

By refusing to pay wages the workers were demanding, the firm was not toeing the line, he said.

He told workers that while the union would bring international pressure to bear on Leyland's mother company, the success of the strike depended largely on the workers themselves.

Nearly 2 000 workers went on strike for higher wages four weeks ago. They demanded an increase of 25 cents an hour instead of the nine cents an hour they were given.

At the packed meeting yesterday, a number of workers apologized for having returned to work.

They said that all was not well at the motor plants. They had walked out after realizing they had been tricked into coming back, they said.

One worker said he had been tricked because Leyland was so "hard up" for skilled workers. His department would suffer now that he had walked out again, he said.

Another worker said he had been fetched in a "shining white Rover" to come back to work.

Although he was newly-married with debts of R3 000, he was prepared to struggle rather than to return.

"We must all stand together because that is the only way we are going to win," he said.

Mix-up at Ford: 500 turn up too early

(192)

Post Reporters

NEARLY 500 black workers who arrived at the Ford engine plant today were turned away because of an apparent misunderstanding between management and representatives of the Motor and Component Workers' Union of South Africa (Macwusa)

Ford said the union had undertaken to give a day's notice before the workers returned after a strike, but the union did not regard yesterday's stoppage as a strike

The workers, who were ordered to leave the plant yesterday when they stopped work after a man who refused to instruct coloured workers was dismissed, decided last night to return to work today

They also agreed to instruct coloured workers

The walkout apparently centred on the workers' suspicions that a management instruction involving the training of coloureds was a move to phase them out

When workers arrived at the engine plant in Struandale today they were told to wait outside the gates

At 8am they were addressed by the firm's labour relations manager, Mr R Seiler, who said management still had not heard from Macwusa when the workers would return to work

He said management had reached an agreement with Macwusa that the company would be given a day's notice before workers returned to work after a strike

Mr Government [illegible] chairman for Macwusa said today that Mr Fred Ferreira, Ford's director of industrial relations, had told their committee yesterday that the workers could return any day

"I think the misunderstanding arose there" he said "We are aware that management wanted to be given a day's notice before workers returned from a strike but we did not view yesterday's walk-out as a strike We saw it as a disruption"

Mr Zini said Macwusa would formally inform management today that the workers would all return tomorrow for the day and night shifts

Mr Ferreira said today that Macwusa was informed by Ford management yesterday that when workers were prepared to return to work they could do so, but that the firm had to be informed on the previous day

Mr Zini said Macwusa would continue to negotiate on behalf of two workers, one suspended on Monday and the other dismissed yesterday

Workers were also told at last night's meeting by Mr Zini that he and the union's secretary Mr Dennis Neer, had been removed from Ford's salaried pay roll and would be paid as hourly workers

Mr Zini said they had received the letters informing them of their changed status from Mr Ferreira, who stated "We wish to reiterate the viewpoint that while we subscribe to the principle of freedom of association, we cannot condone situations where salaried officials who are in responsible positions, or have authority over hourly employees [illegible] leader [illegible] in the union of which hourly em[illegible] members Cle[illegible] ur view, such situat[illegible] ate a conflict of inte[illegible]

Security guard at plant attacked by mob

Chief Reporter

A MOB yesterday attacked a security guard at Ford's engine plant at Struandale, tearing his clothes and assaulting him after the dismissal of a member of the Motor Assembly and Component Worker s Union

The guard managed to escape his attackers when he pulled his gun from its holster

Workers attacked the guard shortly after a man was fired for refusing to instruct a coloured worker

The incident led to a walkout by about 500 African workers yesterday

According to one report, the security guard was set upon by a mob of about 100 men

They tore his overall off, assaulted him and pulled out knives before he managed to pull out his firearm

The mob then dispersed

A spokesman for Ford confirmed the incident had happened and said the man was not injured He was unable to give his name or elaborate on the occurrence

A MACWU official yesterday alleged that a security guard at the engine plant had been brandishing a gun in front of workers

This was given as a reason for workers walking out

Leyland to 'black' parts for SA

Argus Bureau

LONDON — Shop stewards at British Leyland have voted unanimously to move toward 'blacking' vital parts and kits destined for South Africa.

Their action is in support of the reported 2 400 black workers sacked at Leyland's Cape plants as a result of an industrial dispute.

The shop stewards decided on this course at their weekend meeting which was addressed by Mr Solly Smith of the South African Congress of Trade Unions and Mr Mike Terry of the Anti-Apartheid Movement.

HARDSHIP

They decided to compile a list of equipment that goes to South Africa. This will enable them to cause maximum hardship if the trade unions decide to stop any parts going to South Africa.

Telegrams of protest about the treatment of the black workers have been sent to British Leyland's management here and to the Government-owned company's subsidiary in South Africa.

Yesterday workers at British Leyland's Cowley factory were given leaflets by shop stewards about black workers' conditions and the dispute at their South African subsidiary.

UK unions back sacked SA men

9/6/81

From BRUCE STEPHENSON

LONDON — The international campaign for support of the 2 500 Leyland workers dismissed in Cape Town last month and the Wilson-Rowntree strikers in Port Elizabeth has gained the full support of British Leyland trade unions

A weekend meeting in Birmingham of the Leyland Combined Committee made up of trade unionists from plants all over Britain agreed to send telegrams of protest to Leyland's management in Britain and in South Africa

The trade unions will join forces with the International Labour Organization and the International Metal Workers' Federation in bringing pressure to bear through the Trades Union Council on Leyland management to reinstate the fired workers

The unions' national officials and sponsored members of Parliament are also being urged to back the campaign

Saturday's meeting was addressed by Mr Solly Smith, an executive of the South African Congress of Trade Unions, and Mr Mike Terry, secretary of the Anti-Apartheid Movement in Britain

The AAM has been organizing support for the 600 workers dismissed for striking at the Wilson-Rowntree chocolate factory in Port Elizabeth

A conference in Cambridge of 40 trade unionists was urged to support a programme of action aimed at severing all links with South Africa by taking action in support of Sactu, starting preparations now for the AAM's trade union week of action planned for the last week of October and mobilizing the trade union movement behind the AAM campaign of isolating South Africa

'Skill shortage' claims are denied

92 Kom 10/6/81

Own Correspondent

CAPE TOWN — Production was "completely normal" at two Leyland motor plants where nearly 2 000 workers went on strike for higher wages four weeks ago, Leyland's director of public affairs said yesterday.

Mr A Pitlo was responding to claims by workers that all was not well at the two plants

At a meeting of 900 striking workers in Bellville yesterday, workers said the "bosses were hard up for skilled workers"

Mr Pitlo said the company presently employed 2 070 workers — 80 more than were previously employed

"1 500 of these are workers who went on strike for higher wages

"The people at the meeting could not all have been former Leyland workers. Only about 400 have refused to come back"

The union to which the workers belong, the National Union of Motor Assembly and Rubber Workers of South Africa, has claimed that only 250 have returned

Mr Pitlo said he was not aware that cars had been sent to fetch workers to return to work but that this was possible

He said management had sent telegrams to workers to explain they would forfeit their benefits should they not return to work

Those presently employed, he said, had been recruited at the present wage rate

"The majority we appointed actually resigned from other companies to work for Leyland at higher wages," he said.

They would all be eligible for the nine cents an hour increase as of July 1, he said

Ford strike is not yet resolved

Sowetan 11/4/91

(192)

IN spite of a decision by about 500 Ford workers who walked out on Tuesday to return to work yesterday, early indications were yesterday that the issue was not resolved as hundreds of them milled around outside the involved plant's gates when they were to start work.

The organising secretary of the Motor Assembly and Component Workers' Union of South Africa — which represents these workers — Mr Government Zini, said he had been telephoned at home about problems at the plant.

The striking workers decided at a mass meeting on Tuesday night to return to work, after an urgent meeting in the afternoon between union officials and Ford management.

Tuesday's walkout at the Struandale engine plant on the second day after the workers return from a 17-day strike, was in sympathy with a worker who was allegedly dismissed when he refused to instruct a coloured worker.

The company's Public Relations Director, Mr Dunbar Bucknall, has said coloured workers were to be trained to be ready for the company to embark on a double shift.

In an interview yesterday, he confirmed, according to his information that workers who were on strike on Tuesday, had started working again yesterday.

He could give no reasons for Tuesday's walkout.

That means that about more than 1000 workers who want to return to work, will still have to be idle for several days.

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Chamdor launches multiracial course

Star 11/4/81

West Rand Bureau

The first multiracial course for apprentice motor mechanics has started with an enrolment of 40 trainees at the Chamdor In-service Training Centre near Krugersdorp

The trainees will be prepared for the N1 and N2 examinations set by the Department of National Education and after completing the first year they will return to their employers' workshops for a further two years' practical training

The centre, near Kagiso township, is the biggest and most advanced of eight established in South Africa It is designed specifically to cater for the training needs of private enterprise and is run by the private sector, which has committed R3-million to the projects

The Government made a grant of R264 000 to establish the centre, which aims to improve the productivity, reliability and motivation of workers

Employers who send their staff to the centre are eligible for tax relief amounting to twice the costs of course fees, accommodation, food and travel expenses They are also compensated for the wages of trainees

Mr Joos Lemmer, Chamdor's director, who has been involved in training workers for several years, is concerned not only with technical competence, but also with other aspects affecting the trainee's integration into a Western type economy

Many extramural activities are provided and trainees are encouraged to participate in community activities.

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SA car sales hit new record

By FRED ROFFEY, Business Editor

SALES of new cars rocketed to 26 820 units last month to give the South African motor industry the best month in its history and boosting hopes of record car sales for 1981.

The previous best month for new cars was in September, 1980, when 26 490 units were sold

The highest figure so far this year was in March with 25 993 units

The record May figure of 26 820 compares with 22 707 sold in April and 22 251 sold in May last year

Total new car sales from January to May were 120 199 against 104 334 in the corresponding period last year

Mr Peter Searle, vice-president of the National Association of Automobile Manufacturers (Naamsa), who is the managing director of Volkswagen South Africa, said a key factor in the surge in car sales was the introduction of new models which had attracted the attention of buyers

Other factors were more selling days in May than in April, and the fact that Sigma had a poor sales month in April due to a strike and the company had caught up some of its backlog in May

"In my opinion new car sales in 1981 will beat last year's record figure, but only marginally so, because high interest rates and tighter money will affect first the used car market and then the new car market," said Mr Searle

The "big three" motor plants in the Eastern Cape — Ford, General Motors and Volkswagen — did extremely well with a market share of 47% in May

Ford leapfrogged from fifth position in April to top the list for car sales in May, followed by Volkswagen and Sigma

Volkswagen's Golf/Jetta notched sales of 3 224, Toyota's Corolla 2 649, Ford's new Escort 2 575, Sigma's Mazda 323 2 333, GM's Opel Kadett 1 385 and Datsun's Pulsar 1 208

Sales of new commercial vehicles are also encouraging

The May figure of 12 542 compares with 11 374 sold in April and 10 000 sold in May last year

The progressive sales volume for new commercial vehicles from January to May was 57 682, against 48 201 in the corresponding period last year

The car sales figures for the various makers for May, with the market share in brackets, were Ford 4 948 units (18,5%), Volkswagen 4 617 (17,2%), Sigma 4 296 (16,0%), Toyota 3 793 (14,2%), General Motors 3 038 (11,3%9, Datsun 2 800 (10,4%), BMW 1 107 (4,1%9), United Car (Mercedes Benz) 1 011 (3,8%); Alfa (includes Fiat) 745 (2,8%), Leyland 431 (1,6%); other makes 34 (0,1%)

The top commercial vehicle seller in May was Toyota with 3 777 units and 30,1% share of the market, followed by Datsun 2 920 (23,3%), Ford 1 497 (11,9%), General Motors 1 344 (10,7), Sigma 1 284 (10,2%), Volkswagen 576 (4,6%), United Car (Mercedes Benz) 450 (3,6%), Leyland 215 (1,7%); Fiat 200 (1,6%)

2. cont.....

(1) Plot this demand curve as accurately as possible, preferably using graph paper.

(2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years, if the demand curve scheduled above was the demand curve of each of the ten years.

(3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.

(4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).

(5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.

(6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

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Argus 17/6/57

LABOUR HITS AT LEYLAND

Argus Bureau

LONDON — The Labour Party has joined the protest against the treatment of striking black Leyland workers in South Africa

"The Labour Party condemns the action of the British Leyland management in summarily dismissing the workforce at its South African plant," said the party general secretary, Mr Ron Hayward, in a statement

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(1) Plot this dem / as possible, preferably using graph paper.

(2) Now suppose t n successive years the annual "crop" amount 1, 70, 40, 50, 80, 60, 50, 40, and 70 millio Calculate and tabulate the gross value o hese years, if the demand curve scheduled abo a of each of the ten years.

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Star 12/6/81

Labour condemns BL action

The Star Bureau

LONDON — The Labour Party has joined those protesting against the treatment of striking black Leyland workers in South Africa

"The Labour Party condemns the action of the British Leyland management in summarily dismissing the workforce at its South African plant," said the party general secretary, Mr Ron Hayward, in a statement yesterday

"We are horrified that the Leyland management are compounding their action by now attempting to break the strike by employing scab labour

"It is intolerable that a company almost wholly owned by the British Government, through the National Enterprise Board, should behave in this manner

"The Labour Party adds its voice to the protest of the international labour movement"

where everybody and everything was interacting, inter-related and inter-dependent. The individual, the family and the group were completely immersed in, and integrated into the creation in its totality. One could call such a society theo-centric, because the pivot of everything is the creator and the Creative Principle. In such a society then, it is an inevitable necessity that all activity and conscious experience, both of the individual and of the group, has a definite ritual or ceremonial connotation and content".

What is seldom recognised is the extent to which White South Africans, too, are immersed in this philosophy. Bodenstein (1976) also describes this "enlightenment" which he calls a "coming home" experience. He says: "This was t
watershed, when I sp
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dichotomy between worlds material and spiritual, between the individual and society, or between man and the universe. It is this wholesome and healing primeval vision, which is perhaps the most precious heritage of Africa."

3. EXISTING MENTAL HEALTH SERVICES IN SOUTH AFRICA

South Africa is to be understood as a developing country, also in the sphere of mental health services. From humble beginnings early in the 19th century, these have developed very gradually until recently. (Minde 1974 - 1975). The first mental health society was

founded in Cape Town in 1913. We were founder members of the WFMH in 1948. Nevertheless, mental health services provided mainly custodial care until 1963. Since 1960 and subsequently, commissions of inquiry were appointed, which brought about a new era in mental health in South Africa. The introduction of psychiatrists and psychologists into the structure of posts of the Department of Health in 1963 led to a country-wide reorganisation. For the first time, mental health services could now be provided as a speciality service, thus enabling the expansion into multi-professional team-work. This triggered off a period of rapid growth and development. Reports (1967 - 1972).

In 1969 the Department of Health organised

Statistics of the services rendered by the Department of Health for the period 1964 - 1976 as well as the available mental health personnel for the same period, is reflected in Table I-II and Graph I of the annexure to this paper. Not withstanding a population increase of 36,6%, there was an absolute decrease in admissions of 26,9% for this period. This decrease can be attributed to the expansion of the outpatients services to the extent of 833,9% for the period 1966-1976.

The shortsightedness in early planning of Mental Health Services led to a belated start in the training

RDM 10/6/81

Union: End of line for Leyland

Own Correspondent

CAPE TOWN — Leyland was not doing anything for workers in this country and would have to leave if the strike were not resolved soon, the national secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Freddie Sauls, said yesterday

He was addressing a meeting in Bellville of about 900 striking workers, all members of Numarwosa

He said unions had accepted firms such as Leyland opening plants in this country on the understanding that they would bring about improvements for workers

By refusing to pay the wages workers were demanding, the firm was not toeing the line

He said the union would bring international pressure to bear on Leyland's mother company, but that the success of the strike depended largely on the workers themselves

Nearly 2 000 workers were dismissed after they went on strike for higher wages four weeks ago

They are demanding an increase of 25c an hour, instead of the 9c an hour they were offered.

At the packed meeting yesterday, a number of "scab" workers apologised for having returned to work

They had walked out when they realised they were tricked into returning, they said

They said all was not well at the motor plants

One worker said Leyland was short of skilled workers

Another said he had been fetched in a "shining white Rover" to come back to work

A third said the bosses were so desperate they had offered him three days' pay for working on a Saturday

The local secretary of the union, Mr Joe Foster, told workers Leyland should have paid them what they had demanded and prevented a strike instead of wasting money on advertisements

So it will pay for England to import good A from Portugal ~~it will~~ ~~Portugal~~ — at a lower price — more.

Firestone has agreed to immediately rehire 21 people and Macwusa has told workers that the company will re-employ at least 15 a month Firestone however maintains that there is no set quota It is possible that through attrition the company might be able to rehire more than 15 workers a month during some periods, but on the other hand there may be months when the company will have fewer than 15 vacant jobs

Firestone MD Peter Morum tells the *FM* he is confident that further labour unrest over this issue can be avoided Firestone is willing to have further discussions with Macwusa and to consider granting the union official recognition Regardless of whether a union is registered or unregistered I believe that if it represents a fair proportion of our people in the company we must talk to them particularly in this evolutionary stage we are in he says

A Macwusa spokesman indicates to the *FM* that the union may be flexible on the rehiring issue and that a possible future dispute can be avoided if Firestone genuinely does its best to rehire as many workers as possible

Meanwhile Macwusa had discussions with Ford management this week after nearly 500 workers walked out at the company's engine plant on Tuesday in protest against the dismissal of two workers Ford has refused to reinstate the dismissed workers but has told Macwusa that the action taken against them has nothing to do with their union affiliation After the talks it was announced that the strike had been called off

[illegible] one country [illegible] comparative advantage [illegible] of one good — [illegible] it is then comparative [illegible] cause trade

FM 12/6/81

MOTOR INDUSTRY STRIKES

Fine print queries

(152) (192) (139)

The two-week strike which hit major Port Elizabeth motor industry companies has ended and although there may be further troubles ahead, some managements and unionists seem intent on adopting conciliatory attitudes

The dispute arose after the Motor Assembly and Components Workers Union of SA (Macwusa) took up the case of nearly 160 Firestone workers who lost their jobs in a strike in January When Firestone refused to immediately reinstate the workers the union called for a boycott of Firestone products Hundreds of black workers at Ford and General Motors who refused to handle Firestone products were suspended and told they could return to work when the matter had been settled

The strike has been seen as an important test for Macwusa which represents a new, community-linked form of black unionism, and after negotiations with Firestone last week, the strike was called off

Some observers believe that the seeds for further trouble lie in differing interpretations that Firestone and Macwusa have of the agreement they have reached

UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has

TRUCKS

FM 12/6/81

Enter a new giant

(192)

UCDD, the manufacturer of Mercedes Benz trucks, could lose its position as the country s leading truck builder by 1983 For a giant new competitor is gearing up to produce a far bigger range and volume of vehicles

Truckmakers Holdings, a company in the Messina group, expects to be producing up to 12 000 vehicles a year by then through its subsidiary Magnis — a neologism from Magirus and Nissan Some 8 500 of them will be in the over 5 000 kg category

Last year, UCDD sold 4 275 Mercedes trucks in this range and took the number one slot in the heavy truck market with a share of 20,4% As the market is not expected to grow significantly in the next few years, Magnis should overtake UCDD if it hits its targeted sales

Magnis will build trucks based on the German Magirus design as well as commercial vehicles for Datsun-Nissan which is also in the Messina group

It will also produce thousands of on/off-road trucks for the country s biggest fleet owner which Truckmakers won t name Sales of these vehicles are not recorded by the National Association of Automobile Manufacturers of SA (Naamsa)

Until now only a few long-haul and off-road models of the Magirus range have been sold on the commercial market in SA But Truckmakers will soon produce a full range of high-specification Magirus vehicles in categories from 6 t to 26 t They will include the Magirus Club range which has not been sold in SA but is popular in Europe

They will be pitched directly against Mercedes which dominates the upper-price segment of the truck market

The Datsun-Nissan range will continue to compete in most sectors of the market where it is already one of the leading sellers

Messina paid R15m to Magirus and Fiat-Iveco for a local plant technical development assistance and their local subsidiary Magirus-Deutz SA

The name under which the Magirus vehicles will be sold has still not been decided

Messina s decision to acquire the Magirus licence was no doubt prompted by the fact that the cost advantage presently enjoyed by its Japanese trucks will be eroded by government s local manufacture programme

Builders of Japanese trucks will be forced to use locally-made engines gearboxes and axles of German design which will be much more expensive than equivalent components imported from Japan

Truckmakers MD Don Fyfe says his company is ideally suited to building the Magirus vehicles as it has gained truck-building know-how through manufacturing large volumes of on/off road vehicles in the past with the highest local content

It is scheduled to produce many more of these vehicles before its present contract expires

Taking a calculated risk on good sales Truckmakers has started arrangements for the local manufacture of more of the components it uses These include chassis members from another Messina company Steelmobile, which with Rowen Engineering of Durban, will also make the cabs

□ A spokesman for UCDD said that his company intends to maintain its market leadership in heavy trucks

mi- rs' ials		

(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering

2 Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used

3 Names must be printed on each separate sheet (e g graph paper) where sheets additional to examination book(s) are used

4 Do not write in the left hand margin

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

Made in South Africa TRIO RAND/S P C T PSL/UPD 100 000 1978 PD UCT AM7a Vervaardig in Suid Afrika

New cars shortage critical

EPH 12/6/81

By LLOYD BODILL

SOUTH AFRICAN motor manufacturers are deeply concerned about their inability to supply cars to the market — a failure which they ascribe to lack of skilled labour, labour unrest and component shortages.

A survey conducted this week revealed that many garage showrooms around the country were in danger soon of having nothing to display

Apart from the labour problems some manufacturers are experiencing, the industry is in the middle of the greatest boom in its history

Car sales in May reached record levels of about 27 000 units and the demand remains "phenomenal", according to dealers

"Everything is sold before it gets here," said the assistant managing director of Pioneer Ford in Port Elizabeth, Mr Syd Lappstreu

Car salesmen said that the wait for those specifying colours and extras for their cars could stretch into months

A spokesman for Ford said "Demand is outstripping supply The shortage of component parts is holding up production Strikes have also held up production "

Additional facilities for the training of skilled workers were being built, but it would take time for the moves on labour would help matters,

The sales manager of a garage selling General Motor's vehicles, Mr J Diederichs, said today he also had a waiting list for new cars

"Our showroom is out of various models which are in great demand," he said

Volkwagen agents are also faced with near-empty showrooms as a result of the surge in demand, particularly in the luxury car bracket

"The shortages are the result of high demand and lack of components We are struggling to keep up at the moment, and luxury cars especially are in short supply," said Mr Rueben Els, public affairs manager for Volkswagen in Uitenhage

"There has been a 30% growth in the car industry in the last year We are expanding our industry to try to keep up "

The managing director of Sigma, Mr Peter Moss, said in Pretoria that showrooms around the country were standing empty as garages waited for the latest models

Mr Moss said production at Sigma had recovered from the recent strike, and it was the lack of parts that was holding up the supply from assembly lines

Compounding the vehicle supply problem is the fact that Ford, General Motors, Sigma and Leyland have all experienced labour unrest which has affected production in recent months

First Ade parts to Leyland SA

SA Industrial Week 26/8/83

(192)

Transport

LEYLAND South Africa has become the country's first truck and bus manufacturer to take delivery of the first-ever consignment of engine replacement parts to be released from Atlantis Diesel Engines (Ade).

More that two years ago, Leyland South Africa became the first heavy vehicle manufacturer to embark on a R4-million project to engineer the range of Ade engines into its truck and bus range

Last year, Leyland secured a R40-million contract from Ade for the manufacture and supply of flywheel and ring gear assemblies. Involving an investment of over R4-million, this is still today the biggest component supply contract yet awarded by Ade.

This first parts consignment, which is the Ade recommended initial stock order, involves over 180 line items for the 300 Series engine What makes this delivery unique is that Ade is already now capable of parts supplies many months in advance of the production of the first engines

Another advantage is that Leyland South Africa has become the first South African manufacturer with the ability to meet the demand for parts for the first Ade engined vehicles soon to go into commercial service

In an interview, Mr J.G. du Plessis, Ade parts manager, disclosed that the Ade parts programme will be a R15-million project involving over 10 000 line items housed in a modern 3 000 square metre Central Parts warehouse attached to the main Ade complex Mr du Plessis anticipates that the Ade engine parts business will be worth approximately R50-million per year and Leyland South Africa is confident of securing a substantial share of that market

In line with the Ade parts programme, Leyland South Africa plans to invest in excess of R2-million in parts and facilities to cater for the anticipated demand. Leyland will hold more than 2 000 line items

Leyland South Africa will offer a full range of Ade engine parts from more than 20 wholly-owned truck and bus sales service and parts branches and independent dealer network throughout South Africa

accommodate the Africans in the city who were able to claim success-
fully in court that there was no room for them at Ndabeni 68

acute", concluded the Committee of Enquiry into Housing Accommodation in Urban Areas in 1920.[63] In April 1920, Colonel Creswell, the leader of the Labour Party, remarked :

Ford in top spot as car sales hit monthly record

(192)

KOM 12/6/81

By SIMON WILLSON
Industrial Reporter

BOOSTED by sales of the new Escort, Ford shot from fifth place in April to the top of the car sales league last month. National car sales forged ahead by 20,5% over May 1980.

After stalling in April, partly because of a strike at Sigma's Pretoria plant which cut the company's production by 39%, national sales recovered last month to 26 820, says NAAMSA

This is South Africa's highest monthly sales total and beat the previous record, set in September last year, by 330 units It restores the type of year-on-year growth rate which occurred during record-breaking 1980

Last month's 20,5% improvement on May 1980 shows that the 0,3% gain in April from a year earlier was an aberration, and a premature inkling of the motor sales downturn which most economic trends are still indicating as likely sometime this year

The May sales total is 18% better than April's, and puts the car industry tentatively back on the growth path set by March's 25 993 units

May was the best-ever month in Ford's 57-year history in South Africa Its sales of 4 948 units — 80% better than the company's April total — was achieved in spite of labour trouble last month at the company's Port Elizabeth plant

But the problems only stopped the Cortina assembly lines, which lost 17 days' output The Escort factory did not stop production

"The improvement in sales can be directly attributed to unprecedented demand for the new Escort," Mr George Simpson, director of Ford vehicle sales and marketing, said yesterday

He claimed that his company was the first in South Africa to market two high-volume car lines — the Escort and the Cortina — side by side

"In view of the success of this strategy and the sharp increase in Granada sales, we are confident of recapturing sales leadership in the car market for the second half of this year.

"Unfortunately, work stoppages in May will have the effect depressing our June car sales figures, particularly as regards the Cortina "

Second in the manufacturer's table was Volkswagen with 4 617 units (10,9% better than last month's sales), and third was Sigma with 4 296 (17,7% better than last month)

After closing to within 244 units of Sigma last month, Toyota has fallen back to a 503-unit gap in fourth place with 3,793

The Escort overtook the Mazda 323 — now back at full production after the Sigma strike — and came within 74 units of the first quarter's pacesetter model, the new Toyota Corolla

But Volkswagen, in spite of losing the top place in the mautacturer's sales league which it occupied for three of the year's first four months, held the top-selling model spot last month with 3 224 Golf/Jettas

The Corolla sold 2 649 to keep second place, the Escort took third place with 2 575 (a 442% leap in Escort sales since the new model was launched) and the Mazda 323 was fourth from 2 333, after being a strong second at the beginning of the year

Mazda sales are 10% lower than in Sigma's last full-production sales month But Sigma's marketing director, Mr Peter Moss, says demand is still too high for the company to meet

"Despite the fact that Sigma has been back to normal production for the past six weeks, we are still unable to meet the consistent high demand for products throughout our range, with demand for the Mazda and Colt passenger vehicles still exceeding our ability to meet consumer needs," he said

In spite of lost production, the Ford Cortina took fifth spot in the model sales table with 1 907, followed by the Opel Kadett (1 385) and the Datsun twins, the Pulsar (1 208) and the Stanza (1 016)

Car sales for the first five months of the year, at 120 199, are 15,2% better than in the same period last year

Commercial vehicle sales last month totalled 12 542 — 25,4% better than sales in May 1980

Toyota maintained its comfortable lead in the commercials field with sales of 3 777, followed by Datsun (2 920), Ford (1 497) and General Motors (1 344)

January-May commercials sales this year total 57 682 — 19,7% better than in the first five months of 1980

Some improvements were made at the Docks Location and it was instant-
ly in court that there was no room for them at Ndabeni 69

from any source to carry out housing schemes or to assist individuals to erect houses.

The Spanish 'Flu Epidemic also highlighted the position of Africans in Cape Town in two ways. Firstly, it revealed the appalling conditions prevalent at the Docks Location and Ndabeni and secondly, house-to-house visits during its height showed up the large number of Africans within the city (especially in District 6) in contravention of the law. Many Whites felt that these only caused greater overcrowding and were a serious health-hazard and hard to boot - "dirty, ill-clad and ill-nourished", as the Cape Times described them, men "who would fall easy victims to a renewed outbreak of the disease, and at the same time they would act as fearfully effective agents in the dissemination of the influenza germ, whatever it is."[66] In fact, the Deputy-Mayor of Cape Town, W.C.Gardener, was convinced that the 'flu had largely been spread by infected African stevedores from the Docks Location going all over the city.[67]

Pressure thus began to mount, both for extensive sanitary and living improvements at the locations and for an expansion of Ndabeni to

- 13 -

of the authorities incurred by local authorities in combatting formidable epidemics, though, because of the extraordinary nature of the Spanish 'Flu Epidemic, it was eventually agreed to refund 4/5 of costs incurred in this particular case[70]

- 14 -

C. Herald 13/6/81 (192) (61) (152) (170A) (17) (15)

It's nonsense, say Leyland strikers

ONE of the strinking Leyland workers says that it is nonsense to suggest that the strike-torn car assembly plant is in full production.

Mr J Dumpies, who has 25 years' service with the firm and who is also vice-president of the union representing the dismissed strikers, said at a meeting at The Strand on Sunday that the 'scabs' who had replaced the dismissed workers were not as skilled as those now out of work.

'In fact we have heard that those now doing our jobs are doing so badly that about 50, mostly women, have already been fired.

'How can Leyland claim, therefore that it is back to full production? It is absurd,' Mr Dumpies said.

Leyland has placed large advertisements in several newspapers thanking the public for its 'fantastic' support and response to the company's recent recruitment campaign.

The company has fired 2 000 of its workers who went on strike more than a month ago in demand of higher wages.

DISPUTED

Leyland's claim has also been disputed by Mr Joe Foster, the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa to which the strikers belong.

'The company underestimates the intelligence of the community,' he said.

'If, as Leyland claims, it is fully staffed, and back to full production, why does it continue its recruitment campaign?'

At the Strand meeting on Sunday a support committee was formed. Support committees have also been established in Cape Town and Macassar following solidarity expressed by trade unions, community organisations, educational institutions and other groups.

The Strand support committee can be contacted through one of its members, Mrs Yasmina Osman at (024) 33225 or 33851.

Speakers at the Strand meeting also expressed indignation at the recent salary increase given to the chairman of British Leyland (owners of Leyland, South Africa), Sir Michael Edwardes whose salary is now R160 000 a year.

Meanwhile, the powerful British trade union, the Transport and General Workers Union, has sent a telegram to the Leyland workers expressing its solidarity.

The text of the telegram is: 'We express total support for wage demands and unconditional reinstatement of every fellow worker at Leyland and will fight for maximum possible backing and strike solidarity action.'

Workers at Ford plant go back

Post Reporter

BLACK workers reported for work today at Ford's Struandale assembly plant after a four-week stoppage

There were no incidents as the 900 workers clocked in

Ford's director of industrial relations, Mr [illegible], said all the workers had turned up and everything was "running smoothly"

The Struandale plant was scheduled to begin production last Thursday but the re-opening was postponed after workers at the engine plant walked out for two days last week

The engine-plant workers feared the management was training coloureds with a view to phasing out black workers After discussions between management and the Motor and Component Workers Union of South Africa (Macwusa), workers returned to the engine plant on Thursday

The date for the re-opening of the Neave assembly plant will be decided by Ford's management today

Tractor plant is milestone for Fedmech

Star 16/6/81 (92)

Fedmech with its Massey-Ferguson tractors has become the first tractor supplier to commission its local assembly plant.

The Fedmech assembly plant at Vereeniging, requiring an initial investment of R4-million, was completed and commissioned on schedule following a policy decision 2½ years ago that Fedmech would commit itself to local tractor assembly and the progressive use of more local content.

Massey-Ferguson tractors marketed in South Africa have for many years had greater local content than any other make.

TRIALS

Since January, 1981 Fedmech has been conducting intensive trial and training assembly of Massey Ferguson tractors at Vereeniging incorporating Perkins engines imported in CKD form from the main Perkins plant at Peterborough, England.

Fedmech will continue using imported Perkins engines for a while until Atlantis diesel plant engines become available.

Latest news from ADE is that Atlantis-manufactured Perkins tractor engines will start to come off the line during next month four weeks ahead of schedule.

Comair contract

Star 16/6/81 (12)

Air Botswana has contracted Comair to technically manage a full scheduled air service on its behalf by September 1.

A spokesman for Comair said in Kempton Park that the contract included the buying of a Fokker F27 friendship aircraft which would be maintained for Botswana at Jan Smuts Airport.

The new Air Botswana F27 would be operated by crews independent of Comair's existing operation.

They would wear Air Botswana uniforms and provide services linking Johannesburg, Gaborone, Sir Seretse Khama, Francistown and Lusaka — Sapa

2. cont.....

(1) Plot this demand curve as accurately as possible, preferably using graph paper.

(2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years, if the demand curve scheduled above was the demand curve of each of the ten years.

(3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.

(4) Construct a schedule sho[w] for each of the outputs [in order to make] the gross value of the c[rop] to the average annual gross value. Plot this [paper as the demand] curve. (It will be a cu[rve].

(5) From the demand curve fi[nd] on the market in order t[o] [which must be offered] From these amounts make [discovered in part (4).] [how much the government] would [have] to buy or sel[l].

(6) Dra[w] buy the hav sta[rs of part (2).] Would [than the amount it would] [answer mean that] [s impossible?]

Strike-hit firms hold talks with unionists

Own Correspondent

PORT ELIZABETH — Representatives of trade unions were to have urgent meetings today with the managements of three strike-hit plants in Port Elizabeth and Uitenhage.

Quick settlements seemed out of the question as the two companies involved — Federated Timbers in Port Elizabeth and Dorby Automotive Products in Uitenhage — have rejected workers' pay demands, which are at the centre of the action.

At Federated Timbers the whole African labour force of 200 has been dismissed after a walkout on Tuesday.

The managing director of that company, Mr T Botha, said today that the company had begun employing new workers yesterday.

Mr Botha said he was to meet a delegation from the General Workers Union (GWUSA) today. He was prepared to talk but regarded negotiations as finished.

At the two motor component plants of Dorbyl in Uitenhage, about 1 000 workers awaited the outcome of negotiations.

The organising secretary of the National Union of Motor Assembly and Rubber Workers (NUMARW) in Uitenhage, Mr A E Maepe, said when the union told the workers yesterday that Dorbyl management had rejected their minimum wage demand of R2 an hour, they walked out.

DETAINED

Meanwhile Brigadier Charles Sebe, head of the Ciskei Central Intelligence Services, has confirmed the recent detentions of 15 East London trade unionists.

And in Port Elizabeth, the chairman of the Macwusa and three other members have been redetained under section 6 of the Terrorism Act.

See Page 2.

VW offers plan to boost growth

Star 18/6/81

(192)

Own Correspondent

DURBAN — A four-point plan was needed to overcome major hurdles if South Africa was to reap the full benefit of its massive potential during the remainder of the decade, Mr Peter Searle, managing director of Volkswagen, said last night

This included effective steps against inflation, overcoming the manpower shortage, upgrading black education and finding a common bond for all South Africans

Mr Searle said he doubted that the measures being used by the Government to fight inflation were the correct package, and said monetary measures were only a partial cure

NEED

"The other side of the coin is the need for greater productivity and here I feel a great deal needs to be done both in terms of providing more skilled manpower and a more highly educated workforce

"These two elements are the essential prerequisites of a successful industrialised nation, and we have shortcomings on both counts"

Skilled manpower was thus the next major problem Training was the answer in the medium to long-term, but a short-term solution was also needed

"Here I would strongly recommend that the Government overhaul its system of personal taxation as well as speeding up immigration formalities, in order to attract more skilled manpower from overseas sources

"We need to reduce personal tax further and if need be substitute with indirect taxation on non-necessities — for example increase GST by one percent and reduce personal tax by three percent

"All developing countries are competing for skilled people — we need to make the South African package a particularly attractive one

"With every skilled person you attract, you automatically create jobs for a greater number of the vast manpower for whom we have to find 1 000 extra jobs a day

"The need for a short-term solution is great"

The next major factor was education Training was only as good as the material — and the black education system was not producing the goods, Mr Searle said

EDUCATION

"We need more and better education in sciences and technology, and here again the teachers are available from overseas if only we would embark on a substantial recruiting programme with the right sort of package to back it up To improve the skills of our labour force at Volkswagen we have introduced a 'bridging education' programme to prepare black candidates for full-scale apprenticeship training"

Mr Searle said South Africa had enormous potential and every effort should be made to solve these four problems, to give industrialists a chance to develop fully for the benefit of all

He was speaking at the launching of a pick-up truck.

"At least since World War II, the 69 land-grant colleges of this country have put their tax-supported resources almost solely into the industrial judgi a social al specialists d. Contrac The he Bracero pro bers. Many needs. The the workers, growers take economic int desire to se impressions growers thou their fruit of growers wi they encounte checker to co "For the employment of contractors. bothered with the beginning of gineers, crop was during the ugh in smaller num- their labour rvise and pay mentities. Some to protect their less often, from a eated fairly. My re that many rs of hands to pick the fields cognise me when waiting for the

(b) Seasonal Workers No

As a source of supply to ations in
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(short-term migrants are his heading) are
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Elgin. Furthermore the ization of this
labour force follows som rns in each of
these districts. For th discuss the
utilization of this labo for the areas
researched. Among other attempt to set
out from where this labo w the market is
organized - that is, ho ad in order to
bring buyers and seller and finally we
will attempt to illustra raints of the
information available) our force is active
out of season.

(i) The Hex River Valle

While a few non-resident nally for pre-thinning
crop preparation and for seen from Table 4
the bulk of these seasona yed over the thinning
season. We have already of the seasonal
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times the number of perma ed) are employed
over this period. Fully s are drawn from
outside the farms. It i the seasonal labour
force that we will now f not directly consider
those few non-residents easonal functions.
(For this discussion we 120 workers employed
for 5 days to their six discribed earlier.)

Farmers were asked to es proportion of men,
women and school childre al thinning work-
force from outside the f imates, weighting
them according to the num ed by each farm, it

Union says Ford aims to divide work force

Star 18/6/81

Own Correspondent

PORT ELIZABETH—The trade union which recently staged a strike of about 3 500 African workers in Port Elizabeth is launching a drive to recruit coloured workers to counter possible attempts by factory managements to divide workers.

The acting leader of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Government Zine said yesterday the union had realised that Ford was trying to divide its workers, probably because the plant hardest hit by recent strikes was its Cortina plant, which has a virtually homogeneous black labour force.

Macwusa believed the attempts to divide workers were being made in two ways:

- The company was taking on only coloureds in new jobs
- It was putting many coloured workers in superior positions to blacks.

The company had since the 1979 strikes brought coloured workers into its Cortina plant. So far they numbered only about 150, while the number of Africans was 900.

At the adjacent engine plant, the two groups were now about equally represented after Ford had brought in about 80 new coloured workers to increase production.

The black workers' suspicions became clear last week when about 500 walked out at the engine plant when they had to instruct new coloured employees.

The issue was resolved at a meeting between the union and management. But now Mr Zini says he believes they had been misled into believing new African workers were being employed as well.

Mr Zini said many coloured workers had approached his union to become members. The union was non-racial, but so far had only African members. It was still new, and to get off the ground, it started among Africans.

1 000 U'hage workers still on strike today

By BILL GARDINER and SANDRA SMITH

ABOUT 1 000 workers at Dorbyl Automotive Products in Uitenhage stayed out today on the second day of the strike at the motor component firm

Last-minute negotiations between union officials and management failed to resolve the pay dispute

Workers yesterday walked out at the two Dorbyl plants over minimum pay demands

Officials of the National Union of Motor Assembly and Rubber Workers (Numarw) — which is affiliated to the 50 000 strong Federation of South African Trade Unions (Fosatu) — have been negotiating for a minimum wage level of R2 an hour with management since April

But the company has stood firm on its offer of R1,36 an hour recommended by the Industrial Council for the Engineering Industry

Dorbyl employees, who are at present being paid minimum wages of R1,13 an hour have rejected the Industrial Council pay offer

About 400 workers gathered outside the factory gates early today while union shop stewards met with management officials They were later joined by the Numarw local organiser, Mr Edwin Maepe

In an interview, Mr Maepe said little had been resolved at this morning's talks Management had called on workers to return today or face dismissal, but were prepared to resume pay talks on July 2 Mr Maepe said

Management warned union officials that workers who failed to return to work would be dismissed and the firm would start recruiting a new work force from tomorrow

Mr Maepe said he was disappointed by the outcome of today's talks He had expected some form of compromise to be reached

The outcome of the talks would be referred to workers at a meeting later today

Management could not be reached for comment today

Meanwhile, a total of about 200 dismissed workers at Federated Timbers in Port Elizabeth, who downed tools on Tuesday in a pay dispute, elected a 10-member committee yesterday to negotiate with management

A spokesman for the Port Elizabeth-based General Workers of South Africa (Gwusa), representing the dismissed workers, said the union had arranged to meet management later today

At last night's meeting workers re-affirmed their demands for a minimum wage of R1 65 an hour and criticised the company's liaison committee system The regional manager of Federated Timbers, Mr T Botha, said today about 35 workers had since been recruited He said dismissed workers would be re-employed if their positions were still vacant

Leyland: Union to go to court

Staff Reporter

THE union representing striking Leyland workers plans to apply for a court order instructing the management to reinstate workers dismissed after a wage dispute five weeks ago.

Mr Joe Foster, secretary of the National Union of Motor and Rubber Workers of South Africa (Numarwosa), told about 500 striking workers in Pellville yesterday that the Leyland management had not followed agreed procedure when they dismissed the workers.

In terms of a disciplinary agreement between the management and the union a worker had to sign a disciplinary form before being informed of action to be taken against him.

About 1 900 workers went on strike at the two motor plants five weeks ago in demand of a 25 cent increase instead of the nine-cent increase offered by the company.

Preliminary draft - not to be quoted without the permission of the author.

MEDICARE IN A "COLOURED" TOWNSHIP - THE PATIENT'S VIEW

Introduction

Ocean View came into being in 1968 to accommodate the 10,000 coloured people living in the area south of a line between Kalk Bay and Chapmans Peak on the Cape Peninsula. At that time the coloured people lived in three distinctly different sorts of community. The largest concentration, at least half the total coloured population, lived in or very near Simon's Town. They were English speaking for the most part, the men worked in the naval dockyard or fished, the women were largely engaged in domestic work and the town, despite its cleavages on the basis of class, colour and religion, perceived itself as an integrated and friendly whole. A little distance from the town were two substantial and a few tiny settlements of coloured people living in poorer, if less crowded accommodation, rather closer to nature. Simon's Town and Fish Hoek provided employment for most of the men, but people also helped themselves by growing vegetables, keeping small stock and exploiting the natural resources of the veld for firewood, wild flowers and herbs. These communities were also predominantly English speaking and affiliated to the "English" churches (Anglican, Methodist and Roman Catholic) or to Islam. On the western side of the peninsula, mainly in the broad valley between Fish Hoek and Noordhoek, there had been an Afrikaans speaking rural community with a small complement of coloured workers. After 1945, both by natural growth and from migration from impoverished and overcrowded areas elsewhere, the population grew into two large shanty areas, occupying farms at Dassenberg and Sunnydale. Most of the men and women worked in Fish Hoek, although some worked on the diminishing number of active farms and in the growing agro-businesses (battery chicken and mink farms). Most were Afrikaans speaking, affiliated to Afrikaans churches (N G S K or Apostolic) and very poor.

Simon's Town was served by some well established private doctors, by its own hospital and by the district surgeon who was resident in the town. In the rosy glow of hindsight, lit by still burning resentment that they were forced to leave their homes a decade ago, the former residents of Simon's Town recall their hospital as being a good one, well served by kindly and efficient professional staff. Their memories of their doctors are similar - "Dr. Alpha always had time to talk and explain - more of a friend than a doctor. He would greet you in the street".

Noordhoek was less well served. It had a clinic served by a dedicated public health nurse, a mid-wife who was kept very busy and doctors who would come from Fish Hoek and Simon's Town to treat its sick. But the journey to a doctor was not easy, nor was a hospital close at hand until the new False Bay hospital was built at Fish Hoek and the Simon's Town Hospital closed. Whatever advantages of economy, privacy and space the former residents of the peri-urban shanties recall, and they recall many, most found the medical facilities inadequate or difficult of access despite their high regard for those who provided them.

This background is important if we are to understand the nature of medicare facilities available to the people, and the attitude of the people towards them. Medicare is a set of resources defined by its function, which is to maintain and restore the health of a community. As such the community defining "health" in their own terms for the most part. As such the expectations of the community concerning the physical uns and dons of life, and the knowledge and skills existing within the community, are vital components. The people of Ocean View brought with them a fund of folk wisdom, learned from their parents and their peers, and a set of expectations about the behaviour of doctors and the operation of hospitals, as well as ideas about normal levels of discomfort to be tolerated and normal levels of well-being appropriate to different age groups.

This paper treats medicare as a set of resources to be drawn upon by members of the community in exchange for some other valued element - time, money, humiliation, or discomfort additional to that which made them seek care in the [illegible]

referring to any minor ailment. Those who take note of their every ache soon find that the aches multiply (Jerome 1903). On 1) so one should ignore little aches and pains. "Avoid draughts, have plenty of sleep and eat the right sorts of food," was another bit of advice. A diet which includes plenty of vegetables and fruit (both more plentiful when people had their own well established gardens and plots in the peri-urban shanty settlements), not too much "greasy food" or starch, and not too "strong" is heavily spiced, food is a fair consensus of the popular recipe for good health. Exercise, whether in the form of hard work, as recommended by a lady who had had at least five children under the age of ten living with her for all of the past twenty years, or in a more congenial form, has also recommended. The longevity of the old folk' meaning both those still alive and those who had died in the past, was ascribed to the physical toughness of their lives and the absence of vehicles to carry them about. One old man ascribed his failing health to the fact that

PE strikers in talks today

Argus 18/6/81

(192) (129) (197)

Argus Bureau

PORT ELIZABETH — Representatives of trade unions were to have urgent meetings with the managements of three strike hit manufacturing plants in Port Elizabeth and Uitenhage today, where about 1 200 workers are on strike.

However, quick settlements seemed out of the question as the two companies involved — Federated Timbers in Port Elizabeth and Dorbyl Automotive Products in Uitenhage—have rejected workers' pay demands which are the centre of the issues.

In fact, at Federated Timbers, the whole black labour force of 200 have been dismissed since their walkout on Tuesday.

The managing director of that company, Mr T Botha, said today that the company had been employing new workers since yesterday. The new ones taken on are mostly coloured as they are the ones now turning up to seek employment.

The strikers were regarded as having terminated their own services. They could come and collect their pay anytime.

Mr Botha said he was to meet a delegation of ten members of the General Workers' Union (Gwusa) today. He was prepared to have discussions, but as far as he was concerned negotiations were finished. He was obviously referring to earlier negotiations with the workers' liaison committee.

EXCESSIVE

The striking workers are all said to be members of GWUSA. They are demanding minimum pay of R1.65 an hour, saying they earn 80 cents an hour at the moment. These demands have been described as excessive by the company, which also said the workers were to get 20 to 30 percent increases later this year.

Star 19/6/81

Car strike

122 days on 12th July

Wage talks

PORT ELIZABETH — About 1 000 workers at Dorbyl's two motor component plants in Uitenhage decided yesterday that they would continue their strike until their union resumed wage negotiations with the management on July 2

In Port Elizabeth meanwhile, efforts by the General Workers' Union of South Africa (Gwusa) to secure the reinstatement of about 200 workers dismissed at Federated Timber have been unsuccessful

At a stormy meeting in Uitenhage at which officials of the National Union of Motor Assembly and Rubber Workers of South Africa were shouted down when they suggested that workers return to their jobs the union was instructed to convey the decision to the management

The Dorbyl workers, who are paid minimum wages of R1 13 an hour, downed tools on Wednesday after demanding a minimum wage of R2 an hour

Union officials said the company was refusing to go higher than the R1,36-an-hour minimum recommended by the Industrial Council for the Engineering Industry from July 2 — Sapa

See Page 4.

Leyland talks — no outcome

Argus 17/6/81

Labour Reporter

THERE was no outcome yesterday to talks between lawyers for Leyland and the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) on the reinstatement of striking Leyland workers

It is understood further talks will be held today, with the strike now entering its sixth week

Mr Joe Foster, secretary of the local branch of Numarwosa, told a meeting of strikers this week that the union might take the question of reinstatement to the Supreme Court.

The union believed Leyland management had not followed agreed disciplinary procedures in dismissing about 1 900 workers on May 19

At that stage the work force had been on strike for nearly a week, demanding an increase in wages higher than the nine cents an hour from July agreed between management and the union last year

Workers ignored a management request to return to work after a three-day suspension period.

WOMEN

Since the dismissals, Leyland has recruited a new work force with a higher proportion of women The company claims about 1 500 of the strikers have returned to work

The union claims the most experienced workers are still on strike and that Leyland is still trying to entice them back

○ At Federated Timbers in Port Elizabeth efforts by the General Workers' Union of South Africa (GWUSA) for the reinstatement of 200 workers dismissed this week, failed and the company is recruiting substitutes

At Uitenhage, the 1 000 black and coloured workers on strike at two plants of the Dorbyl company, decided to stay away at least until wage negotiations resume on July 2.

Officials of the National Union of Motor Assembly and Rubber Workers said the company was refusing to go above the R1,36 an hour minimum recommended by the Industrial Council for the Engineering Industry The workers are earning a R1,13 minimum at present and are demanding R2 an hour

Executive on need for orderly industrial relations

By BRIAN POTTINGER, Political Correspondent

THE assistant managing director of General Motors Mr Rod Ironside said yesterday he did not believe it was the role of companies to become involved in anti-Government action or propagating of any particular political line

It was vital however that companies involved themselves in their own interests and that of labour in working towards a pattern of ordered industrial relations

His comments were comments on statements he made during an SATV *Midweek* review of industrial unrest in the Eastern Cape

Mr Ironside again emphasised the point he made in the programme that if people felt they had no adequate instrument of political expression it was inevitable that they would seek that expression in other areas

A survey of industrial unrest in the Eastern Cape in recent years would show that more and more of these disputes went into areas which were not purely industrial relations

What must be realised was that where people did not have proper instruments for political expression they would move into other directions for that political expression

One could not absolutely divide politics and trade union activities, said Mr Ironside Through the various employer groups attempts had been made to isolate the real issues but always, although four or five relatively minor problems might be identified there remained deeper issues

By a process of elimination it was possible to identify these as basically political issues which phased over into industrial relations unrest It was in the interests of both employers and labour that the need for an ordered system of negotiation over industrial relations issues be appreciated

He pointed out that among many workers although an issue may have been negotiated and agreed upon there appeared no sanction on workers to maintain that agreement

This could only be overcome by an educational process and a respect for "law and order — not in the police sense, but in the sense of an ordered system of industrial relations

Uitenhage strikers dismissed after refusing to return

By BILL GARDINER

ABOUT 1 000 striking workers at Dorbyl's two motor component plants in Uitenhage were fired yesterday for failing to respond to management's ultimatum for a return to work

The firm today started recruiting a new work force

The executive director, Mr J H Fehrsen, would not say how many workers had been hired but said dismissed workers would be considered for re-employment

The National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) — which represents the striking workers — has called another meeting of the dismissed Dorbyl workers in an attempt to urge them to reconsider their decision to continue with the three-day-old strike

At a meeting today workers unanimously decided to continue with the strike until management accepted their R2-an-hour demand

Workers have rejected the pay offer recommended by the Industrial Council for the Engineering Industry of R1,36 an hour

According to the local Numarwosa organiser, Mr Edwin Maepe, management was prepared to meet for further talks with union officials on July 2, pending improvements in "absenteeism and productivity"

He said the union would recommend that workers accept a compromise wage offer but would not recommend anything less than R1,36 an hour

However, Mr Fehrsen said from Pretoria today that the firm was willing to meet union officials before that date

Meanwhile the Port Elizabeth-based General Workers Union of South Africa, (Gwusa) is continuing its attempts to have 200 dismissed workers at Federated Timbers re-instated.

The workers were dismissed after management rejected their demands for a 100% increase in weekly minimum wages

Management told Gwusa officials yesterday that the wage issue was "non-negotiable" as the union represented workers who were no longer employees at Federated Timbers

The company was still prepared to talk to Gwusa officials and worker representatives about the re-employment of the dismissed workers

"Federated Timbers are not prepared to re-instate the workers, so some people with 28 years' service will lose all their long-service benefits," a Gwusa spokesman said today

In a statement today, Federated Timbers said that though the firm could not meet pay demands made by striking workers, an increase of between 20% and 30% in minimum wages had already been budgeted for later in the year

"Workers who accepted this were given the opportunity to return to work

"To ensure that the commitments of the company to its customers continue to be met, new workers are being taken on in the place of those who did not accept management's offer, with the result that operations virtually returned to normal yesterday," the statement said

chiefs assist the government in the direction of the affairs of the Xhosa nation. The paramount chiefs also hold positions in their own states. As paramount chiefs of their own states they govern their people with a council comprised of elected representatives of the state. Similarly, sub-chiefs and village chiefs serve their smaller communities with the help of elected representatives from the local communities. Within these communities the village head serves the people as the leader of the community, but he consults with a council which is made up of the heads of the respective lineages who are resident in the village or community. In other words, the political structure of the Xhosa social system radiates the authority of the chief through the level of the extended family network. In the final analysis the traditional person looks up to the elder of his lineage in cases of settlement of disputes, traditional marriage problems, problems of medication, litigations, land disputes and similar cases within the traditional jurisdiction.

2. Kinship System : The key to the understanding of the kinship system of the Xhosa is through the role of the patrilineal descent. Every person is by birth a member of his father's lineage and a member of the chiefdom in which this lineage is located. Dispersal (by marriage or migration) does not in any way deprive members of their lineage rights and status. The

authority of the head of the lineage is supported by the spiritual order. Even though all the members of the patrilineage do not live together on the ancestral lands and households in the present time, yet in various points in time, many do come together to their natal homes to perform funeral rites, share funeral expenses and other

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VW hopes to use local capital

SOUTHBROOM — Volkswagen of South Africa is hopeful it will be able to fund future expansion programmes on the local capital markets, the managing director, Mr Peter Searle said yesterday

He was speaking at the launch of the new half-ton light pickup, based on the Golf car

VW's total investment in South Africa is about R230-million and the company is wholly owned by the West German parent

Mr Searle said the company's 24,9% sales increase in 1980 to 61 056 units was limited by production capacity and this has continued in 1981

However, the first stage of an expansion programme involving the installation of four new fast acting presses and a substantial expansion of final assembly and wharehousing areas was nearing completion

He said the company was therefore able to produce the new pickup which was planned to achieve over 66% local content by 1982 and which would be produced at the rate of 400 a month by the end of 1981.

VW's sales director, Mr Clive Warrilow, said the company's range of vehicles was now complete for the foreseeable future and the next 18 months would be a period of consolidation

He said that because the local content of light commercials had to reach 66% in 1982 the price of these type of vehicles had risen to about 85% to 90% of an equivalent car model from some 65% of the equivalent car model in 1971. — Reuter

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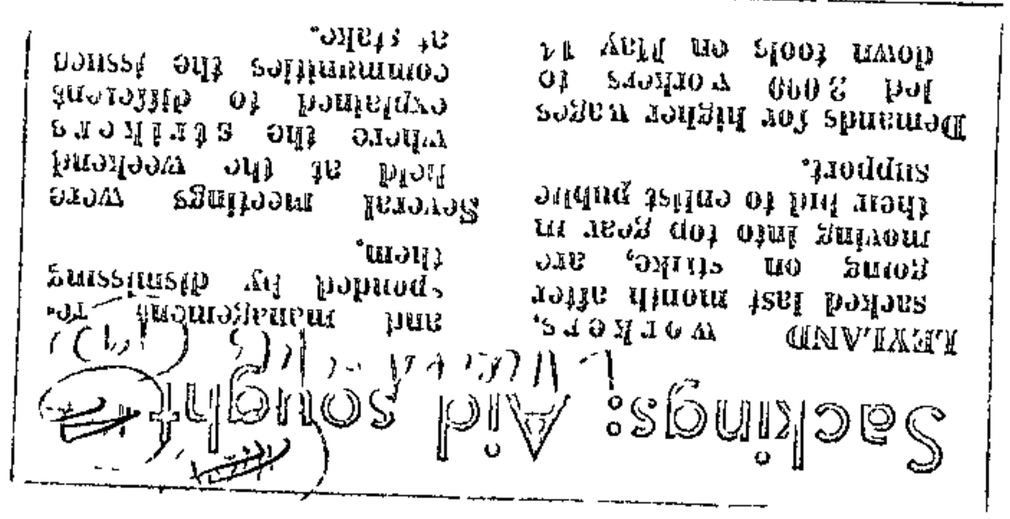
enquiries and tests have been satisfactorily passed about the man and the girl, the bridegroom pays the customary bride price (lobola) after which they are considered married.

The traditional family is a social and administrative unit, differentiated in functional roles, in which



Sacklings: Aid sought

LEYLAND WORKERS, sacked last month after going on strike, are moving into top gear in their bid to enlist public support.

Demands for higher wages led 2,000 workers to down tools on May 14 and redundancies followed. Several meetings were held at the weekend where strikers explained to different communities the issues at stake.

Fosatu men meet today to discuss U'hage strike

By BILL GARDINER

THE executives of all plant committees affiliated to the Fosatu union at engineering firms in the Uitenhage area are to meet today to discuss the pay strike by 1 000 Dorbyl employees

The workers were dismissed last week after they had ignored a management ultimatum to return to work

They have rejected Dorbyl's pay offer of R1 36 an hour and have demanded an hourly minimum wage of R2 Management has refused to budge from its offer, recommended by the Industrial Council for the Engineering Industry which is to come into effect from July 1

According to the local organiser of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers of South Africa Mr Edwin Maepe, union officials and shop stewards would meet Dorbyl management later today for talks

Asked if the meeting would discuss the reinstatement of the dismissed workers, Mr Maepe said "Dorbyl employees still regard themselves as Dorbyl employees We want talk about reinstatement We require clarity over wages, the cause of the dispute"

Recruitment of a new work force at Dorbyl's two motor component plants in Uitenhage continued today but official figures could not be obtained

Recruitment is believed to be slow and, according to sources production at one of the plants has stopped completely

The executive director, Mr J R Fehrsen was not available for comment

workers, hospitals, childrens homes and protein supplements.

But it should be recognised that all these are only partial substitutes for the deficiencies, or relief for the effects of broken homes and poverty. They provide, at great cost and less effectively, the child care which flows naturally and cheaply from normal home life, which, of course, presupposes a livelihood.

Therefore, while it remains necessary to treat malnourished children or fail in a basic medical and human contract with them, the real solution to malnutrition is an employment structure which promotes and stabilises home life. This requires people to be able to work where they live and earn at least enough for material essentials.

It is suggested that viable employment and integrated home life are the essentials of family and community and that they must co-exist. For great sections of the black community, either one or the other is lacking, and often both. Thus people who attempt to preserve their homelife in homelands cannot support themselves because there is not work for them. If they try to solve the dilemma by seeking work in the town, the laws regulating migrant labour necessarily dismember their families. Migrant labour is also associated with a poverty wage structure. Add to this the inevitable psychosocial effect of separation of family members and it becomes clear that instead of providing an economic solution, migrant labour has become a most powerful socio-economic disorganiser.

To begin to solve malnutrition on the scale on which it is occurring it is necessary :

(a) To bring families to their work - e.g. the squatter solution;

(b) To take the work to the families;

In the Ciskei a small sewing factory attempted to do this by employing guardians of malnourished children who as one woman express it had "no man, no money, no milk".

Some impressions are noted :

1. The nutrition of workers' children improved within a month and was maintained without attendance at the nutrition clinic.

2. There was a marked improvement in dress and hygiene of mothers and children.

3. School age children were sent to school, whereas previously their mothers had claimed they could not go without breakfast, suitable clothes and school books.

The Home Industry employed 60 women. It is an experiment on a very small scale, but shows that in an especially depressed and unskilled group, by teaching a marketable skill, it was possible to improve their children's nutrition and in addition ensure their education. If this could be instituted on a realistic scale, malnutrition as a community phenomenon would begin to be solved.

Dorbyl to replace striker's wage negotiations fail

23/6/81

Own Correspondent

PORT ELIZABETH — The labour dispute at Dorbyl in Uitenhage, in which 1 000 workers have been dismissed, is still deadlocked and the company is hiring new staff at both plants involved

The Uitenhage organiser of the National Union of Motor Assembly and Rubber Workers (NUMARW), Mr Edwin Maepe, said today that another union meeting with management yesterday bore no fruit as the company was not prepared to compromise on its wage offer

The union would meet workers today to report back on the talks.

Mr Maepe said the workers still regarded themselves as in the employ of the company, although management had informed the union that it regarded workers as having terminated their services

Management also said that it was busy restaffing the plant.

"The fact that they are recruiting others does not concern us It is their problem when the dispute is settled what they do with the extra workers," Mr Maepe said

The union was hoping to have further meetings with management which had said it was still willing to negotiate.

The chief executive of Dorbyl, Mr Keith Jenkins, said from Johannesburg that it would be difficult to replace the workers, as many of the strikers were machine operators and it would take time to train new people

Meanwhile, in Port Elizabeth, the managing director of Federated Timbers, Mr T Botha, said today that most of the 200 strikers dismissed last week had arrived at work and would be "accepted"

Again, Red Blanket people in the [illegible] education and certainly no scientific nutrition information often have well-nourished children as long as their family life is intact.

Health education should not be regarded as a substitute for community restoration. Where it appears to have worked it has usually been integrated with much broader community rehabilitationand it is arguable that any effect ascribed to it may in fact be due to this restoration and would have occurred without health education.

Trial delay upsets car firm men

Star 23/6/87

Four former employees of the Toyota Marketing Company in Sandton expressed "great disappointment" yesterday after a case under the Riotous Assemblies Act had been postponed for the sixth time — to October 5

They had appeared in the Randburg Regional Court to face charges under Section 10 of the Act, which prohibits the "intimidation or annoyance of persons, their relatives and dependants, in relation to their employment"

The men — Mr Charles Ngobese, Mr Themba Ngwenya, Mr Obed Mabaso and Mr More Sehlangu — are members of the Metal and Allied Workers Union, and were among 132 workers fired by Toyota in January after a strike

As the first case in many years under the "anti-picketing" section of the Act, it is seen as having great significance in the labour field

"We can't understand how the State can take 3½ months to provide details of the charges," a union spokesman said afterwards

VW expects to fund expansion locally

23/6/81 C. Times

SOUTHBROOM — Volkswagen of South Africa (Pty) Ltd is hopeful it will be able to fund future expansion programmes on the local capital markets, managing director Mr Peter Searle said

He was speaking to Reuters at the launch of the new half-ton light pickup based on the Golf car

Volkswagen's total investment in South Africa is some R230m and the company is wholly owned by Volkswagenwerk AG

Mr Searle said the company's 24,9% sales increase in 1980 to 61 056 units was limited by production capacity and this had continued in 1981

However, the first stage of an expansion programme involving the installation of four new fast acting presses and a substantial expansion of final assembly and warehousing areas was nearing completion

The company was now able to produce the new pickup which was planned to achieve over 66% local content by 1982 and which would be produced at the rate of 400 a month by the end of 1981

The sector of the market the new pickup would compete in had a volume of about 5 000 units a month and he forecasts it had considerable growth potential

Meanwhile, sales director, Mr Clive Warrilow, said the company's range of vehicles was complete for the foreseeable future and the next 18 months would be a period of consolidation

Former Toyota men up on rare charges

By STEVEN FRIEDMAN
Labour Reporter

FOUR former Toyota workers appeared in the Randburg Magistrate's Court yesterday in a sequel to January's work stoppage at the company

The men are facing charges under a rarely-used section of the Riotous Assemblies Act

Lawyers believe it is the first time in decades this section which carries a maximum five-year sentence has been used against alleged strikers

Yesterday the court refused an application by Mr George Bizos defence counsel, to have the charges quashed or the case struck off the roll

Mr Bizos said the State had not yet provided full particulars of the charges despite the fact that the workers had first appeared in court in February and had now appeared six times

The court postponed the case until October 5, when it will be heard in the Johannesburg Magistrate's Court

In a move which could indicate a new trend, the workers face charges under section 10(a) of the Riotous Assemblies Act This makes it an offence for anyone to try to compel another person not to do anything they are legally entitled to do — in this case going to work

Alleged strikers who have been brought to court have usually been charged either under the Black Labour Relations Regulation Act or section 12 of the Riotous Assemblies Act which makes incitement to strike illegally an offence

Under section 10(a), the State would not have to prove a strike took place — only that the accused had unlawfully stopped others from going to work

Yesterday, the court was told the State had only furnished counsel for the workers with the charge sheet on June 15

Their lawyers had immediately responded with a request for further particulars of dates and times on which the offences were allegedly committed This had not been furnished by yesterday

Mr Bizos said the State had had ample time since February to frame detailed charges and that the charges should either be quashed because they were vague and embarrassing or the case struck from the roll because no particulars had been provided

The prosecution opposed his motion saying the State still needed time to consult with prospective witnesses

The magistrate found that the accused had not been prejudiced by the delay and ordered a postponement

(12)

During the course of the study attempts were abandoned because of the difficulties encountered. However, an attempt was made to assess how the family could rely on their crops as a source of food.

No. of months that crop produced food: (Table Twenty Seven)

Response	Percentage of total	Percentage of malnutrition	Percentage of non malnutrition
Nil	24%	33%	67%
1-3 months	14%	71%	29%
4-6 months	38%	52	48%
7-9 months	14%	58%	42%
10-12 months	10%	100%	0%

(11)

Yield of milk (Table Twenty Four)

Response	Percentage of total	Percentage of malnutrition	Percentage of non malnu.
No milk	30%	50%	50%
Poor	4%	50%	50%
Average	12%	83%	17%
Above average	4%		100%

Cattle that milk is available (Table Twenty Five)

Nil	50%	50%	50%
1-3 months	0%		
4-6 months	6%	100%	
7-9 months	0%		
10-12 months	14%	42%	58%

Generally milk classified

Available			
Nil	6%		100%
.1-.25 acre	4	50%	50%
.26-.5 acre			
.6-.75 acre			
.76-1.0 acre			
1.1-1.25acre			
1.26-1.5acre			

The fact that 30% of the householders had no land at all to cultivate is indicative of the overcrowding in the rural areas. 20% of the householders had a small patch where they could grow a summer crop of maize or perhaps have a vegetable garden of which 80% were households in which malnutrition occured.

The few researchers who have studied the rural agricultural economy with a view to making recommendations to alternative agricultural policies which could be implemented in the development of agriculture in the homelands.

(13)

Further, it is to prove that the field.

(14)

assessing the yield from the cultivated fields is an all but impossible task. Families use different containers while reaping - some use old paraffin tins while others load directly on to a wagon or a sledge. Also quantities of green mealies are eaten or sold during the summer

Police make 'unofficial' raid on 'political' union

By STEVEN FRIEDMAN
Labour Reporter

POLICE this week raided the offices of the union whose members were involved in the recent strikes in the Port Elizabeth motor industry and told officials the union was a "political" organisation.

According to officials of the Motor Assembly and Components Workers Union of South Africa, police also ripped a union telephone from its socket and were "rude" to union office-bearers.

In response to queries by the Port Elizabeth Press, police confirmed that a raid had taken place but said it had been "unofficial". Police also said the raid had taken place because a burglar alarm had been activated in the building housing Macwusa's offices.

According to the union, 10 policemen burst in on a union meeting which was taking place in the office and told unionists attending the meeting that Macwusa was a "political" organisation.

They said they intended calling the Security Police and are alleged to have ripped the union's telephone from its socket.

Macwusa officials described the police as "rude".

Three Macwusa officials, including the union's general secretary, Mr Duncle Mokanda, are in detention under security legislation. An ordinary member of the union at General Motors is also being held.

Macwusa members struck recently at Ford, General Motors and Firestone in one of the first "sympathy" strikes in the country's labour history.

Shortly after the strike was settled, union members at Ford's engine plant staged a one-day strike.

When the Macwusa men were originally detained, police said their detention was not connected with the strikes.

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BLACK HOUSING 123

VW jets ahead

FM 26/6/81

Volkswagen SA has taken up government's challenge to the private sector to involve itself in the provision of black housing. VW has launched a R1m project for its black employees — the first move in what is intended to be continuous involvement with housing assistance.

Uitenhage's Kwanobuhle township — where most of VW's 3 500 black employees live — has a housing shortage of between 4 000 and 5 000 units. So, at the instigation of deputy minister of Co-operation and Development George Morrison, VW has undertaken to promote home-ownership through a leasehold scheme and to assist employees to acquire homes. Negotiations with the Eastern Cape Administration Board (Ecab) are already under way.

Ironically, those least able to afford housing are those who have the greatest difficulty in raising loans, and in the past their employers have neglected them. VW intends concentrating efforts on its low-income employees, whose need is greatest. Previously loans were granted for home-improvements only — not for new houses.

Says Les Swift, executive assistant to VW MD Peter Searle: "We want to encourage self-help and participation and have been looking at schemes such as the Urban Foundation's low-income housing project at Khutsong. The housing envisaged will cost between R6 000-R10 000 and will be of a higher standard than existing 51/9 township houses which do not qualify for building society loans.

VW intends providing upgraded 51/9s which will qualify for loans. Financial assistance will be in the form of collateral surety for deposits so that employees can obtain 100% bonds through conventional channels.

Although the scheme is envisaged as a self-help arrangement it will be planned in a co-ordinated fashion and integrated into the existing township. Says Swift: "All building will be supervised by inspectors of the board and housing will conform to specified standards."

A limited number of sites are now available on leasehold but more will have to be forthcoming if the scheme takes off. VW's initial outlay of R1m will probably cover the development of between 100-150 houses, but the intention is to create a rotating fund and to provide continuing housing assistance.

There are tax benefits involved in this type of scheme. According to Swift: "An employer can obtain a tax concession of R4 000 on a dwelling unit costing R8 000. We will be using this money to create a revolving housing fund."

Star 29/6/81

More unionists held in SP crackdown

By Drew Forrest

Three more leading black trade unionists have been detained by South African Security Police

On Friday evening East London Security Police moved against the president of the SA Allied Workers' Union (Saawu), Mr Thozamile Gqweta and the union's East London branch secretary, Mr Xolani Khota

They are being detained under Section 22 of the General Law Amendment Act

Also detained on Friday was an organiser for the union involved in the recent Port Elizabeth labour unrest, the Motor Assembly and Component Workers Union (Macwusa) He is Mr Sipho Pitvana, who is being held under section 22 of the General Laws Amendment Act.

Three other Macwusa members, including the union's chairman, Mr Dumile Makhanda, are being held under section 6 of the Terrorism Act.

The detention of Mr Gqweta and Mr Khota is a severe blow to Saawu's East London branch. Another East London official and vice-president of the union, Mr Lisa Nthelana, is detained under section 10 of the Internal Security Act

According to Saawu's general secretary, Mr Sam Kikine, the union offices were raided at the time of the detentions and various documents were seized.

Stressing that the union had enough manpower to continue even if its entire leadership was detained, he said the detentions "made nonsense of the Government's so-called new labour dispensation"

Macwusa's organising secretary, Mr Government Zini, said the "blatant actions of the police" were not going to resolve the country's problems but "would only increase workers' anger"

"The authorities must understand that the labour movement is loyal," he said.

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Universe as a whole (or certain [illegible] results see Appendix 2.)

IV The Areas Chosen

Before setting out the results of the research undertaken, some information concerning the nature of the areas surveyed provides a useful background:

(a) Elgin:

The Elgin valley stretches from Steenbras in the west to Houw Hoek in the east, and from Viljoen's Pass in the north to the Palmiet River in the south and south-east. According to the 1970 census 16 735 people live in the Grabouw area, approximately 75% of them on farms. 58.7% of the population enumerated were 'Coloured', 17.1% Black and 24.1% White.

Apples, while not the only fruit grown in Elgin, are clearly the most important. According to an economic survey undertaken by the DFB in 1973, fully 92% of the area under soft-fruit cultivation (and a similar proportion of gross revenue) was planted with apple trees; pears comprising a further 6%, and plums and peaches approximately 1% each.

Figures from the DFB show that 45-60% of South Africa's total

Leyland take on women to help fill gap

CAPE TOWN – Women have taken the places of many men at Leyland South Africa since the company dismissed its striking work force of about 1 900 people in a pay dispute nearly a month ago

The women were noticeable in most phases of production at the Blackheath factory this week, including the engine plant paint shop and assembly line

According to a company spokesman they had proved to be "exceptionally adaptable and good motor plant workers

But production was not at full capacity Many machines in the engine plant were at a standstill and the assembly lines were moving slowly with a number of people in training

Leyland SA's spokesman Mr Arne Pitlo said the company had now hired or rehired 2 100 people at its Blackheath and Elsies River factories but production was not at full capacity

The proportion of female employees had risen from 10 to 40%

Mr Pitlo said the two factories of Leyland SA were now turning out 70 vehicles a day about 70% of their normal production But the union that represents the striking Leyland workers question that figure

An executive of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) said production was nearer 50 vehicles a day

The most experienced people are still out on strike and the firm is still making efforts to get these people back" said Mr Joe Foster who is Numarwosa's Western Cape secretary

9 Factors influencing why people don't respond to projects

In this second section on "community development" the major focus is on people's response and commitment to projects. In considering this one must be careful not to assume that the projects would benefit people were they to get involved.

Poor rural people's experience of other "projects" gives them a better perspective of whether this would be the case than most outside "development agents" can have.

I consider two main issues here: firstly, that projects may not be economically viable; secondly, the effects of people's experience of exploitation by, (a) outsiders, and (b) local people.

9.1 The effect of economic non-viability

In Part I, I show how the economic conditions in the reserves inhibit projects like the dairies from being able to work efficiently and that they do not directly benefit the poorer people involved.

I suggest that it is because of this that such a tiny percentage of the total population of an area join such projects the adoption of new techniques (e.g. in agriculture) is not worth the cost involved for the majority of people. "...it was striking how attitudes tended to correspond broadly with the ability to cope with the demands of existing methods. Those families who were struggling to stay alive ... had low morale and far less interest in hearing of new methods than were those who had some surplus ..."[44]

People see failed projects and lose faith in the institution concerned. For example, I asked people at the Umthi[illegible] replied that [illegible] wasn't a hel[illegible]

People at va[illegible] mentioned th[illegible] get something [illegible] one area of [illegible] a communal g[illegible] "They are wa[illegible] are full of [illegible]

9.2 The effects of exploitation

Here one mus[illegible] villagers h[illegible] ostensibly have had to [illegible] they cannot [illegible] and the pow[illegible]

The exploit[illegible] a long hist[illegible] Men such as [illegible] who were os[illegible] advocated p[illegible] expanding B[illegible] places his [illegible] prejudices against the colonial government give way, their dependence upon the Colonial government is increased by the creation of artificial wants . . ."[45] John Mackenzie of Bechuanaland fears trade. "We invite John (Bull)'s attention to this delicious morsel of gold field, let him spread it like jelly over Transvaal and Bechuana countries and swallow the lot".[46]

RDM 29/6/81

60 groups pledge support for strikers

Own Correspondent

CAPE TOWN. — Sixty organisations in the Western Cape, including three major South African trade unions, have pledged support for striking Leyland workers who have now entered their seventh week of action

The workers, from plants in Blackheath and Elsies River, were fired by Leyland South Africa on May 20 one week after embarking on a strike for better wages

The General Workers' Union, Food and Canning Workers' Union and Media Workers' Association of South Africa were among the organisations which met on Saturday to pledge support for the workers and to launch a Leyland Workers' Support Week

A statement issued after the meeting said the Leyland workers were the lowest paid motor assembly workers in the country and that it was their right to negotiate for wages which compare favourably with other workers in the motor industry

"For management to refuse to negotiate on wages makes a mockery of any industrial relations framework in the factory

"Therefore we condemn the intransigence of the management in refusing to negotiate with the workers and their democratically elected representatives Instead, they employ methods to break the strength of the union (The National Union of Motor and Rubber Workers of South Africa) at Leyland's plant

"The determination of the workers, on strike for more than six weeks already, is a source of inspiration to the community

"We, the community, here declare that we will not let the workers starve A Leyland Support Week will start on Monday

"We further urge management to unconditionally reinstate the workers and to negotiate with the workers and their democratically elected representatives

A representative from the International Metal Workers' Federation has been invited to attend a mass meeting at the Monaco Cinema in Elsies River tomorrow

CT 30/6/81

Tutu to address strikers

Staff Reporter

BISHOP Desmond Tutu general secretary of the South African Council of Churches, is to address striking Leyland workers at a meeting in Elsie's River tonight

I am coming down because I was asked to ' he said from Johannesburg last night

Commenting on the Leyland dispute which he said he had been following since it began more than six weeks ago, Bishop Tutu said unrest of this nature would continue till fundamental change in South Africa had been brought about

A delegation from the Leyland Workers' Support Committee yesterday delivered a letter to Leyland South Africa at its Blackheath plant urging management to reinstate the workers and negotiate with their union the National Union of Motor and Rubber Workers of South Africa, on the wage demands which had precipitated the strike and their consequent dismissal

RDM 30/6/82

Car firms agree to R2 breakthrough

By RIAAN DE VILLIERS
Labour Correspondent

TWO Uitenhage motor component companies, SKF Bearings and Borg-Warner, have agreed to pay workers a minimum wage of R2 an hour in wage agreements reached with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

The agreements, negotiated last week, are in line with Fosatu policy to demand a "living minimum wage" of R2 an hour and are seen as an important breakthrough for the union

SKF may become the first firm in the country to pay R2 an hour as a result of negotiations with a Fosatu union

It could not be established yesterday whether any companies in the country pay higher minimum wages to unskilled workers

The three large Eastern Cape motor manufacturers, Volkswagen, Ford and General Motors, will pay a R2 minimum from January next year

Meanwhile, more than 1 000 workers at another components firm in Uitenhage, Dorbyl Automotive Products, are still out on strike in support of a R2 an hour wage demand

Talks between the union and management late last week broke down when the firm refused to pay higher minima than those prescribed in the Industrial Council agreement for the steel and engineering industry

The agreement provides for an increase from R1,18 to R1,36 from tomorrow

Both Borg-Warner and SKF are covered by the agreement It is regarded as significant that the firms have decided to abandon their prescribed minimum wage levels

A Borg-Warner spokesman confirmed yesterday that the firm had agreed to pay the new minimum from April next year

Meanwhile, minimum wages would go up to R1,70 in October and R1,80 in January next year

SKF has agreed to pay existing male unskilled workers a R2 minimum from tomorrow, and female workers R1,80

New workers, both male and female, will be paid R1,65 for a probationary period of six months before going up to R2 and R1,80 respectively

Mr Freddie Sauls, general secretary of the union, said yesterday they were "unhappy about the remaining differential between men and women and would take this up with management again soon

18.

3 32 VIABILITY OF CO-OPERATIVES

1 For people earning under R5,00 and R10,00 a month one must consider the

Note 1 The distinction between no 's 1-4 and 5-10 is that, whilst most do have some income, those in 1-4 are substantially better off than 5-10

2. A Bukula & N M 's brother are the 2 people who transport with N M N M 's brother's income has gone down since July 1977 He says that N M takes the mill and often gives him money There is no paper accounting

3. O Mabusela (no 10) had to sell his stock because of poverty locally but there is no market and that is why they get no money 4 IDA M- & F Mvimbi say that they tried to sell

5 Most people do not give income figures for winter because they get nothing or very little 6. Note that even when N M did take the milk 4 out 10 people got R10 or less per month

17

INKOMO

Name	Source of Income	No. of Cattle	No in milk Summer	No in milk Winter	Current income from milk Summer	Current income from milk Winter	Income when old to hospital Summer	Income when old to hospital Winter	Change to present	Where milk now	Which camp now
D Gumundu (1	Café owner	7	1 or 2	-	R15,50	-	R18,50	-	R3 less		DAIRY
A. Magwala (2	Husband sends R40 per month	19	?	?	R4	R20	R57	R2,50	R17 less in summer	Home	Home
N.M.'s brother (3	Husband a teacher locally Field Lot of stock	11	4	2	R4-10		R20		R14 less	DAIRY	DAIRY
G. Nomendlini (4	Headman Children migrants They send R72 per month Farms field and stock	24	4	-	R36	-	R40		R4 less	DAIRY	DAIRY
A Bukula (5	One field Dairy only income	5	2	1	R60	R30	R60	R30	same	DAIRY	DAIRY
J Guda (6	One field and stock Migrant son sends R17 11 people in family	11	9	-	R30	-	R30	-	same	DAIRY	DAIRY
J. Sudzamba (7	Small field lives by odd jobs Very poor woman	5	2	-	R8	-	R6	-	R2 more	Home	Home
IDA. M- (8	Pensioner R12,33 per month 1 field	5	1	1	-	-	P10	little	All income gone	Home	Home
F. Mvimbi (9	1 field but no other income	14	6	7	-	-	R6		No income now	Home	DAIRY
O. Mabusela (10	R12,33 pension but 7 people in family - 1 field	None	-	-	-	-	R5	little	No income now	-	-

sell more if "people came to ask" more often. At Umthi for example, 2 members said that it was not difficult to sell while they had vegetables rotting in their plots.

5. Some people have managed to get around marketing problems to a certain extent.

5.1 It is interesting that in Abalimi one of the people who says marketing is not a problem is Mr. S. Burgambo who sells R150-R200 worth of vegetables a year. (This is substantially more than anybody else). He puts a great deal of time and effort into marketing. Some vegetables he sells locally, some at the Idolophu market. In the tomato season he organises that he, or a relative, goes into Idolopnu by bus to sell there. He has an advantage over other people in Abalimi in that he was the first person to sell vegetables which he has been doing since 1958 when a doctor started sending patients to buy vegetables from him. He has thus/built up clientèle. (Another thing to consider in looking at Burgambo's great success relative to people from other areas is that Abalimi is on a main through road and that it is a very big location which spreads into others as opposed to the very much more isolated Umthi, Inkomo, and Umlambo.)

5.2 In Ipoti as part of a fund-raising project for a clinic committee a nursing sister organised a vegetable hawking "business". She bought sacks of potatoes and tomatoes in a nearby white town and these were divided into small quantities. A woman was employed to hawk them in the villages within walking distance and in any place where the sister went,with her truck. The sister estimates that using transport to get to out of the way places and with a full-time seller, they were selling R5.00 worth of vegetables a day. (The woman's salary was R1.00 a day).

Some poor women asked the sister to buy pockets of potatoes or onions for them. From one pocket of potatoes and one of onions, a woman could make R1.50-R2.00 profit a week by selling locally.

This scheme was an important motivation in getting people to join the Ipoti garden. Whether they will be able to sell as successfully from the garden depends on whether they will undercut the prices of the imported vegetables sold in the local café and whether they glut the market.

4 3.2 LABOUR

1. While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is important in determining the extent to which gardens are used.

2. At Abalimi it is only families where a man is at home and involved in the garden that produce vegetables all year round, and get an income of R100 or more a year Christopher Board in his survey of rehabilitated and unrehabilitated areas around King Williams Town found that planting up gardens (igadi) could be associated with big families. He also found that crop sales of peas and tobacco could be associated with families where th
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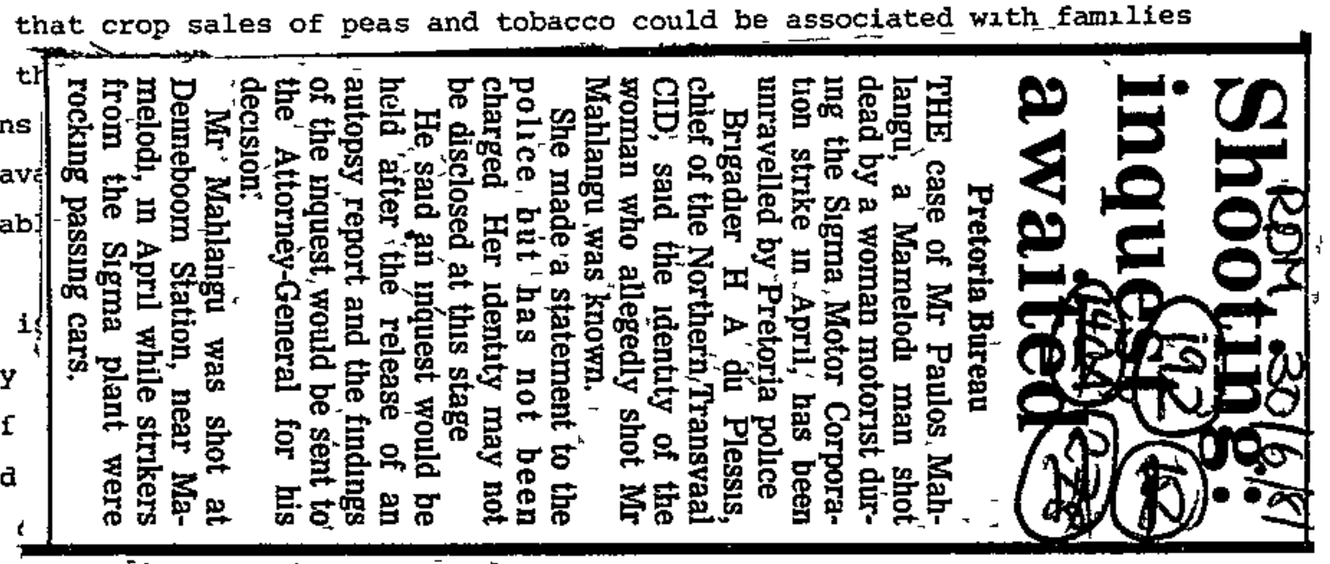

RDM 30/6/81

Shooting inquest awaited

Pretoria Bureau

THE case of Mr Paulos Mahlangu, a Mamelodi man shot dead by a woman motorist during the Sigma Motor Corporation strike in April, has been unravelled by Pretoria police

Brigadier H A du Plessis, chief of the Northern Transvaal CID, said the identity of the woman who allegedly shot Mr Mahlangu was known.

She made a statement to the police, but has not been charged. Her identity may not be disclosed at this stage

He said an inquest would be held after the release of an autopsy report and the findings of the inquest would be sent to the Attorney-General for his decision.

Mr Mahlangu was shot at Denneboom Station, near Mamelodi, in April while strikers from the Sigma plant were rocking passing cars.

3. There i
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women
had had small babies at that time and so had been unable to take pa
Women often have to interrupt their period at the garden due to bearing children.

Occasionally people gave as their reason for not joining that they were too busy but not more than one quarter of the people I spoke to mentioned this.

4.3.3 SUPPLEMENTARY OR PRIMARY PROJECTS

There are two basic groups of people to consider here

a) Those members who use their plots basically as a supplementary source of food and earn less than R10 per year from selling vegetables they produce

b) Those earning a R100 a year or more (This is a small group at Abalimi).

a) While most of the members said that they had jointed the gardens because they wanted to sell some of their produce (many said half), very few are able to realise this goal. Labour is obviously significant here as

Argus 1/7/81

Leyland 'should get out of SA'

Labour Reporter

IF British Leyland could not pay workers here a decent wage it should get out of South Africa, speakers told a meeting in support of striking Leyland workers in Elsies River last night.

A singing, chanting crowd of about 2 000 people filled the Monaco Cinema in Halt Road for the meeting, which was part of the Leyland workers' support week

Messages of solidarity and support for the strikers were delivered by representatives of Western Cape trade unions, community organisations and women's and student groups

TUTU

Bishop Desmond Tutu, general secretary of the SA Council of Churches, was among the churchmen who addressed the meeting.

A resolution was unanimously adopted to call on the British ambassador in South Africa to intervene so that this dispute can be settled to the satisfaction of both parties concerned

'Failing this, we, as part of the oppressed community of South Africa, have no option but to call on Leyland to withdraw from our country'

CONCERN

The resolution noted 'with great concern' that Leyland SA was 'refusing to pay its workers a living wage and refusing to negotiate with the workers and their democratically elected representatives'

Mr Joe Foster, secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers of SA, (Numarwosa), told the meeting that Leyland SA was owned by British Leyland, which in turn was owned by the British Government.

CODE

The British Government was a signatory of the European Economic Community's code of conduct, according to which British companies in South Africa should pay 50 percent more than the household subsistence level

This would mean a minimum of R1,67 an hour, but the minimum rate at Leyland was R1,30 an hour.

Workers in other motor assembly plants in South Africa were all earning at least R1,60 an hour and this would increase to R1,80 an hour in July, Mr Forster said

The strike began seven weeks ago, with Leyland workers demanding more than the 9c an hour increase from July agreed to by the union last year.

Workers to call on UK envoy

CT 1/7/81

Staff Reporter

BISHOP Desmond Tutu, general-secretary of the South African Council of Churches, together with 2 000 people, last night resolved to call on the British Ambassador to intervene and settle the dispute involving striking Leyland workers

The resolution was adopted at a meeting organized to support Leyland workers who have been on strike for six weeks Speakers included the national organizer of Numarwosa, Mr Brian Fredericks, the vice-chairman of the United Women's Organization, Ms Virginia Engel, and the union secretary, Mr Joe Foster

Bishop Tutu warned those who had everything and refused to share that they were going to lose everything

"Sometimes when we look at some of the things happening in this country be begin to wonder if we are not ignorant If they do not remove the causes of the grievances, then we are going to have an explosion"

In resolving to call on the ambassador to settle the dispute, the meeting pledged itself to call on Leyland to withdraw from "our country" should he not do so

It claimed Leyland was refusing to pay a living wage and to negotiate with democratically-elected representatives

160 workers at PE factory on strike

E. Post 1/7/81 (192)

Post Reporters

MORE than 160 workers have been on strike for a week at the Repco motor component factory in Port Elizabeth — but the firm's management refuses to discuss the matter

The strike started last Wednesday in protest against the dismissal last month of three men The strikers are also seeking management recognition of their union, the Motor Assemblies and Component Workers Union of South Africa (Macwusa)

The men dismissed are Mr Don Kondlo, Mr Bantu Mogale and Mr Raymond Ncoko, who had worked at Repco for two years, three years and three months respectively

According to union officials, they were read a statement compiled by Repco's management which insisted on the firm's right to discipline workers and also made it plain that Macwusa would not be recognised unless it became part of the Industrial Council

Macwusa is not a registered union

A meeting of Repco workers was held at the Holy Spirit Hall in Kwazakele last Thursday They were addressed by their three representatives and by Mr Sipho Pityana, a Macwusa organiser

A deputation was elected to see management According to union officials, it met the firm's works secretary, Mr Brian Phillips, who is also apparently in charge of labour matters He said he was prepared to discuss the dismissals — but not in the presence of Mr Pityana, union officials claim

On Friday, Mr Pityana was detained by the Security Police Since then management has said it is prepared to recognise Macwusa but is not prepared to budge on the issue of the men dismissed

The Evening Post tried to speak to Mr Phillips, only to be told that he was not available to the Press The matter was referred to the firm's managing director

His secretary refused to divulge his name and said that no quetions would be answered over a telephone All questions must be put to him in writing

A reporter drove to Repco's factory in Deal Party The receptionist refused to allow him to see the managing director without an appointment and suggested the reporter post the questions She refused to take written questions to the managing director

Later the questions were accepted When the firm was approached for a reply, an employee said that no comment would be made

Argus 2/7/81 (192)

Saldanha workers sent home

Labour reporter

ABOUT 900 workers at the Sea Harvest fish factory in Saldanha were sent home today in what the Food and Canning Workers' Union has described as 'a clear case of a lookout'

A spokesman for the union said almost the entire labour force — mostly women — had left the factory o nthe instruction of the managing director, Mr H E Kramer, after he refused to address the workers on a pay dispute

The union had been trying to negotiate with the firm for higher wages over the past six weeks On Tuesday, however, Mr Kramer made a pay offer which was rejected at a meeting last night

When Mr Kramer was told of the decision he accused the union of 'stirring up' the workers, the spokesman said

'He refused a request from the workers' committee today to speak to all the workers He told them they all had to leave the premises immediately.

'It seems nearly everybody is out The workers are meeting in White City, Sandanha to decide what is to be done,' the spokesman said

Mr Kramer was not available and a spokesman for the company said there was 'no comment at the moment' on the trouble this morning

The Sea Harvest factory, one of the biggest fish factories on the West Coast, experienced a number of stayaways by its work force in in late 1979

In a four-month wrangle over what the women workers called 'slave wages', they demanded a minimum wage of R30 a week

The union spokesman said that although wages now approached this figure with allowances and bonuses, management was unwilling to specify a clear rate for the job at the various grades of work

● In Port Elizabeth the labour dispute in Uitenhage is threatening to spread, The Argus Bureau reports

A strike of about 150 workers at a motor component plant has again disturbed labour peace

Of the companies again facing production losses over a dispute at another company, are the Ford and General Motors plants

A spokesman for the National Union of Motor Assembly and Rubber Workers (Numarwosa) said today that workers at at least five major plants will refuse to handle parts manufactured by the Dorbyl company if the company persists in attempting to recruit 'scab labour' at its strike-hit Uitenhage plants

BUILDING

(Continued)

Chas. McCarthy & Sons Building Prize

Awarded : the final year student he best combined marks Construction III & IV.

RDM 2/7/81

UK envoy asked to settle dispute

Own Correspondent

CAPE TOWN — The British Ambassador to South Africa, Sir John Leahy, will today officially receive a call to intervene and settle the dispute involving Leyland workers, who have been on strike for the past eks

This follows a resolution adopted at a mass meeting this week in Elsies River, organised in support of the strikers and attended by about 2 000 people

A spokesman at the British Consulate General confirmed late yesterday afternoon that a letter had been delivered to the British Embassy

Earlier, she said that although Sir Leahy had been informed of the situation immediately after the resolution was made known yesterday, no official approach had yet been made

The contents of the letter was not yet known, but the ambassador would be informed of details of the latest development, she said

Mr Joe Foster, secretary of the National Union of Motor and Rubber Workers of South Africa (Numarwosa), said yesterday that the letter contained a covering letter from him and a copy of the resolution adopted at Tuesday's meeting

"The call on the British Ambassador is not specifically from the striking Leyland workers, but from that section of the community that attended the mass meeting," Mr Foster said

On Tuesday night the meeting also pledged to call on Leyland to withdraw from "our country" if the ambassador did not intervene and settle the dispute

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Mrs J R Einhorn

Argus 2/7/81 (192)

Leyland—letter on resolution sent to envoy

Labour Reporter

A LETTER has been sent to the British Embassy conveying the resolution of a public meeting on Tuesday calling on the British Ambassador to intervene in the labour dispute at Leyland

The letter was delivered in Cape Town yesterday by Mr Joe Foster, secretary of the Western Cape branch of Numarwosa, the National Union of Motor Assembly and Rubber Workers of SA

However, a spokesman for the British Embassy in Pretoria said today the letter had not yet been received by the Ambassador, Sir John Leahy

'We have received a report on the resolution, but as we haven't received the letter yet, we are not in a position to comment,' the spokesman said

The resolution said that failing a satisfactory settlement of the dispute, now in its eighth week, 'we as part of the oppressed community of South Africa have no option but to call on Leyland to withdraw from our country'

Mr David Beck, managing director of Leyland SA, said yesterday the community 'could only be worse off' if Leyland withdrew from South Africa The company employed about 2 200 coloured workers

He declined to comment on claims that Leyland paid lower wages than the rest of the motor assembly industry in South Africa

'I have no further comment' he said

Mr Foster told a meeting of about 350 workers in Bellville South yesterday that the union's urgent application to the Supreme Court for an order reinstating the Leyland strikers had been lodged, but would not come to court before next week

Motor firms, union men talk over parts threat

Ev. Post 2/7/81

(192) ~~(152)~~ ~~(139)~~ ~~(140A)~~ ~~(151)~~

By SANDRA SMITH

MEMBERS of the executive of the National Union of Motor and Rubber Workers of South Africa (Numarwosa) met with the management representatives of Ford today and will meet Volkswagen next week to discuss the possibility of Numarwosa members refusing to handle parts manufactured by Dorbyl — a strike-hit Uitenhage motor component manufacturer

The Secretary of Numarwosa, Mr Freddy Sauls, said today "If Dorbyl continues in its attempt to hire scab labour to replace our striking members, then our members at Ford, Volkwagen and General Motors will refuse to use the parts manufactured by scab labour"

About 1 000 workers at Dorbyl downed tools on June 18 when their R2 an hour minimum wage demand was rejected by the firm's management

Mr Sauls explained that the support action was not expected to take place immediately, as the Dorbyl plants were not operating because of the shortage of labour as a result of the strike

"Worker representatives and their employers must reach an acceptable settlement We are merely considering this as a possibility for the future, and this action is not going to take place tomorrow In fact I hope it will not come to this at all," Mr Sauls said

The Public Affairs Manager of Volkswagen, Mr Ruben Els, said today that Numarwosa shop stewards had met Volkswagen industrial relations representatives yesterday

"They expressed their concern at the Dorbyl situation and asked if there was anything that the company could do to improve the situation," Mr Els said

"The matter is being considered, and discussions with our shop stewards will continue next week"

The Public Affairs Director of Ford, Mr Dunbar Bucknall, said the Numarwosa executive met Ford's industrial relations personnel this morning

He said "The meeting took place to notify the company officially that should the dispute between their union and Dorbyl not be resolved, a possibility exists that the union membership may refuse to handle Dorbyl products at the company"

The Press liaison officer at General Motors, Mr Mike London, said that the firm had received no notification from Numarwosa of the proposed action No meeting between the General Motors management and the union was planned

The managing director of Repco, a Port Elizabeth motor component factory hit by a strike last week, today continued to refuse to comment on the situation — or reveal his name

About 160 Repco workers went on strike on Wednesday last week after three of their colleagues were dismissed last month, and the company refused to recognise their union, the Motor Assembly and Component Workers Union of South Africa (Macwusa)

In a statement read to union officials, Repco management said that the company had the right to discipline workers and would recognise Macwusa if it became part of the Industrial Council

CT 2/7/81 (64) (192) (152) (104) (114)

Leyland dispute call

Staff Reporter

THE British ambassador to South Africa Sir John Leahy, will today receive a call to intervene and settle the dispute involving Leyland workers who have been on strike for the last six weeks

This follows a resolution adopted at Tuesday night's mass meeting in Elsie's River, which was organized in support of the strikers and attended by about 2 000 people

A spokesman at the British Consulate-General's offices confirmed late yesterday that a letter had been delivered to the British embassy and that the contents of it would be forwarded to the ambassador today

Earlier, she said that although Sir John had been informed of the situation immediately after press reports of the resolution appeared yesterday no official approach had yet been made

The actual contents of the letter delivered to the embassy were not yet known to her, but the ambassador would be informed of details of the latest development as soon as possible, she said

The secretary of the National Union of Motor and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, said yesterday that he himself had delivered the letter to the British embassy about lunch-time

Pay decent wage or get out, Leyland told

Sowetan 2/7/81 (192)

CAPE TOWN – If British Leyland could not pay "a decent wage," it should get out of South Africa, striking Leyland workers – supported by Bishop Desmond Tutu – have told the company.

The managing director of Leyland SA, Mr David Beck reacted yesterday by saying the community "could only be worse off" if Leyland withdrew from South Africa The company employed some 2200 workers

He refused to comment on claims that Leyland paid lower wages than the rest of the motor assembly industry in South Africa.

Bishop Tutu, general secretary of the SACC, resolved, together with 2000 people at a meeting to call on the British ambassador to intervene and settle the seven-week-old strike

Bishop Tutu warned those who had everything and refused to share, that they were going to lose everything

"Sometimes when we look at some of the things happening in this country we begin to wonder if we are not ignorant If they do not remove the causes of the grievances then we are going to have an explosion

'But when newspapers and journalists warn of what is going to happen they say in predicting you cause what you predict, and what they do then is that they ban those who are warning them

Bishop Tutu said people from overseas had been allowed to come to this country because of the 'kindness of our heart "

' We said they could use a little bit of our land and we shut our eyes When we opened our eyes, our land was gone

"We say to them now, we have had enough We don't want to drive anybody into the sea, all we want is a new kind of South Africa that is truly democratic '

Speeches were interspersed with loud cries from the audience of "amandla ngawetu" and singing

Messages of support for the strikers came from trade unions, community organisations, women's and student groups

Argus 3/7/81 (~~140~~) (~~152~~) (192) (~~59~~)

UK 'cannot intervene' in Cape strike

Labour Reporter

THE British Embassy cannot intervene in an industrial dispute, even though it involves a British subsidiary, the British Consul General in Cape Town has said

Mr Alan Elgar issued a statement in response to a resolution adopted at a public meeting this week calling on the British Ambassador to intervene in the Leyland strike

He said 'Although the British Embassy takes a close interest in industrial relations involving British subsidiaries in South Africa and has taken note of the contents of this resolution, the embassy cannot intervene in any industrial dispute'

The embassy hoped that the differences could be resolved through the usual channels

Mr Elgar said British Leyland had been publicly owned since 1975, and 96,6 percent of the equity was vested in the Secretary of State for Industry

It was not however, nationalised

'Full responsibility for the day running is in the hands of British Leyland's boards of directors. This includes responsibility for industrial relations at home and overseas'

The strike at Leyland South Africa began seven weeks ago About 1 900 workers downed tools in support of a demand for a bigger increase in wages than their union had agreed to in December

About a third are still on strike

The secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers (Numarwosa), Mr Joe Foster, said today it was ironic that the British Government, through its ambassador, should refuse to intervene in the strike

British Leyland, the parent company, was almost entirely owned by the British Government which was a signatory of the EEC code of conduct, he said The code laid down clear guidelines to be followed by companies with interests in South Africa.

He said the public meeting had resolved to call on Leyland to withdraw from South Africa if the ambassador refused to intervene

Now Leyland faces a community challenge

RDM 3/7/81

By RIAAN DE VILLIERS

A LEYLAND spokesman in Cape Town recently declared "As far as we are concerned, there is no strike"

On the contrary, the strike by about 600 workers at Leyland's two motor assembly plants in the Cape — now in its seventh week — seems very much alive

The situation initially looked bleak for the remaining strikers and their union — the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers — after the company fired its whole work-force of 2 000 and filled its labour complement with former and new workers

But the strike has been kept alive through the development of a widespread community support structure — a key feature of recent labour disputes in the Cape The community-based campaign has been growing steadily in importance and scale

In the latest development, a formidable array of 60 Cape organisations have called on the British Ambassador to South Africa to settle the dispute — an awkward demand to field as Leyland is indirectly almost wholly-owned by the British Government. Though Leyland is not nationalised, almost all its shares are held by the Secretary of State for Industries

The Leyland strike was triggered off by wage demands

The union and the company negotiated a wage agreement in December last year in terms of which workers received an increase in January and were to receive a further 9c increase in June

The union informed management early in May that the workers wanted a bigger increase as they believed the company could afford it as they were hiring new workers — but the company refused to review the agreement

The entire workforce of about 2 000 at both Leyland plants downed tools on May 14, demanding a bigger increase

Management dismissed all the workers on May 20 after an ultimatum to work was ignored, and started recruitment

Many strikers went back — but a core group of mostly long-service and skilled workers, stayed out and resolved to stick to their demands

Soon afterwards, the company announced it had filled its labour complement, that production would soon be back to normal and that there was no dispute between it and the former workers or their union

However, the union then started organising support committees in areas where strikers lived, to provide them with material assistance and involve their communities in the issue Committees have been set up in areas as far-flung as Stellenbosch, Paarl, Macassar, Kleinvlei, Strand, Elsiesrivier and Belhar

The support campaign gathered momentum until 60 organisations in the Western Cape, including three major trade unions, pledged their support to the strikers at a meeting last weekend

In a statement, they condemned Leyland for refusing

It also claims that the situation in the plants is unstable, that workers are unhappy and that they are walking out in increasing numbers due to the community campaign

This was borne out at a recent meeting for strikers when a number of "scab" workers reportedly apologised for having returned to work

Mr Joe Foster, regional secretary of the union says workers are "continually flowing out" but adds that it is difficult to monitor this

He is confident that the strike can still be settled "The remaining strikers are determined to keep the dispute alive They are committed and are prepared to make sacrifices"

He is also encouraged by the community campaign

The union's demands, he says, remain unchanged They are an increase of 25c an hour, unconditional reinstatement of all workers, no victimisation or intimidation, and negotiations with the union aimed at establishing a minimum wage of R2 an hour

The union has heard nothing from the company since mid-May "We have submitted our demands and are waiting for them to come back to us," he says

Mr Foster says the company is clearly out to smash the union

As evidence, he says the company has requested re-employed workers to sign forms stopping deduction of union dues

A company spokesman has confirmed this, but said it was voluntary, and added that the agreement with the union had lapsed

This touches on a key issue

The company claims the agreement lapsed when the workers struck illegally and that it also provided for their dismissal

In turn, the union believes it is still binding and that the firm breached it by firing the strikers It is applying for a court order, due to be heard next week, instructing the company to reinstate the workers on this basis

Company spokesmen have not been available for comment about the latest developments

The union is pinning some of its hopes on its legal action

Whatever the outcome of this, community support campaigns for strikers have developed into a formidable tool in the Western Cape and judging by previous examples, community pressure is unlikely to abate until a settlement is reached

If the company sticks to its guns, a drawn-out war of attrition — reminiscent of the marathon Fattis and Monis strike which was settled after eight months following a widespread boycott campaign — may be in the offing

If the campaign is successful, it is likely to further reinforce bonds between the Cape unions and worker communities and become a permanent factor which employers there will not be able to leave out of the reckoning

(Continued)

to negotiate with the workers and their representatives and employing methods to "break the strength of the union"

They added "We, the community, hereby declare that we will not let the workers starve," and called out a Leyland Support Week

On Tuesday night, a mass meeting was held in Elsiesrivier where Bishop Desmond Tutu, general secretary of the SA Council of Churches, was the main speaker

It was reportedly attended by over 2 000 people, including delegates from the 60 support organisations

The meeting adopted a resolution calling on the British Ambassador to South Africa, Sir John Leahy, to intervene and settle the dispute

The meeting also pledged to call on Leyland to withdraw from South Africa if the Ambassador failed to settle the dispute

The resolution was handed to the British Consulate-General in Cape Town two days ago and a statement was expected yesterday

By yesterday afternoon, it had not yet been issued but was expected to say that the Ambassador could not intervene

It's a delicate issue Although a previous Labour government also laid low during a dispute at Leyland, it has been quick to capitalise on this one under a Conservative government

In a recent statement, the general secretary of the party condemned Leyland management's action and said he was "horrified" that it was compounding its actions by attempting to break the strike by employing "scab" labour

He added it was "intolerable" that a company almost wholly-owned by the British Government should behave in this manner

British and international labour organisations have also pledged solidarity with the strike

Leyland may still have internal problems too

In a recent interview, a company spokesman said the company was to reach full production soon While he conceded that certain skills had been lost, these had been replaced from outside and by promoting workers in the plant

New workers were also undergoing intensive training He also disputed the union's estimate of the number of strikers, which he put at 400

However, the union claims that production is still far below normal due to the loss of most of the skilled workers

It claims that 60 vehicles were recently returned to the factory due to poor workmanship

RDM

3/7/81

BUILDING

(Continued)

Chas. McCarthy & Sons Building Prize

Awarded to the final year student obtaining th
in Building

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Mrs J R Einhorn

More labour unrest looms

By Tony Davis
Labour Reporter

A new wave of sympathy strikes are again threatening the motor industry in the Eastern Cape

In May this year workers went on strike at Ford and General Motors (GM) in Port Elizabeth after refusing to handle Firestone products in support of their colleagues who had been dismissed from the tyre plant.

Now the motor industry has been warned of further sympathy strikes as the result of a dispute at the Dorbyl components plant

Yesterday officials of the National Union of Motor Assembly and Rubber Workers (Numarw) told management at Ford that unless the Dorbyl dispute was settled they would refuse to handle that company's products

Union shop stewards also met Volkswagen officials in Uitenhage about the Dorbyl dispute and further talks are expected.

A GM spokesman said it had not yet been approached although Numarw has stated it would discuss the dispute with GM

About 1 000 workers were dismissed at the Dorbyl plant last month after workers downed tools and demanded a minimum R2 an hour wage

Numarw is hoping pressure will be brought on Dorbyl to re-employ the dismissed workers

During the Firestone sympathy strike, Motor Assembly and Component Workers' Union (Macwusa) members closed down several Ford plants and achieved partial success as Firestone agreed to take on dismissed workers as

Jobs became available

Sympathy strikes are common overseas and labour experts view these Eastern Cape developments as a recent development in South African labour unrest

Dorbyl has been unwilling to discuss the wage dispute and on Monday night dismissed workers who held to their minimum wage demands

● About 150 workers at Repco component plant in Port Elizabeth have gone on strike over union recognition demands and the dismissal of several colleagues

Arthur Grobbelaar: "... "broad implications"

Security Police detain four Uitenhage union organisers

Star 3/7/81 (192) (HEA) (152) (329)

CAPE TOWN — Four organisers of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) who have been involved in a strike in Uitenhage were today detained by Security Police

The secretary of Numarwosa, Mr Freddy Sauls, said the chairman of the Dorbyl Workers' Committee, Mr Lucky Benbile, and three shop stewards, Mr Caldon Ngalwa Mr Ronnie Baartman and Mrs M McCarthy, were taken from their homes by Security Police early today

The union has been locked in dispute with Dorbyl, a motor component manufacturer, where 1 000 workers are said to have "dismissed themselves"

The detention of the four Numarwosa organisers has been confirmed by Security Police

They were detained under the Criminal Procedure Act and were being held [illegible]

● Page 19 More labour unrest looms.

URBAN &
REGIONAL
PLANNING

Student Planners Award
For the student who has shown greatest promise at the end of the first year.

For the best student in the subject of Building Construction.

C W von During

For the second best student in the subject of Building Construction.

K Strong

Professional Practice.

P R Swift

LTA Prizes
For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

I : N D G Sessions

II : A R Low Keen

III: No award

S A Brick Association Prizes

QUANTITY
SURVEYING
(Continued)

Bell-John Prize
For the best all-round student in any year of study.

P C Key

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
For the student obtaining the highest marks in

CT 3/7/81

Consul rejects Leyland appeal

Staff Reporter

AN APPEAL to the British ambassador to intervene and settle the six-week old dispute between Leyland management and former workers, was yesterday turned down in a statement issued by the Consul General in Cape Town, Mr Alan Elgar

While a close interest is taken in the industrial relations of British subsidiaries in South Africa we cannot intervene in any industrial disputes even though it may involve a British subsidiary ' he said

The text of the resolution adopted at a mass meeting in Elsie's River on Tuesday night and delivered to the embassy in Cape Town on Wednesday had been transmitted to the ambassador and note had been taken of its contents

'The embassy hopes that differences involved in the Leyland South Africa dispute will be resolved through the normal channels,' Mr Elgar said

Later, a spokesman for the Consulate General pointed out that Leyland was not a nationalized company It only received financial backing from the British Government and it could therefore not involve itself in management policies

On Tuesday about 2 000 people at the mass meeting pledged to call on Leyland to withdraw from the country if the ambassador did not intervene and settle the dispute

Post Focus

Minimum wage campaign makes headway in E Cape

192 EV Post 3/7/81

By BILL GARDINER

THE strike by 1 000 workers at the Uitenhage motor component firm, Dorbyl, this month is one outcome of the nationwide launching of a campaign last year by the Federation of South African Trade Unions for a "living wage" minimum of R2 an hour

Dorbyl workers have refused to accept the company's pay offer of R1,36 an hour from July 1, as prescribed by the Industrial Council for the steel and engineering industry, and have stuck to their original demands for a R2-an-hour minimum

But in a key development this week, two Uitenhage motor component firms, SKF Bearings and Borg-Warner, agreed to abandon the prescribed Industrial Council pay scales and pay workers the R2-an-hour wage minimum

A major development in the wage agreement secured at SKF and Borg-Warner is that the pay increases have been gained through in-company agreements, with both firms abandoning the pay scales prescribed by the Industrial Council

Says the secretary of a Fosatu affiliate, Numarwosa (the National Union of Motor Assembly and Component Workers' Union of South Africa), Mr Fred Sauls: "We prefer in-company negotiations as we feel the Industrial Council is too powerful for us. Fosatu believes there must be national bargaining on mimumum wages but in-factory bargaining on actual wages"

The Fosatu campaign for a "R2 living wage" began in the Eastern Cape less than a year ago About 3 500 workers downed tools in a wildcat strike for higher minimum wages at the Volkswagen motor plant in Uitenhage

The action set off further strikes, involving some 6 500 workers at seven factories in the area

After three months of intense negotiations, a major Fosatu affiliate representing the striking VW workers, Numarwosa and the East Cape motor industry agreed to a comprehensive pay package

The employers accepted the principle of a "living wage"

The agreeement provided for an immediate pay increase, with a graduated increase every six months, to a "living wage" minimum of R2 an hour, by January, 1982

A major gain in the negotiations was employers' acceptance that wage negotiations should in future depend on the concept of a "living wage", as proposed by Numarwosa, rather than subsistence wages

The concept has since become a major plank in negotiations, not only in the Eastern Cape and within Numarwosa, but throughout Fosatu in general.

The Fosatu central committee this year decided to campaign for the "R2 living wage", says Fosatu national secretary, Mr Joe Foster Fosatu also plans to form a sub-committee to monitor developments in the campaign

Mr FRED SAULS
... bargaining

Although the workers' demands have met strong resistance from Dorbyl's management, the "R2-an-hour" campaign by Fosatu has made significant gains in the Uitenhage area

The agreement by the Uitenhage motor component firms, SKF Bearings and Borg-Warner, to pay workers the R2 hourly minimum is a major breakthrough for the union and likely to give further impetus to Fosatu's campaign in the Eastern Cape.

At Borg-Warner, workers boycotted overtime last year to force management to negotiate with the workers' committee

Talks have since resulted in management's accepting an hourly minimum of R2 from April next year Meanwhile wages will increase to R1,70 an hour in October this year and R1,80 in January, 1982

SKF Bearings have agreed to pay male workers R2 an hour and women workers R1,80 an hour next month This is the result of an in-company agreement made after workers downed tools last year to force management to enter talks on the "living wage" demand

The agreement includes an undertaking by Numarwosa to make sure workers stick to the agreement and do not go on wildcat strikes

Union leaders have compromised on the wage difference between men and women employees, but recognise it could divide workers They are therefore making renewed demands for women to receive equal wages.

Although workers at Volkswagen, Ford and General Motors are bound to the wage settlement agreed to last year. Numarwosa intends to press for an earlier implementation of the R2-an-hour offer, to offset inflation

And at Veldspan, the Fosatu-affiliated National Union of Textile Workers plant committee has [illegible] recognition from [illegible] after winning the support 90% of the employees in referendum

The union plans to step demands for the R2-an-hour minimum in November, when the current wage agreement force will be re-negotiated.

Security police hold four trade union organisers

Ev. Post 3/7/81

Post Reporters

AT LEAST four organisers of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), who have been involved in a strike in Uitenhage, were detained by Security Police today

The secretary of Numarwosa Mr Freddy Sauls, said the chairman of the Dorbyl Workers' Committee, Mr Lucky Benbile, and three shop stewards, Mr Caldon Ngalwa, Mr Ronnie Baartman, and Mrs M McCarthy, were taken from their homes by Security Police this morning

Their detention has been confirmed by a spokesman for the Security Police who said they were being held under the Criminal Procedures Act

Mr Sauls said a fifth unionist, Mr L Windvoel, was detained by Security Police at the union offices later in the day but this has not yet been confirmed

The four men whose detention has been confirmed means that all the Numarwosa shop stewards at Dorbyl are being held The union has been involved in a dispute with Dorbyl, a motor component manufacturer, where 1 000 workers are said to have "dismissed themselves"

The Dorbyl strike began on June 18 over a demand for a minimum wage of R2 an hour The firm's management saw the workers as having "terminated their contracts by failing to work"

The union said this week that their members at three East Cape motor manufacturers, Volkswagen, Ford and General Motors would refuse to handle Dorbyl products if the company continued to recruit "scab" labour

• At the Valley Textiles factory in Middelburg, workers went on strike over a salary issue this week

CT 4/7/81 (152) (192) (140A) (329)

5 more union officials detained

Own Correspondent

JOHANNESBURG — Five Uitenhage officials of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers have been detained by security police, bringing to 16 the number of unionists in detention throughout the country

The detained unionists are the chairman of the Dorbyl Workers' Committee, Mr L Benbile, and four union shop-stewards, Mr C Ngwala, Mr R Baartman, Mr L Windvoel and Mrs M McCarthy

Mrs McCarthy has been elected a South African delegate to a meeting of the International Metalworkers' Federation and all five were involved in negotiations with Dorbyl where union members are on strike, according to the union's general secretary, Mr Fred Sauls

Police say they are being held in terms of the Criminal Procedure Act

The detention comes as Numarwosa's members are on strike at Uitenhage components plants owned by Dorbyl

The company has fired the strikers saying they "dismissed themselves" by striking The union has rejected this and has warned that its members at Eastern Cape motor assembly plants may refuse to handle Dorbyl products if the workers are not reinstated

Mr Sauls described the detentions as 'a deliberate attempt to break the Dorbyl strike" He added, however, that "this will not succeed as it is the workers as a whole rather than union officials, who are sustaining the strike"

Unions which have been affected by the latest spate of detentions are the SA Allied Workers Union, the Motor Assembly and Components Workers' Union of SA, the Black Municipality Workers Union, the Media Workers Association of SA and now Fosatu's Numarwosa

Detention of unionists attacked by professor

Ev. Post 4/7/81 (192)

By BILL GARDINER

AN East Cape academic who specialises in the labour field, Professor Michael Whisson, today sharply attacked yesterday's detention of five Uitenhage trade unionists

And he warned the police that detention of labour leaders would lead to a "political confrontation" that would end in a "no hope no win" situation between employers and trade unions

Prof Whisson was responding to the detention yesterday of five members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), who are organisers at the strike-hit Dorbyl motor component firm in Uitenhage

They are Mr Lucky Denbile, Mr Caldon Ngalwa, Mr Ronny Baardman, Mrs Mary McCarthy and Mr L Windvogel, who are being held under Section 185 of the Criminal Procedure Act, which allows for a maximum detention period of 180 days

This brings to 10 the number of Eastern Cape trade unionists detained in recent weeks The chairman of the Motor Assembly and Component Workers' Union of South Africa (Macwusa), Mr Dumile Makhanda, and four Macwusa officials are being held under section six of the Terrorism Act

The move follows a crackdown on trade unionists across the country, including leaders of the Food and Canning Workers Union, the Johannesburg Municipal Workers Union and the South African Allied Workers Union in East London

Prof Whisson, who is one of the authors of the audit reports on the implementation of the Sullivan Code at Ford, said by detaining leaders who commanded real support from workers, the police were "opening up the way to direct political confrontation"

"Police have already detained Macwusa officials and if they are trying to do the same thing with Numarwosa, then this is a recipe for industrial anarchy," he said

Prof Whisson said Numarwosa had stuck firmly to organising workers along "classical trade union lines" But he warned that if the Government continued to respond to labour disputes as if they were politically inspired, then workers would react politically as well

"And if the police want political confrontation, to demonstrate that they control the country and that they can wipe out any political opposition, then they are really looking for a no-hope, no-win situation"

Professor Whisson warned that when management refused to negotiate on workers' demands and the union members were subsequently detained "the obvious conclusion that any reasonable man will come to is that the police and employers are working in collaboration

"It's a very direct reflection of what we called an 'unholy alliance' in our first Ford report," he said

The issue at stake was not whether employers were collaborating actively with the police, but whether a "reasonable man" would believe that management, by the way it reacted to labour disputes, was collaborating with the Security Police

Security Police detain 4 more Dorbyl men

Ev Post 6/7/81

By SANDRA SMITH and BILL GARDINER

ANOTHER four Dorbyl workers were detained for questioning by the Security Police early today

This brings to nine the number of workers at the strike-hit motor component firm who are in police custody

According to a spokesman for the National Union of Motor Assembly and Rubber Workers' of South Africa (Numatwosa), four Dorbyl workers were detained today

Two of the detained workers are Mr Tenbile Bob and Mr Roy Ntjanyana The other two have not yet been named

According to a police spokesman in Uitenhage, four men were being held for questioning in connection with alleged intimidation Two of the men were Dorbyl workers and the other two were "unemployed"

Meanwhile, workers who downed tools at Valley Textiles in Middelburg last week over a pay dispute returned to work today

The company's financial director, Mr P L van der Merwe, said today that the workers went out on strike because of dissatisfaction with the increases they received

"Since they hadn't asked for an increase in the first place, we thought it was rather ungrateful of them," Mr Van der Merwe said

When asked how many workers had been involved, Mr Van der Merwe said, "We didn't count"

At a meeting held at the weekend, 160 striking workers at a Port Elizabeth motor component firm, Repco, decided to continue their stayaway until management agreed unconditionally to reinstate them all

The workers went on strike to demand recognition for the Motor and Component Workers Union of South Africa (Macwusa) and in solidarity with three dismissed colleagues

In a statement today Repco said that Macwusa officials were advised that the firm "could not consider recognising Macwusa until an audited certificate indicating the number of current paid-up members who were Repco employees was supplied" The certificate was not submitted

The statement said that since the strike began on June 25, production had been maintained at a satisfactory level

It also claimed that a number of former employees had contacted the firm advising that they wished to return, but had not done so because they feared reprisals

It was not possible to process more than 30 applicants a day from former employees

The workers rejected managements proposal that workers be re-employed in stages and selectively

A Macwusa delegation is to meet Repco management later today

QUANTITY SURVEYING

(Continued)

Bell-John Prize
For the best all-round student in any year of study.

P C Key

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
For the student obtaining the highest marks in Professional Practice.

P R Swift

LTA Prizes
For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

I : N D G Sessions

II : A R Low Keen

III: No award

S A Brick Association Prizes

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URBAN & REGIONAL PLANNING

Labour Reporter

Another four union members were held by the security Police in Uitenhage at the weekend in connection with the Dorbyl strike

This brings the number of workers held by police in Uitenhage to nine All are members of the National Union of Motor Assembly and Rubber Workers (NUMARW)

A NUMARW spokesman said the workers were picked up over the weekend and were expected to appear in court on Thursday

About 1 000 workers were dismissed from Dorbyl last month after management refused to meet their R2 an hour wage demands

In Port Elizabeth NUMARW officials have told Ford that they were unwilling to handle Dorbyl products Union shop stewards at Volkswagen in Uitenhage have issued similar warnings to management

Firestone announce huge expansion programme

Sowetan 9/7/81 (192)

By SELLO RABOTHATA

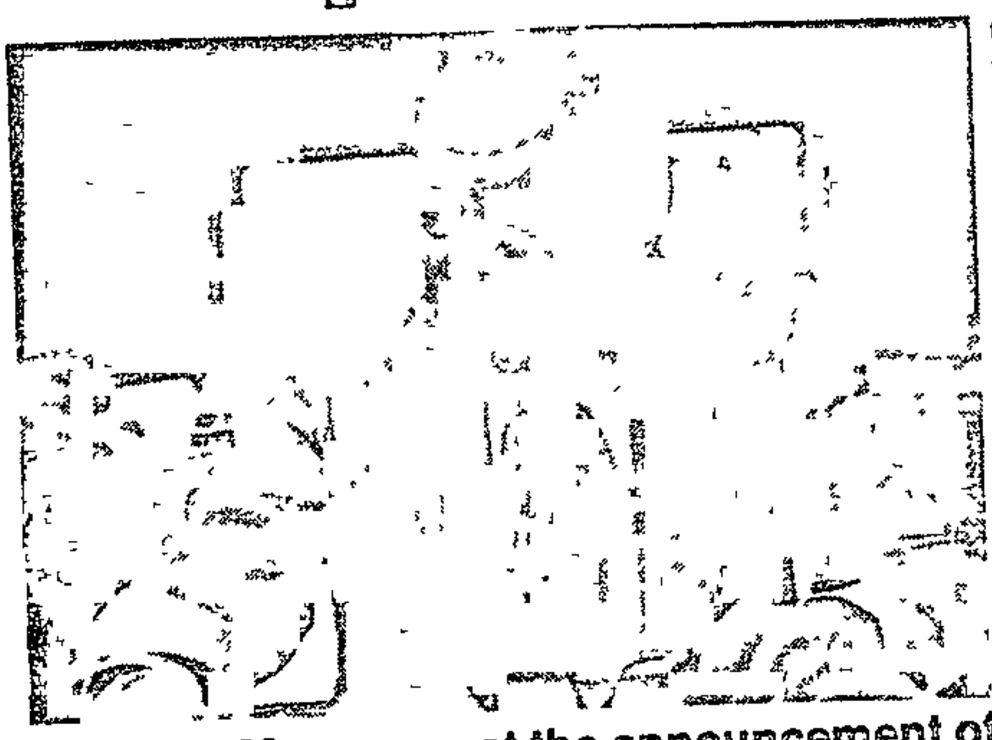
FIRESTONE South Africa yesterday announced the biggest single expansion in the tyre industry, an investment of R22.5-million over the next 15 months.

The board of directors is reported to have given approval for the first stage of a R55-million expansion programme, the major proportion of which is to be spent locally The investment will increase the company's overall capacity by a third

Mr Peter Morum, chief executive of Firestone SA, said that the investment was being made to meet the growing needs of Southern Africa as a developing region

He said "Of the investment of R22,5-million, R17,5-million will be for the company's Port Elizabeth plant; which will be extended to an area of 500 000 square metres, and modernised Construction will start next month

"The balance of R5-million will be for advanced tyre-building equipment to be installed at the company's ultra-modern tyre factory at Brits," he said



Mr Peter Morum . . . at the announcement of the expansion.

Mr Morum also said at a press conference held at the Landdrost Hotel he did not believe that the high incidence of imported tyres in South Africa was in the interest of the country, and the investment was planned to meet the current shortages in major sectors of the economy

The expansion programme would materially increase the company's production capacity of tyres, tubes and related products for industry With these capacities designed to make South Africa self-sufficient, Mr Morum said it was also policy to use raw materials produced by the local chemical industry to the greatest possible extent

The new programme will bring the company's investment in quality testing equipment to R2,5-million Currently the company produces over 500 sizes and styles of tyres, ranging in diameter from 28 cm to 3,3 m, the latter being giant metre-wide earthmoving tyres weighing 2700 kg each

The company's massive investment follows the recent acquisition of a majority interest in the local company by the Federale Group The idea will provide employment opportunities for 500 people who will be trained for semi-skilled jobs Mr Morum said that the idea was to attack the local market and thereafter to tackle the export market

Huge extensions by Firestone

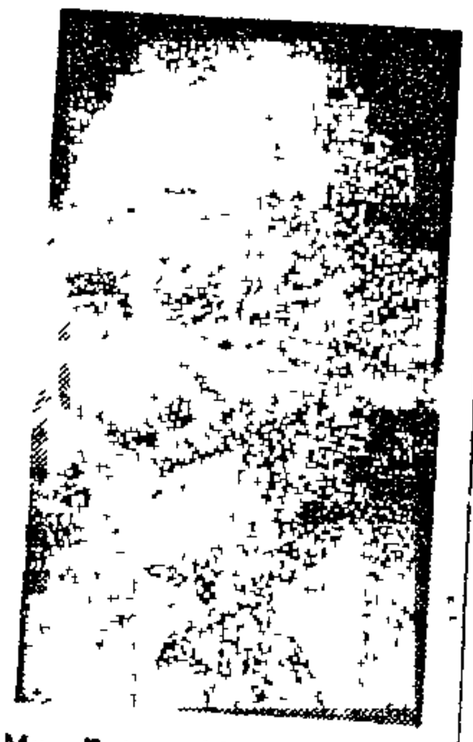
Star 8/7/81

By Mervyn Harris

Firestone South Africa is to spend R22,5-million in the first phase of a R55-million expansion programme to meet tyre demands for the 1980s.

Nearly half the R38-million to be spent locally will be devoted to enlarging the capacity of the Port Elizabeth plant to make the country independent of imported tyres for various industrial purposes, Mr Peter Morum, chief executive of Firestone SA, said at a Press conference yesterday.

He said it was also Firestone policy to use raw materials produced by the local chemical industry to the greatest possible extent This would save foreign exchange.



Mr Peter Morum, chief executive of Firestone SA.

UNHEALTHY

"We believe this programme will enable us to have access to the total local market and get back business which has been lost to imports

"This country needs employment opportunities and, as a manufacturer, we hope to provide this instead of providing more employment offshore," he said

Mr Morum said that it was an unhealthy situation for a high percentage of tyres used in South Africa to be imported, particularly as the wages forming part of their cost structure could have been paid to local workers and thus be reinjected into the economy

Firestone currently produces more than 500 sizes and styles of tyres, ranging in diameter from 28 cm minityres to giant 3,3 m high earthmover tyres weighing 2 700 kg each.

ACQUISITION

Mr Morum said the company's balance sheet was clean and it would finance the programme itself

The investment follows the recent acquisition of a majority interest in Firestone SA by the Federal group

QUANTITY SURVEYING (Continued)

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Workers' contract: Judgment reserved

Argus 9/7/81

(192)

JUDGMENT was reserved in the Supreme Court, Cape Town, yesterday on an application by nine dismissed Leyland workers and their union for an order declaring their dismissal on May 20 a 'wrongful breach' of their contracts of employment

Counsel for the applicants, Mr C Plewman, SC, said Leyland had purported to act in accordance with agreed disciplinary and grievance procedures in suspending the workers

But by dismissing them on May 20 without instituting a disciplinary inquiry, Leyland had broken the agreement between itself and the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), which formed the basis of the workers' contracts of employment.

'LAWFUL'

Mr C Cohen, SC, for Leyland SA, argued that the termination of employment was lawful The workers were in flagrant breach of the agreement by refusing to work and the union had failed to meet its obligations under the agreement by not discouraging them from striking

"There is nothing in the agreement which says the employer will hold a disciplinary inquiry in every case before terminating employment'

The applicants are also seeking an order restraining Leyland from requiring its employees to refuse or to retract permission for union membership dues to be deducted from their pay

Mr Cohen said Leyland was not seeking confrontation with the union and was 'prepared to make deductions from the wages of employees who want payment to be made to the union'

He argued, however, that the union was not entitled to the interdict it sought

The Judge President, Mr Justice Munnik, was on the Bench

Mr Plewman appeared with Mr M Brassey, instructed by A M Omar and Company

Mr Cohen appeared with Mr M Odes, instructed by Syfret Godlonton Fuller Moore Inc

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(Continued)

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URBAN & REGIONAL PLANNING

Motor workers challenge firing after strike

Argus 9/7/81

The court action yesterday by nine of the 1 900 workers dismissed after the recent strike at Leyland in Cape Town may be of "seminal importance for labour law," say lawyers.

The workers and the National Union of Motor Assembly and Rubber Workers, of which most are executive members, asked the Cape Town Supreme Court for a declaratory order for their reinstatement.

They contend that their employment contracts were never terminated because, in dismissing them after the May strike, the company failed to follow the disciplinary code laid down in a collective bargaining agreement.

Mr C Plewman, SC, for the applicants, argued that the contracts had been "unlawfully repudiated" by Leyland and remained in force after the dismissals.

If the court orders "specific performance" or enforcement of the employment contract, it will "break a 70-year logjam in South African labour law," lawyers say

In contrast with their British counterparts, South African courts have declined to enforce such agreements, arguing that they depend for their effectiveness on a relationship of mutual trust between employer and employee, which cannot be restored by an order of court.

Mr Plewman argued that the dispute had been organisational, rather than personal, and would not undermine Leyland's future business or the agreement

Judgment has been reserved.

Fired workers in court action

ST 9/7/81

Staff Reporter

JUDGMENT was reserved in the Supreme Court yesterday after nine dismissed Leyland workers and their union made an urgent application for an order declaring Leyland's dismissal of workers on May 20 a wrongful breach of their contracts of employment

It was alleged that, in dismissing the workers, Leyland South Africa (Pty) Ltd had not followed the correct procedure according to the terms of an agreement reached last year between it and the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa)

In an affidavit the secretary of the Western Cape branch of Numarwosa, Mr Joe Foster, submitted that, in terms of the agreement, Leyland could not dismiss an employee unless there had been a proper and impartial hearing at which the employee was given an opportunity to present his case

Out-of-hand

The dismissals of May 20 this year had been summary and out-of-hand and not preceded by any of the steps contemplated in the disciplinary procedure

It was contended that the dismissals were therefore invalid and that the workers should still be regarded as employees of Leyland

Mr C Cohen, SC, appearing for Leyland, said there was no provision in the agreement obliging the employer to hold a disciplinary inquiry before terminating a contract of employment

Strikes were not even covered in the list of offences for which certain disciplinary measures had been provided in the agreement

Leyland had been faced with an impossible situation with all except 288 of its employees refusing to work and it had had no alternative but to dismiss them

The only possible recourse the applicants had was to claim damages if they felt they had been wrongfully dismissed

Breached

In papers before the court, Mr Aubrey Haylett group personnel manager of Leyland South Africa, said the union had breached the agreement by condoning and even supporting the strikers

In a replying affidavit, Mr Foster said it was not the function of officials of the union to dictate policy to members It was the policy of unions throughout the world that its members should abide by the decision of the majority and maintain an attitude of solidarity

Management had failed to appreciate that this role and that of the union itself was not to lead and direct its members but to serve them

Mr Justice Munnik, the Judge-President was on the bench Mr C Plewman SC with Mr M Brassey, for the former workers was instructed by A M Omar and Company Mr C Cohen SC with Mr M Odes for Leyland was instructed by Syfret, Godlonton Fuller Moore Inc

Car union negotiates with Ford

Post Reporter

THE Motor Assembly and Component Workers' Union of South Africa (Macwusa) submitted terms today to the Ford Company's management for formal recognition of the union

A union official, Mr Tonfie Kumalo, said that Macwusa had begun formal negotiations for recognition by the company with the submission of terms to Ford's industrial relations director, Mr Fred Ferreira

Mr Kumalo said union officials would meet Mr Ferreira to discuss the terms on Thursday next week

Workers in PE strike are all fired

By BILL GARDINER and SANDRA SMITH

THE entire black work force at SA Cape Fellmongers in Port Elizabeth was dismissed today after a walkout yesterday by meat workers in the latest strike to hit the Eastern Cape

About 150 meat workers walked out in solidarity with five colleagues who were dismissed by the firm's management

According to a spokesman for the workers' committee — affiliated to the Cape Town based General Workers' Union — workers were told this morning by the manager, Mr J J Hurter, that all who had walked out in the solidarity action had been dismissed

They were told they could return this afternoon to collect their severance pay

In an interview, a spokesman for the workers' committee said workers were told the firm would start to recruit a new work force from tomorrow Not all workers would be re-employed, however

The manager, Mr J J Hurter, said today that the five workers had been fired for refusing to take instructions from their supervisors

"We told workers this morning we would re-employ most of them but we certainly cannot re-employ all of them, particularly the five who were dismissed yesterday and others who are not suitable for the job"

A meeting of dismissed workers had been called for later today

Meanwhile, in a key development in the three-week old strike at the Dorbyl motor component firm in Uitenhage, the joint executive of factory committees belonging to the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers' of South Africa have organised community support for the dismissed workers

GM pledge to help black industry

Argus Bureau

PORT ELIZABETH — An appeal was made last night to black businessmen to concentrate more on manufacturing for the motor industry to alleviate critical parts shortages.

The managing director of General Motors South Africa, Mr Lou Wilking, made the appeal at a banquet of the National African Federated Chamber of Commerce (Nafcoc) during its annual conference in Port Elizabeth

SHORTAGES

'When you look at the demand growth pattern, it is small wonder that the industry is daily facing critical parts shortages. We need more suppliers,' he said

'We appeal to black suppliers to involve themselves in the many segments of the industry open to them

'Any aspiring black entrepreneur should not confine his manufacturing efforts — big or small — to a single company

'He should direct it to the motor industry as a whole.

We at General Motors have received approaches from black businessmen who are eager to be accepted as suppliers of commodities and components

'We shall leave no stone unturned to assist them in becoming established'

The president of Nafcoc, Mr S M Motsuenyane, said in an earlier speech to the conference, that the sad and sombre contrast of life' in South Africa, was the 'time bomb' on which the country was sitting

He said the truth was revealed by reported incidences of starvation in Zululand, chronic housing shortages in Soweto and in other major urban areas of the country, and 'dire poverty' in certain parts of the homelands.

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(Continued)

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URBAN & REGIONAL PLANNING

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Firestone to raise overall capacity

Finance Reporter

THE BIGGEST single expansion in the South African tyre industry has been announced by Firestone, which recently came under South African control. The company will invest R22,5m in the next 15 months to increase its overall local capacity by a third.

Firestone has approved this first stage of a R55m expansion programme, the major proportion of which is to be spent locally.

Mr Peter Morum, chief executive of Firestone S A, said the investment was being made to meet the growing needs of Southern Africa as a developing region. Of the investment of R22,5m, R17,5m will be for the company's Port Elizabeth plant, which will be extended to an area of 500 000 m2 and modernised. Construction will start next month.

The balance of R5m will be for advanced tyre-building equipment to be installed at Firestone's new Brits tyre factory.

Mr Morum said he did not believe the high incidence of imported tyres in South Africa was in the interests of the country, and the investment was planned to meet the current shortages in major sectors of the economy.

The expansion programme would materially increase the company's production capacity of tyres, tubes and related products for industry.

With these capacities designed to make South Africa self-sufficient, Mr Morum said it was also policy to use raw materials produced by the local chemical industry to the greatest possible extent.

The new programme will bring Firestone's investment in quality-testing equipment to R2,5m.

Star 10/7/81

Union men accused of illegal strike

(192) (329)

Labour Reporter

Nine union members were released on bail yesterday after appearing in a Uitenhage court on charges of participating in an illegal strike.

The men, who are members of the National Union of Motor Assembly and Rubber Workers (Numarw), were held by the Security Police over the last week

They were each released on R250 bail and the case was postponed until July 20.

A Numarw spokesman said union members were charged with intimidating other workers and for calling and participating in an illegal strike at the Dorbyl plant

Leyland pledge to UK unions

C7 10/7/81

Staff Reporter

BRITISH Leyland met representatives from two trade unions in England this week, and told them it would instruct Leyland SA to begin talks with the union representing the striking Leyland workers within 12 hours

This undertaking was given on Tuesday, according to the secretary-general of the Western Cape branch of Numarwosa, Mr Joe Foster But last night Leyland SA had not yet approached the National Union of Motor Assembly and Rubber Workers of South Africa to begin negotiations

Mr Foster said last night the union was aware of instructions issued to Leyland South Africa

"We have not heard from Leyland SA yet If I have still not been contacted by today I am going to inform the unions," he said

The unions which met with British Leyland were the Transport and General Workers' Union, and the Amalgamated Engineering Union

Numarwosa and nine dismissed Leyland workers have applied for a Supreme Court order declaring Leyland's dismissal of workers a wrongful breach of contract

A representative of the Transport and General Workers' Union, Mr Brian Bolton, contacted Mr Foster on Wednesday to tell him of British Leyland's decision

Mr Foster said last night he did not know what action the two unions would take if Leyland South Africa did not open negotiations with Numarwosa

Trade unionist detained under different Act

Post 10/7/81

Post Reporter

MR SIPHO Pityana, an executive member of the Motor Assembly and Component Workers' Union of South Africa (Macwusa) is now being detained under Section 6 of the Terrorism Act

He was held for a fortnight under Section 22 of the General Laws Amendment Act This period, the maximum allowed, ended today

Mr Pityana is the younger brother of Mr Lazo Pityana, now under a five year banning order, and the exiled black consciousness leader, Mr Barney Pityana

A Security Police spokesman confirmed today that the Macwusa chairman Mr Dumile Makhanda and four executive members were still in detention in terms of Section 6

They are Mr Max Madlingosi Mr Mxolisi Didiza, Mr Zanila Mtuza and Mr Pityana

The detention of the Macwusa leaders last month came in the wake of widespread criticism of what was seen as a nationwide Government crackdown on trade union leaders

○ Nine members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) were granted bail in separate applications in the Uitenhage Magistrate's Court yesterday

Five of the union members, Mr Lucky Denbile, Mrs Mary McCarthy, Mr Ronnie Baartman, Mr Hlumile Windvogel and Mr Pumelelo Nqalwa, appeared before the magistrate, Mr G Bruwer, on charges of participating in an illegal strike

At another hearing, four Numarwosa members, Mr Ndzimeni Ntshangana, Mr Jenbile Bob, Mr Buyisile Rasmeni and Mr Mbulelo Samana, with Mr Nqalwa and Mr Denbile appeared before Mr G Groenewald on charges under the Riotous Assemblies Act The State alleges they intimidated workers at the strike-hit Dorbyl motor component firm

The case has been postponed until July 20

Black businessmen supply car plants

Ev Post 9/7/81 (192) ~~(27)~~ ~~(389)~~

By SHELAGH BLACKMAN

GENERAL MOTORS had placed 12 orders with black businessmen in various parts of South Africa as a means of encouraging black industry, the firm's director of purchasing and logistics, Mr J B Watson, said today

In an address to the Nafcoc congress last night, the firm's managing director, Mr Lou Wilking, said a representative, Mr Dennis West, had toured South Africa to find potential black suppliers

Interviewed today, Mr West said he had visited places in Lebowa, KwaZulu, Transkei, Ciskei, and Bophuthatswana as well as Groblersdal and Mamelodi

He said he was amazed at what he found

In less sophisticated lines such as welding, handicrafts, clothing and carpentery, he found the standard "surprisingly good"

Orders had been placed with certain black manufacturers to supply GM with industrial clothing, small metal pressings, wiring harnesses and other small items, Mr Watson explained

It was hoped that from a small beginning something big would develop

Last night, Mr Wilking appealed to black suppliers to involve themselves in the segments of the motor industry open to them

He said General Motors had received approaches from black businessmen who were eager to be accepted as suppliers of commodities or components and every effort would be made to assist them to become established

Any aspiring black entrepreneur or businessman should not confine his manufacturing efforts to a single company but should direct his efforts to the motor industry as a whole, he said

Ford Motor Company's manufacturing director, Mr Neville Cohen, said a special department in the purchasing section of the company was charged with new business developments The department had been in operation for about two years

Ford had certain black suppliers who manufactured items such as protective aprons and gloves, but Mr Cohen said the whole question was been tackled cautiously

"It's not just a question of finding a black supplier and placing an order with him

"To supply an industry as sophisticated and comprehensive as the motor industry, a manufacturer has to have more than a backyard shed," he said

With this in mind Ford were on the lookout for people with capabilities and potential They would then help the aspirant businessman to develop to the point where he could accept business on a long-term basis

"The worst thing you can do is to rush in and cause a small manufacturer to go bankrupt," he said

The Urban Foundation was helping site black businessmen A spokesman for the foundation said that the first project for assisting black manufacturers was at Katlehong in Germiston

It was one of the first black townships to have land set aside for industrial purposes

Also in its favour was Katlehong's "healthy backyard manufacturing industry"

He pointed out that the Urban Foundation had been trying very hard to get industrial land set aside for black businessmen in Port Elizabeth but they had had problems with the administration board and the community councils

One of the biggest problems facing black manfacturers was the absence of private property developers in black areas

There were no factories built on a speculative basis with the result that an aspirant manufacturer did no have the chance to rent premises but had the expense of building accommodation

Very few people had the confidence in black businessmen to put up speculative factories and until that happened there would not be many black manufacturers

Leyland denies orders from Britain

EDM 15/7/81

By STEVEN FRIEDMAN
Labour Reporter

BRITISH Leyland has intervened in the strike at its South African subsidiary's Cape Town plant and has told Leyland SA to re-open talks with the union representing the strikers, union sources claim

But Mr Joe Foster, of the National Union of Motor Assembly and Rubber Workers, told the Rand Daily Mail's Cape Town correspondent that the company had not yet asked to re-open talks

Leyland's public affairs director, Mr Arne Pitlo, denied yesterday that Leyland had received such an instruction

"There can be no instructions from Britain because the authority to negotiate with the union lies with local management," he said

But, at the same time, Mr Pitlo claimed there had been contact this week between the company and the NUMARW This would be the first contact between the two parties since the strike in which 2 000 workers were fired

Most of the jobs vacated by strikers have been filled but NUMARW claims that several hundred skilled workers have refused to return to Leyland and that this is hampering production

Leyland denies any production difficulties

Mr Foster said that British Leyland met representatives of two British unions — the Transport and General Workers Union and the Amalgamated Engineering Union — on Tuesday and told them it would instruct Leyland SA to begin talks with NUMARW within 12 hours

He said in Cape Town that a representative of the Transport and General Workers Union had contacted him on Wednesday to tell him of British Leyland's decision

But he added "We have not heard from Leyland SA yet" He said he was planning to inform the British unions of this

Mr Pitlo said the contact with the union had taken place before Wednesday, when the union and nine of the dismissed strikers applied in the Cape Supreme Court for an order declaring Leyland s dismissal of workers a wrongful breach of contract

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Confusion over BL role in Cape strike

By RIAAN DE VILLIERS and BRUCE STEPHENSON

CONFUSION is mounting over allegations that British Leyland has agreed to intervene in the strike at the Cape Town plants of its South African subsidiary

This week a leading British trade unionist repeated claims that British Leyland had agreed at a meeting with unionists last week to advise Leyland SA to reopen negotiations with the strikers' union

This would be done on condition that the union — the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) — agreed to drop legal action against the company, he said

However, Mr Arne Pitlo, Leyland SA's public affairs director, again denied that the local management had received any instructions from its parent company

And a spokesman for British Leyland said the firm regarded the strike as a "local issue" and it was confident its SA management could resolve it

At the same time, Mr Pitlo confirmed that the local management has had "contact" with the strikers' union for the first time since the strike in mid-May, during which over 2 000 workers were fired

In Britain last Tuesday, the president of the Transport and General Workers' Union (TGWU), Mr Alec Kitson, and the president of the Amalgamated Union of Engineering Workers, Mr Terry Duffy, called a meeting with the managing director of British Leyland's commercial vehicle group, Mr Ron Hancock, to protest against the sacking of the Cape Town workers

The national secretary of the TGWU vehicle building and automotive group, Mr Greg Hawley, who was at the meeting, said this week the union could not accept British companies treating foreign workers in a way that would be unacceptable in Britain

"We do not support mass sackings and it was insisted at the meeting that such action was unreasonable, and that we could not support Leyland on this matter," he said

Mr Hancock told the trade union leaders, Mr Hawley said, that within 12 hours he would advise Leyland's managing director in South Africa, Mr David Beck, to meet Mr Joe Foster, regional secretary of Numarwosa, with the aim of resuming negotiations

The unions were satisfied with Mr Hancock's assurance

According to reliable sources, the two unions considered "blacking" Leyland exports to South Africa if the company did not resolve the dispute

Mr Hawley denied "blacking" was raised at the meeting, but sources within the unions confirm they would have spelt that out to Mr Hancock if agreement could not be reached

Mr Hawley confirmed earlier information that Mr Hancock's instructions to Mr Beck included the proviso that negotiations between Leyland SA and Numarwosa be re-opened on condition the union dropped its court action against the firm

"Yes, it was discussed, but not that specifically Nevertheless, it would be misleading to say that was not touched upon," Mr Hawley said

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URBAN & REGIONAL PLANNING

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2 Sept. 1987

Unionists Re-detained

Two black trade unionists held by Security Police under section 22 of the General Laws Amendment Act have been re-detained under section 6 of the Terrorism Act

Mr Thozamile Gqweta, president of the SA Allied Workers Union (Saawu) and Mr Sipho Pityana, an organiser for the Port Elizabeth-based Motor Assembly and Component Workers Union (Macwusa), may now be held indefinitely without trial

Ten unionists are now known to be detained, eight of them under the Terrorism Act

Macwusa backs principle of Dorbyl boycott

E Post 13/7/81

152 ~~11A~~ 192 ~~140~~ ~~139~~

Post Reporter

THE Motor Assembly and Component Workers' Union of South Africa (Macwusa) supports the principle of a boycott of car parts manufactured by Dorbyl which has been considered by the National Union of Motor and Rubber Workers of South Africa (Numarwosa)

This is seen as a conciliatory step in the light of the tension between the two unions, particularly at Ford where they found themselves in different camps during a recent strike

Last week Numarwosa said its members would refuse to handle parts manufactured by Dorbyl — where 1 000 workers downed tools on June 18 over a R2 an hour minimum wage demand — if the firm persisted in its attempts to recruit "scab" labour

Macwusa's organising secretary, Mr Government Zini, said in a statement "Macwusa has been approached by some of the workers who have been dismissed by Dorbyl Automotive of Uitenhage to ask our view on the situation

"We told them Macwusa believes the needs of the workers cannot be separated from those of the community and we regard their situation as a community issue"

Mr Zini said the interests of the workers on the shop floor were the same, irrespective of what union they belonged to

Therefore, as soon as Numarwosa — a Federation of South African Trade Unions (Fosatu) affiliate — took a clear stand on the matter, Macwusa would address itself to the issue

Mr Zini said Macwusa agreed with the principle of supportive boycotts of products

RDM 14/7/81 (951d) (984) (1403) (672) (1089)

Firm's no to strikers

Own Correspondent

PORT ELIZABETH — The 150 striking workers at SA Cape Fellmongers in Port Elizabeth decided at a meeting yesterday that they would return to work this morning only if they were reinstated unconditionally by the company

However, this proposal has been rejected by the company

An organiser for the General Workers' Union, to which the Fellmongers Workers Committee is affiliated, said the committee conveyed the workers' proposal to management yesterday morning

Management reiterated its stand that the workers would be taken on as new employees

The manager of Fellmongers, Mr J Hurter, said about 80 people who were taken on last week as temporary employees were hired yesterday as full-time workers

"I explained to the people who came to see me that while they were waiting, the number of remaining jobs was dwindling very rapidly," he said

In a statement issued yesterday, the GWU said management had stated it believed the dispute was generated in part by the volatile labour situation in Port Elizabeth

However, its refusal to reinstate the workers would only heighten the tension and hostility in the city

Meanwhile, the situation at Dorbyl Automotive Products at Uitenhage, where 1 000 workers are on strike over a R2-an-hour minimum wage demand, remained unchanged yesterday

No firm decision had been taken on the possibility of a boycott of Dorbyl products at Ford and Volkswagen

QUANTITY SURVEYING

(Continued)

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RDM 15/7/81 (192)

Motor firm opens door to Fosatu union

By STEVEN FRIEDMAN
Labour Reporter

A LEADING motor components company in the volatile Uitenhage area has recognised the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

It is Bosal Afrika, which employs 250 workers at its Uitenhage plant The company says it is 'the leading manufacturer of exhaust systems jacks garage equipment and precision tubing in South Africa'

The agreement is one of the few to make provision for union recognition while retaining representation for non-union members through an in-plant committee

In terms of the recognition agreement with the union — which will be signed tomorrow — the company's worker representative committee 'will be constituted to include the union shop stewards as well as representatives of non-union members' according to a company statement issued yesterday

The statement adds that agreement has been reached on participation by NUMARW shop stewards in Bosal's worker grievance procedure

It says that NUMARW 'represents the majority of the black and coloured workers at Bosal Afrika's Uitenhage plant

The union has won recognition from a growing number of employers particularly in the Uitenhage-Port Elizabeth area, its chief area of operation although it is also active in Cape Town, Pretoria, East London and Durban

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Sigma car sales dip

KNJT 15/7/81 (192)

By SIMON WILLSON
Industrial Reporter

SIGMA car sales in June dropped 9,4% compared with sales in June 1980, and the dip in the corporation's figures could herald the long-expected downturn in the market.

General Motors SA's car sales last month were 1,6% down on May's, although 24,5% better than sales in June 1980

Sigma publishes its figures separately from the other motor manufacturers because it is not a member of the National Association of Automobile Manufacturers of South Africa (Naamsa)

GM — a Naamsa member — has also published preliminary sales figures independently of Naamsa, but without details of its individual model sales

Sigma's figures have emerged 24 hours before Naamsa's, and if the rest of the industry follows the 9% drop in sales, the contrast with May's sales figures — South Africa's highest monthly total ever — can only indicate that the downturn has begun

Sigma's car sales total last month was 4 206 against 4 296 in May this year and 4 641 in June 1980

GM's sales last month totalled 2 990 against 3 038 in May and 2 401 in June last year

Sales of Sigma's most popular model, the Mazda 323, also dropped compared with June last year, and continue the marque's decline from the No 2 spot it held in the model sales table at the beginning of the year

While the Mazda slips, however, sales of the new Peugeot 505 jumped by 42% last month compared to May Sales of the Peugeot 305, 504 and Colt models dropped marginally

The corporation's commercial vehicle sales totalled 1 166 last month.

The marketing director, Mr Peter Moss, said capacity shortages were still restricting sales

"Sigma, in line with most other manufacturers in South Africa, is still suffering from shortages of certain local component supplies and is therefore unable to meet the demand for its products throughout the range

"This has had the effect that all Sigma's products are still wait-listed on dealer showroom floors."

GM's June figures represent the company's most successful first half in its 54-year history at Port Elizabeth

The company's public affairs manager, Mr Peter Ray, said that although a downward trend was expected in the new-car market during the second half, of the year, GM was still expecting a record year overall

The company's June sales gave GM its the best June retail performance since 1973

The company's first-half commercial vehicle sales, at 8 069, were 10,5% better than last year's

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Sigma and Union Teach

Sigma 15/7/81 (92)

Agreement

Labour Reporter

A negotiated agreement has been reached between the Sigma Motor Company near Pretoria and the National Union of Motor Assembly and Rubber Workers after several months of talks

In April this year about 4 000 workers went on strike over wage demands and were later dismissed Talks began soon after the union proved a majority representation among workers who were rehired

Major settlements in the agreement are shop stewards pass rep resentation for workers and priority rehiring for workers who were not rehired after the strike

● Page 11: Union calls meeting of fired Sigma men

RDM 16/7/81

192

Sigma signs union deal

By STEVEN FRIEDMAN
Labour Reporter

THE Sigma Motor Corporation has signed a recognition agreement with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers' Union, which contains a unique system for electing worker representatives

The agreement provides for wage and work condition negotiations between Sigma and NUMARW in which the union's recognition will replace Sigma's liaison committee, according to a Sigma statement yesterday

It also contains procedures which could lead to the re-employment of many of the 400-odd workers fired after the strike at the company

Sigma employs more than 4 000 workers at its Pretoria plant After the strike, the company agreed to negotiate with NUMARW on recognition

About 400 workers were not taken back after the strike and some have left NUMARW for the rival Motor Assembly and Components Workers' Union

Since the strike about 50 of those not initially re-engaged have been taken back

In terms of yesterday's agreement, those workers "whose work history had been satisfactory or show only a temporary relapse will be offered employment as vacancies occur"

Yesterday Sigma gave NUMARW a list of workers it considers suitable for re-employment But the union has the right to negotiate for all workers whom, the company says, it will not take back

The agreement also lays down a unique procedure for shop-steward elections which will take place on July 29 Workers will vote in 45 constituencies and non-union members will be able to vote and stand for these posts

If a non-union member is elected, he will have one month in which to join NUMARW If he refuses, a new election is held and the worker originally elected may stand again If he is re-elected, he does not have to join the union

A union source said yesterday NUMARW had accepted this procedure because there are a substantial number of non-union members in the plant "This is not a precedent for plants in which we have an overwhelming majority"

The new shop steward committee will bargain with Sigma on wages and work conditions as long as the union remains representative in the plant If it loses representation, Sigma will not bargain with it but will not reinstate its liaison committee, the NUMARW source said

According to Sigma's statement, the new shop stewards will hold discussions with management on ways of increasing productivity

A NUMARW spokesman said the union was to meet workers yesterday evening to explain the agreement This would be followed by a meeting with dismissed workers today

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(Continued)

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'Peace talks' at Sigma bear fruit

Star 16/7/81

A settlement has been negotiated between the National Union of Motor Assembly and Rubber Workers and Sigma Motor Corporation. Four months ago 4 000 Sigma workers were locked in bitter dispute with the company. TONY DAVIS traces the steps to conciliation.

Yesterday's announcement of a negotiated settlement between the Sigma Motor Company and the National Union of Motor Assembly and Rubber Workers (NUMARW) marked the end of a four-month-long dispute.

The unrest started in early April when workers at the Sigma plant near Mamelodi demanded a minimum starting wage of R3 an hour

Unsuccessful meetings with management resulted in a walk-out by the company's 4 000 workers Despite warnings the workers continued to stay out and were subsequently dismissed en masse

Sigma soon began a process of filling the positions and rehired many former workers

The company was unwilling to negotiate with the union until it proved it had 50 percent representation in the work force The dismissals and rehirings delayed NUMARW's recognition attempts but it was soon able to produce proof of its membership

Talks began in late April but the two parties only yesterday released their final settlement statement.

Despite providing a point of entry for NUMARW in the Pretoria area motor industry the strike caused some bitterness among union and worker hardliners who had demanded that all workers be rehired before negotiations.

A few hundred workers were not rehired or had not met Sigma's deadline for application for re-employment Members of the workers' "Committee of 20" also found themselves without jobs

These disaffected workers talked about forming a branch of the Eastern Cape Motor Assembly and Components Workers Union (Macwusa) in the Pretoria area

But in the settlement NUMARW was successful in obtaining a commitment from Sigma to rehire former workers as vacancies occurred

NUMARW also obtained the right to have elected shop stewards in the plant — one shop steward per 100 workers Shop stewards will be granted time off to conduct union duties and will have an office to operate from Shop stewards need not be union members

Both parties rejected any form of intimidation of workers regarding union membership or plant elections

NUMARW also obtained shop steward elections this month as a means of reawakening union interest among workers

Grievance and disciplinary procedures were also laid down

The settlement was not concluded in time for Sigma's deadline for determining wages for 1981-82 NUMARW scaled down its objects considerably from the demand for a starting wage of R3 an hour But Sigma has increased basic starting pay from R1 an hour to R1,60

Firestone dispute over pay

E. Post 16/7/81 (192)

Post Reporter

A NUMBER of workers in one department at Port Elizabeth's Firestone Tyre plant stopped work yesterday

According to a union source, workers in the tyre-building department had downed tools over incentive pay

"The issue has been going on for some time now, so the workers in that section have decided not to work until management comes with a reasonable offer," he said.

The managing director of Firestone, Mr Peter Morum, confirmed there was a dispute but there was "no necessity for sensation" He didn't know how many workers were involved as he had just returned from leave

Production had been affected but this was not significant, he said

Uitenhage firm agrees to recognise black union

C. Post 16/7/81 (192)

By BILL GARDINER

A UITENHAGE motor component firm, Bosal Afrika (Pty) Ltd, has announced it will sign an agreement today recognising the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) as the trade union representing employees in its plant

This was welcomed today by the Numarwosa secretary, Mr Fred Sauls, as a significant step that could only work in the interests of better industrial relations at the factory

He added that it was significant because the firm had decided to associate with a union outside the Industrial Council for the Motor Industry, which had a closed-shop agreement with another union

Bosal Afrika is the leading manufacturer of exhaust systems, jacks, garage equipment and precision tubing in Southern Africa

The signing would take place at Bosal Afrika's Uitenhage plant later today, the firm said in a statement

The agreement would be signed by Bosal's general manager, Mr A T H Wakeford, and the financial director, Mr J A Breed, on behalf of the firm, and by representatives of the union

The union represents the majority of the black and coloured staff at Bosal Afrika's Uitenhage factory

The result of the signing will be that the Workers' Representative Council will be constituted to include the union shop stewards as well as representatives of non-union members

Agreement has also been reached on shop stewards participating in grievance procedures, the statement said

In an interview, Mr Wakeford said once the firm was aware the union was organising at the plant early this year, management approached the organisers and told them they would recognise the union if it could prove that it had the support of the majority of workers at the plant

"They came back with proof of support and we reached a formal agreement with the union," Mr Wakeford said

QUANTITY SURVEYING

(Continued)

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RDM 17/7/81

One at a time, says Sigma

Pretoria Bureau

ALTHOUGH Sigma Motor Corporation's management was aware of the existence of another workers' union at its plant, it recognised only the National Union of Motor Assembly and Rubber Workers

This was said yesterday by Sigma's public relations officer, Mr Phillip Botha, who was commenting on the company's formal recognition this week of the NUMARW

He said he knew that some workers had joined the Motor Assemblers and Components Union of South Africa (Macwusa)

The NUMARW, represented the majority of Sigma workers and the company had agreed in August last year that the union would negotiate with management on behalf the workers

"We are aware of the existence of another union, but we have not recognised it because we don't know how many of our workers are members," said Mr Botha

...d if Sigma would recog-
...nise Macwusa if it applied for
recognition, he said the com-
pany would recognise the union
with most membership within
the plant

...wusa, which came into
existence after the two-week
Sigma strike in April, claims to
have more than 400 members in
...gma plant

...union has its head-
...quarters in Port Elizabeth NU-
...LAW is affiliated to the Fed-
...ion of SA Trade Unions

URBAN REGIONAL PLANN

Only ADE will be accepted

RDM 17/7/81 (172) (148) (189)

Industrial Reporter

TRACTORS fitted with engines not made by Atlantis Diesel Engines (ADE) would definitely not be exempt from protective duties, ADE managing director Mr Hartmut Beckurts said yesterday.

Mr Beckurts said Press reports might have given the impression that non-ADE engines could be made in SA and used to power agricultural tractors and thereby escape duty.

The Government has caused an effective monopoly for ADE engines by ruling that only tractors and commercial vehicles fitted with ADE engines will be exempt from a duty to be levied from October 1 this year.

The rationale behind the legislation is that it is in the national interest to have a self-sufficient diesel engine project.

Speculation in the Press that some categories of non-ADE engines might be exempted from duty centred on the fact that ADE will not immediately be able to supply engines covering the full range of diesel power.

But Mr Beckurts said such speculation might have an adverse effect on the attitude of ADE customers.

Such reports are viewed with concern by ADE's customers as they give rise to speculation in the market which may prejudice manufacturers who have given ADE their whole-hearted support," Mr Beckurts said.

"I therefore wish to reiterate that the Atlantis Diesel project was launched on the unequivocal decision by the Government that tractors and commercial vehicles will only be exempt from the protective duties to be imposed if they are fitted with engines within the power range manufactured by ADE."

He said the motive behind the Government's duty decision was the elimination of the disadvantages of excessive model ranges by only approving the establishment of a single production facility.

"Fragmentation of the market could only lead to increased costs," he said.

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(Continued)

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VW sees slowing car sales, but record year

RDM 17/7/81

192

By SIMON WILLSON
Industrial Reporter

VOLKSWAGEN expects a levelling off in demand for new cars in the second half of the year, but forecasts a record new-car market for 1981 of at least 280 000 — 3 000 more than the record total last year.

Commenting on the car sales figures for June issued this week by the National Association of Automobile Manufacturers of South Africa, a VW spokesman said car sales were still restricted by supply constraints, and did not reflect demand

"We are sure that had stocks been more freely available during the first six months of the year, sales would have been higher

"However, component shortages and a lack of plant capacity throughout the industry have meant that consumer demand has not been fully met"

VW's estimate for total sales this year is more conservative than the figure given by the last big manufacturer to stick its neck out with a firm prediction for 1981

In April, Sigma said that this year there would be a record of 288 000 sales — 11 000 more than in 1980.

But the record 1981 would be followed by two years of lower sales — a drop to 267 000 in 1983 and a recovery to 285 000 in 1984

But Sigma's bullish 1981 estimate was made before the latest round of credit restrictions, the worsening cash shortages in the hire-purchase institutions, and the monetary authorities' deliberately high-profile resolve to fight inflation through market-related interest rates and reduced credit creation

Motor-industry sales of 146 003 so far this year are the highest on record and 18 952 units (14,9%) ahead of last year's figure, which was the previous best, says the VW spokesman

"We expect a slight levelling off in demand in the second half of the year because of the general slowdown in the economy and the recent petrol price increase,"

VW sold more cars from January to June this year than any other South African motor manufacturer in the past, he said

Its sales of 27 658 for the first six months of the year were 3,5% higher than for the same period in 1980 when it established the industry's previous highest January-June figure

VW also sold a record number of small cars, with its 18 941 Golf/Jettas capturing 13% of the market and more than 25% of the growing small-car sector, which accounts for half of overall sales

The spokesman said that, as well as the high demand in the small-car market, there had been an increasing swing to luxury executive cars

● Evidence of the effect of the credit squeeze on car sales has surfaced in Department of Statistics figures for hire-purchase in the motor industry

The figures show that total HP debt owed to car retailers dropped in March this year after rising throughout 1980

The statistics do not account for the most recent 1% rise in Bank Rate and the subsequent increases in interest rates

But even up to April this year, the figures show a reduction in total HP debt owed to car retailers from R40 017 000 in December 1980 to 39 329 000 in March 1981

Last year, the car HP debt total rose from R35 875 000 in March 1980 to R36 634 000 in September and to R40 017 000 in December

The dip in the car HP total in March goes against the trend in the motor industry as a whole — that is, including commercial vehicles, trucks, pantechnicons and specialised motor equipment

HP debt for the whole industry rose to R70 098 000 in March this year from R67 552 000 in December 1980 and R61 084 000 in March 1980

The fact that the drop in HP debt is confined to the car market, while HP debt in the overall market continues to rise, shows that it is the car-buying individual who is getting strapped for cash while corporate vehicle purchases are holding up well, cushioned by companies' generally good 1980

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(Continued)

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CT 17/7/91 (192) (~~404~~) (~~151~~)

Sigma signs with union

Own Correspondent

JOHANNESBURG. — The Sigma Motor Corporation has signed a recognition agreement with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers Union which contains a unique system for electing worker representatives

The agreement provides for wage and work condition negotiations between Sigma and Numarwosa and does away with Sigma's present liaison committee, according to a Sigma statement issued yesterday

It also contains procedures which could lead to the re-employment of many of the 400 workers fired after the recent strike at the company

Sigma employs more than 4 000 workers at its Pretoria plant After the recent strike, the company agreed to negotiate with Numarwosa on recognition

About 400 workers were not taken back after the strike and some have left Numarwosa for the rival Motor Assembly and Components Workers' Union, claiming Numarwosa was not active enough in securing their re-employment

Since the strike, about 50 of those not re-engaged have been taken back

In terms of yesterday's agreement, those workers "whose work history had been satisfactory or show only a temporary relapse will be offered employment as vacancies occur"

Yesterday Sigma gave Numarwosa a list of workers it considers suitable for re-employment But the union has the right to negotiate on the individual cases of all workers the company says it will not take back

The agreement also lays down a unique procedure for shop-steward elections which will take place on July 29 Workers will vote in 45 constituencies and non-union members will be able to vote and stand for these posts

If a non-union member is elected, he will have one month in which to join Numarwosa If he refuses, a new election is held and the worker originally elected may stand again If he is re-elected, he does not have to join the union

A union source said yesterday that Numarwosa had accepted this procedure because there was a substantial number of non-union members in the plant "This is not a precedent for plants in which we have an overwhelming majority," he added.

The new shop-steward committee will bargain with Sigma on wages and work conditions as long as the union remains representative in the plant If it lost representation, Sigma would not bargain with it but would not reinstate its liaison committee, the Numarwosa source said

According to Sigma's statement, the new shop stewards will hold discussions with management on ways of increasing productivity

Numarwosa has also agreed that neither it nor management will "threaten, harass or intimidate" anyone to join or not join Numarwosa, it adds

TRACTORS (192) FM 17/7/81

Transkei and Steyr

The SA tractor industry has lost out on a potential bonanza of at least R74m in sales over the next 14 years because it was — according to Transkei authorities — unable to prove that it was willing to supply training and back-up

This week, Transkei Minister of Agriculture and Forestry, Edward Booi, told the *FM* that his department has ordered 8 000 tractors from Austria's Steyr-Daimler-Puch manufacturer at a rate of 500 a year

The average purchase price for each vehicle is R10 500 Already 950 of the model-658 tractors have been delivered — 450 in 1979 and 500 last year That leaves 7 050 to be shipped from Austria — worth at least R74m in local turnover Booi says his department might order more Austrian tractors if necessary

Transkei, which has a total government budget of about R350m for this financial year, will therefore spend more than R5m a year to buy foreign tractors at a time when SA manufacturers are gearing up to increase their local content and production

Bophuthatswana is also said to have ordered at least 250 Steyr tractors, although this could not be substantiated by independent sources

The massive purchase is the culmination of years of wrangling for tractors by the Transkei Booi claims he tried to buy from SA dealers but ended up "quarrelling with their representatives" He says that over the past decade, Transkei authorities, both before and after independence in 1976, have bought tractors from SA dealers such as Ford

Each time, Booi says, "it cost us a lot of money and we got nothing good out of it" He said representatives of the three manufacturers refused to guarantee training for Transkei operators or to provide free repair services

Steyr on the other hand, has included in the purchase package 30 months of free repairs and spares, training programmes and the construction of a number of tool and maintenance sheds in Transkei's rural areas

In 1978 Booi personally took six Transkei farmers to be trained in Austria The following year five others went, all at Steyr's expense In addition, the Austrian manufacturer now has at least five mechanics stationed in Umtata

Previous experience with locally purchased tractors was a disaster Booi insists According to his calculations, 18 Ford tractors bought in 1974 were, on average, in operation for only 53 weeks before needing major repairs He claimed the products of other major distributors performed as badly Executives from these companies could not be contacted before the *FM* went to press

Booi said that in the Qamata region, his department spent a total of R59 079 to repair 61 tractors in the 1977/78 financial year At the end of that period 29 tractors remained totally out of operation

All this indicates the refusal of SA dealers to provide repairs, Booi says He concedes that a lack of expertise might have caused the breakdowns, but insists that "it's still their fault They were saying that they don't want to touch it after a black man had used it Only now are they saying that they will train our people That does no good to me

"I've been a farmer for 34 years and I know what is good for Transkei Steyr tractors are the best for us"

□ Booi and a number of other Transkei officials returned this week from a nine-day trip to Austria, courtesy of the Steyr company Besides Booi, PM George Matanzima, three paramount chiefs, six chiefs and Matanzima's bodyguard went on the all-expenses-paid journey

□ Wally Rautenbach head of Ford's tractor division said "The major tractor distributors in SA service a market which takes over 16 000 units a year These tractors are expertly maintained and backed to the very highest international and professional standards

"There is absolutely no reason why the same level of service cannot be made available to the homelands

"In fact we have numerous examples where we are doing good business with the homelands

"There's nothing that Transkei can get from overseas suppliers which they cannot get from us provided we are given the same opportunity to put together a similar package deal We are still anxious to cater to Transkei's needs

100 tyre workers still out on strike

E. Post 17/7/81

(192)

By BILL GARDINER

ABOUT 100 tyre workers in one department at the troubled Firestone factory in Port Elizabeth stayed away for the third successive day today

According to a union source, workers in the tyre-building department downed tools on Wednesday and have refused to return until the firm's management comes up with a "more reasonable pay offer"

The workers are believed to be on strike over production bonuses, which they say are too low

Firestone's managing director, Mr Peter Morum, said the tyre-buiding section had not shut down, but confirmed that production had been affected by the incident

"But we are resolving the issue," he said

Firestone employs about 1 300 workers at its Kempston Road plant and has been the scene of major labour unrest this year In January, the entire work force downed tools over proposed pension legislation

In May, most of the black workers at Firestone — about 700 — joined striking Ford and General Motors workers in support of 160 former Firestone employees who lost their jobs during the pension strike

The strike was resolved after Firestone management agreed to reinstate 21 of the 150 dismissed workers and the rest as vacancies arose

Leyland strikers reject settlement proposals

RDM 18/7/81 (192) [illegible] [illegible] [illegible]

By RIAAN DE VILLIERS
Labour Correspondent

WORKERS dismissed by Leyland SA during a strike at its Cape Town plants more than two months ago yesterday rejected proposals for a settlement of the dispute

The proposals were formulated at a meeting between the company and the workers' union — the National Union of Motor Assembly and Rubber Workers — this week

Details of the Cape Town talks were disclosed yesterday but union and company spokesmen differed in their accounts of the proposals

Mr Joe Foster, the union's regional secretary, said the firm had undertaken to re-employ 350 of the dismissed workers by the first week of next month and also to re-employ all the other workers as normal vacancies occurred

These proposals were rejected at a general meeting attended by about 450 of the 520 remaining dismissed workers held yesterday morning

Mr Foster said the union would seek further talks with Leyland to try to improve the proposals

Mr Arn Pitlo, Leyland's public affairs director, denied yesterday that the company had undertaken to re-employ 350 workers by the beginning of next month The firm had agreed to "do the best it could" to re-employ the workers but no time limit had been set

Leyland would not dismiss any workers to make way for its former employees but they would be given "preferential consideration"

He said that workers would not necessarily return to the same jobs but would return to their former work sections whenever possible and be in line for promotion as soon as vacancies occurred

He declined to comment on the rejection of the proposals by the dismissed workers

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Sackings are challenged in 2 courts

Argus C. Herald 18/7/81 (192)

TWO black trade unions last week went to court to challenge the sacking of members who had gone on strike. They met with mixed fortunes.

In Johannesburg, the National Union of Textile workers on Monday failed in their bid to have the sacking of 90 of their members declared unlawful

And in Cape Town, judgment was reserved on Wednesday after nine Leyland workers and their union had made an urgent application for an order declaring Leyland's dismissal of workers a wrongful breach of their contracts of employment.

Both cases were heard in the supreme courts in the two cities.

The National Union of Textile Workers lodged an application after the work force of Stag Packings in Selcourt, Springs, had been dismissed.

RELUCTANT

In rejecting the application, Mr Justice Nestadt said he was reluctant to foist the former workers on an unwilling employer who had dismissed them on the grounds that they were unproductive.

Mr Joe Foster, secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers of South Africa (to which the Leyland workers belong) said in an affidavit that the company had failed to follow disciplinary procedures agreed upon by the union and the company.

The dismissals on May 20 should therefore be regarded as invalid, Mr Foster contended.

But, Mr C Cohen, SC, appearing for Leyland, replied that the agreement between Leyland and the union did not oblige the company to hold a disciplinary inquiry before firing a worker.

LIST

Strikes were not even covered in the list of offences for which certain disciplinary measures had been provided for in the agreement.

Mr Aubrey Haylett, group personnel manager of Leyland, said in papers before the court that the union had breached the agreement by condoning and supporting the strikers.

Mr Foster said in a replying affidavit that it was not the function of officials of the union to prescribe policy. Officials should serve instead of lead and direct, and management had failed to appreciate this role, Mr Foster said.

Ford's sales are a record

S Times 19/7/81

192

By Stephen Orpen

FORD'S car and light truck sales for the first six months of 1981 totalled more than 28 000 units, the highest half-year figure recorded in the history of the company

This represents an increase of 22,3% over the same period last year when 23 008 cars and light trucks were sold

The company also exceeded its record for new car sales in the half-year with 21 375 units, an increase of 3 717 units over sales in the first six months of 1980 and 2 371 units up on the previous record established in the first six months of 1978

Commenting, Ford's director of vehicle sales and marketing, Mr George Simpson, says that the continuing heavy demand for the Cortina and one-tonner, together with huge demand for the new Escort, were largely responsible for the increase in sales

Almost 5 000 Escorts were sold within the first 60 days of introduction, establishing a new industry record

Cars will cost 12% more

S Times 19/7/81

(192)

By Andrew McNulty

A NEW round of increases in prices of passenger cars is imminent

Some manufacturers have already raised their prices by about 4% from the beginning of July.

Reasons include the 12% steel price rise, the fuel price increase and other cost increases, particularly labour

Most manufacturers have so far raised prices by 5% to 7% this year

They say they expect average price increases for the year will total about 12% — which is below the inflation rate.

They are likely to lift prices

● To Page 3

Cars may cost more

● From Page 1

by another 5% to 7%, phased over the next two quarters.

The motor industry has just reported their best sales for the six months to June

Passenger car sales from January to June totalled 146 003, up by 14,9% on last year's record 127 051 for the comparable period

Lou Wilking, managing director of General Motors, which raised prices 4% this month, forecasts that the total cars sold in 1981 will still be as high as 290 000 — sales last year were 277 000

But he forecasts that a downturn — sparked by tight liquidity and a higher cost of money — will start making itself felt in about September

Vic Doolan, marketing director of BMW, forecasts that the market next year could fall to 260 000 units, which could be as much as 11,5% down on this year

BMW — like the rest of the industry — has order backlogs on new cars from several weeks to six months depending on the model

Mr Doolan sees an improvement only by the end of the year He adds that a price increase is "imminent".

A Volkswagen spokesman, who forecasts sales this year of at least 280 000, says the company is hoping to gain from a renewed swing to smaller cars which it believes will result from more expensive petrol

FINE ART & ARCHITECTURE

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 the best student of Architecture (or Quantity [illegible] in the subject [illegible] practice.

[illegible] tzog Prize
[illegible] l year student.

in fourth

in

Largest tipper plant in SA

FA POOLE, Rosslyn, have purchased a new 4ha factory at Rosslyn at a cost of R2-million. The factory working area of 13 000m² is the largest tipper manufacturing plant in the southern hemisphere.

The factory was purchased with a view to increasing productivity and to cope with South Africa's increasing industrial requirements for tippers and bodies.

To date, after one month's occupation, the plant has already increased productivity by 50%. Mr Lubie, managing director of FA Poole (Rosslyn), plans an expansion programme unprecedented in the industry. Says Mr Lubie: "We have already purchased the most modern available fabricating equipment, cutting and bending machines. We now have a factory which is able to substantially increase our share of South Africa's tipping market. Our export potential is tremendous and we will be looking at South American and Third World countries."

Nine in court on charges relating to U'hage strike

E. Post 20/7/81 (192)

Court Reporter

UITENHAGE — Nine members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) appeared briefly in two separate courts today on charges of intimidation and calling an illegal strike

The charges were a sequel to the walkout of an estimated 1 000 Dorbyl workers in Uitenhage over a pay dispute last month

Both cases were postponed to August 3.

Appearing before Mr G Bruwer in the Magistrate's Court on charges of calling for or taking part in an illegal strike were Mr Lucky Dendile, 28, Mrs Mary McCarthy, 43, Mr Ronnie Baartman, 25, Mr Hlumile Windvoel, 29, and Mr Pumelelo Ngalwa, 31

Mr Ndzimeni Ntshanyana, 29, Mr Thembile Bob, 31, Mr Buyisile Rasmeni, 21, Mr Mbulelo Somana, 32, Mr Pumelelo Ngalwa, 31, and Mr Lucky Dendile, 28, appeared before Mr M Groenewald charged under the Riotous Assemblies Act

Mr N J du Toit appeared for the State in the case relating to the strike and Mr H van Rooyen appeared for the State in connection with the intimidation case

Workers return until . . .

Sowetan 20/7/81

MORE than 850 workers on strike at Hendler and Hendler in Boksburg resolved at a meeting held at the St Joseph's Catholic Hall in Actonville to return to work today pending the outcome of a meeting between management and worker representatives

The meeting held at the weekend heard worker representatives saying management agreed to having talks with the shop stewards and members of the Metal and Allied Workers' Union (MAWU) on Tuesday in order to solve the 50 cents an hour increment demanded

More than 1500 workers at the plant downed tools on Wednesday last week after a demand for a wage increase of 50 cents an hour

The workers are presently earning R1,30 per hour

The workers were told to report for duty at 7,15am and to knock off at 5pm All overtime work has been suspended until after a report-back meeting by the union to the workers

They were also told that if the meeting with the directors fails then workers are to down tools again

Mr Solly Hendler, a director at the firm, was last week quoted as saying the demand for a wage increase over and above that contained in the industry's industrial agreement had been turned down

He said workers were told Hendler and Hendler was not prepared to grant an additional increase despite the strike

Dispute over as sacked workers agree to terms

THE ten-week dispute between Leyland SA and workers fired after striking at its Cape Town plants was settled yesterday as dismissed workers voted to accept company proposals for their reinstatement

Labour Reporter

The dispute, which began when Leyland fired 2 000 strikers in May, had attracted the interest of British trade unionists who had threatened to take action on the fired workers' behalf and organise a community campaign in support of them

Mr Joe Foster, general secretary of the National Union of Motor Assembly and Rubber Workers, which represents about 500 of the strikers, said yesterday dismissed workers would begin returning to Leyland plants today

He said the proposals accepted by workers yesterday had "differed slightly" from those rejected by them at a meeting last week

The proposals meant 170 workers would be taken back at Leyland's Elsies River and Blackheath plants before the end of the month

He said the company had also agreed to take back an additional 200 from August 3, when new vacancies will occur

"It will take a few days for these workers to return as the company will have to process them," he added

The remaining workers would be taken back when vacancies arose

Repeated attempts to reach Leyland's public affairs director, Mr Arn Pitlo, were unsuccesful yesterday.

But last week he disputed the union's version of Leyland's proposal

The dispute began when Leyland fired its entire workforce at the Blackheath and Elsies River plants after they struck in support of wage demands.

Leyland promise not kept — union

Argus 24/7/81

192

Labour Reporter

THE trade union representing Leyland SA workers says the company agreement intended to end the 10 week strike.

At a meeting on Wednesday, strikers agreed to accept an offer of phased re-employment, said Mr Joe Foster, Western Cape branch secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa)

The plan was similar to that rejected by strikers last week

He said workers were to be taken back in order of seniority and placed in positions as near as possible to those previously held

Leyland would take back 100 at the Blackheath plant and 70 at the Elsies River factory by the end of the month

CONTINUED

From August 3 a further 200 would be re-employed at Blackheath

The remainder of the 520 still on strike would be employed at the rate of between 10 and 30 a week

Mr Foster said that when the first workers reported to Leyland yesterday they were not taken back in order of seniority Nor were they all placed in positions at rates of pay similar to their former wages

In view of this, Mr Foster said, the strikers would have to reconsider their position, and the dispute continued

'Our only recourse is to appeal to the British unions to black all parts coming to South Africa'

He hoped to meet the managing director of Leyland SA, Mr David Beck, today

Neither Mr Beck nor Leyland's director of communications and public affairs Mr Arne Pitlo, was available for comment

Top priority in E Cape is for training local artisans

E. Post 17/7/81 (192)

Post Reporter

THREE major motor manufacturers in the Eastern Cape are giving priority to the training of local artisans, despite the acute shortage of skilled labour which has led to overseas recruitment

Spokesmen for Volkswagen, Ford and General Motors said today that the companies preferred to recruit artisans locally but that a shortage of skilled manpower made recruitment overseas necessary

The public relations officer of General Motors, Mr Mike London, said today that companies were "putting everything they could into artisan training"

He said "There has been a problem in the past with the education of black artisans because it did not equip them to be indentured

"We employ what we call "contract labour" on a temporary basis — but prefer to train local labour "

He said there had been a 550% increase in the number of people indentured in the Eastern Cape between 1975 and 1981

The public affairs manager of Volkswagen, Mr Ruben Els, said the company saw the use of foreign personnel as temporary while local artisans were trained

"Our policy is to recruit locally — to train and develop from within," he said

"We are extending our efforts in training, and a new programme of apprentice training is to be instituted which includes "bridging" education

"In this, employees fresh from school will undergo a year of basic technical training before enrolling as apprentices for a trade "

He said it was often found that school-leavers, especially blacks, did not have the necessary technical background to be registered as apprentices

This year Volkswagen expected its first two black artisans to qualify, one as a toolmaker and the other as a motor mechanic

Ford's director of industrial relations, Mr Fred Ferreira, said in the Financial Mail of July 3 that relations on the shop floor were "becoming befuddled" as a consequence of importing skilled labour from Europe

"The argument that these skills are needed now, while training takes several years, will no longer be accepted by people who increasingly see this as another device to keep them out of skilled jobs "

A spokesman for Ford said that the company had recruited about 30 foreign artisans last year

CHEMICAL

(Continued)

Malan Chemical Engineering Medals

For the best student in each of the following years:-

Second Year (Bronze Medal)

A H Dabrowski

Third Year (Silver Medal)

C L E Swartz

Fourth Year (Gold Medal)

L Flach

Malan Prize for the most improved First Year Chemical Engineering Student

K W Strickland

S A Ins
Enginee
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P M Saln

L T A Co
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G P Mitch

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P C Watt

CIVIL

Sat 24/1/81

E Cape workers to discuss boycott

Labour Reporter

Workers in component factories in Uitenhage in the Eastern Cape meet at the weekend to decide whether to launch a boycott of products from the strike hit Dorbyl plant

About 1 000 workers at Dorbyl were dismissed last month following wage demands and the company has since taken on a new work force

The organiser of the National Union of Motor Assembly and Rubber Workers (NUMARW) in Uitenhage, Mr Edwin Maape, said former Dorbyl workers and workers from other component factories in the area would meet on Sunday to discuss a possible boycott

NUMARW represents most of the former workers Mr Maape said talks this week with Dorbyl management failed because the firm was unwilling to negotiate the dispute again

The union has already warned the nearby Volkswagen firm and Ford in Port Elizabeth of a possible boycott of Dorbyl component parts

MOTOR INDUSTRY

(192) FM 14/7/81

Bad times for truck makers

Commercial vehicle makers are in for a tough time next year

The men at the wheels of SA's two biggest manufacturers this week warned of onerous price increases Toyota's Colin Adcock predicted a rise of 20% for heavy trucks and 15% for light commercial vehicles, while Sigma's Fred Butler foresaw rises of 30% and 20%

These anticipated increases for heavy trucks have caused heavy pre-emptive buying which should result in sales dropping by a whopping 39%, and light commercial vehicles by 10%, Adcock told the *FM* in an exclusive interview

What is significant about these declines is that, according to Adcock, they are not due to an impending recession, but are the result of government's intervention in the industry

Adcock believes the heavy truck price rises will come after October when truckmakers have to start fitting locally-made engines from Atlantis Diesel Engines (ADE), in place of imported engines. This is part of a government plan to achieve self-sufficiency in truck manufacture, a scheme which is backed by crippling tariffs on imported items

Light commercial vehicle prices will rise, partly as a result of increased local content requirements Government regulations prescribe that, at present, light commercial vehicles have a local content of at least 50% by mass In January the minimum local content requirement will rise to 66%

Toyota's Adcock . . . problem of government intervention

Adcock points out that one of the reasons for this year's sales bonanza has been the rush of buyers trying to pre-empt next year's price increases "This will naturally eat into next year's sales," he says

Adcock claims the slump will not significantly dent Toyota's profits, because the company is currently enjoying a dramatic increase in unit sales and share of the SA vehicle market

Sales of all Toyota vehicles for the first six months of 1981 were 41 646 units — up 47% on the same period last year At the same time, the total vehicle market grew by 16% to a record 215 994 units

Last year Toyota took over from Sigma as the country's biggest motor vehicle manufacturer by a margin of a few hundred units In the first six months of this year, it increased its sales lead over Sigma to more than 9 000 units

Styling and mechanical simplicity of Toyota cars appear to be the secret of the company's success

"For years consumers have believed Japanese cars to be good value for money, but dull in appearance," he says "Our new Corolla is good value for money but it also has a very attractive styling And the new higher price car we are launching in September will be the same

"Another factor in our favour is that Toyotas have conventional rear wheel drive axles Our competitors have front wheel drive, which is difficult and expensive to manufacture, and more importantly, difficult and expensive for backyard mechanics to maintain

"Many of these are blacks who will account for an increasing proportion of future car sales"

Adcock attributes the growth in his commercial vehicle sales to "the filling of gaps in the market for which we did not previously cater"

These arguments do not impress Butler, who maintains that Sigma is at present producing cars at full capacity

Says he "The advanced technology of our front wheel drive cars will regain for us the number one slot in the passenger car market when additions to our plant have been completed by the end of 1982"

Despite Toyota's car sales increases, Adcock forecasts a decline in total car sales next year of up to 10% on this year's expected record sales

He attributes this mainly to higher charges on hire purchase agreements (*Business* June 26), but expects sales to be back to this year's levels by 1983, when the industry will be in a better position to fill demand

He says car prices will rise below the general inflation rate, as has been the case for some years, and expects them to be 11%-12% up on this year's prices

Leyland, strikers settle dispute

CT 24/7/81

Own Correspondent

JOHANNESBURG. — The 10-week dispute between Leyland SA and workers fired after striking at its Western Cape plants has been settled, according to the workers' union, with dismissed workers voting to accept company proposals for their reinstatement.

The dispute, which began when Leyland fired 2 000 strikers in May, attracted the interest of British trade unionists, who threatened to take action on the fired workers' behalf and organize a community campaign in their support

Mr Joe Foster, general secretary of the National Union of Motor Assembly and Rubber Workers (Numarwosa), which represents about 500 of the strikers, said dismissed workers were due to begin returning to Leyland plants yesterday

He said the proposals accepted by workers yesterday had "differed slightly" from those rejected by them at a meeting last week

The proposals meant 170 workers would be taken back at Leyland's Elsie s River and Blackheath plants before the end of the month

He said the company had also agreed to take back an additional 200 from August 3, when new vacancies will occur "It will take a few days for these workers to return as the company will have to process them," he added

The remaining workers would be taken back when vacancies arose

Repeated attempts to reach Leyland's public affairs director Mr Arne Pitlo, were unsuccesful Last week he disputed the union's version of Leyland's proposal

He said Leyland had agreed to "do the best it could" to re-employ the fired workers but that it had set no time limit for doing so

Mr Pitlo added then that workers would not necessarily return to their previous jobs but would return to their former work sections "where possible and be in line for promotion as soon as vacancies occurred

Selection

No existing workers would be fired to make way for those dismissed, but the fired workers would be given "preference consideration", he said

The dispute began when Leyland fired its entire workforce at the Blackheath and Elsie s River plants after they struck in support of wage demands

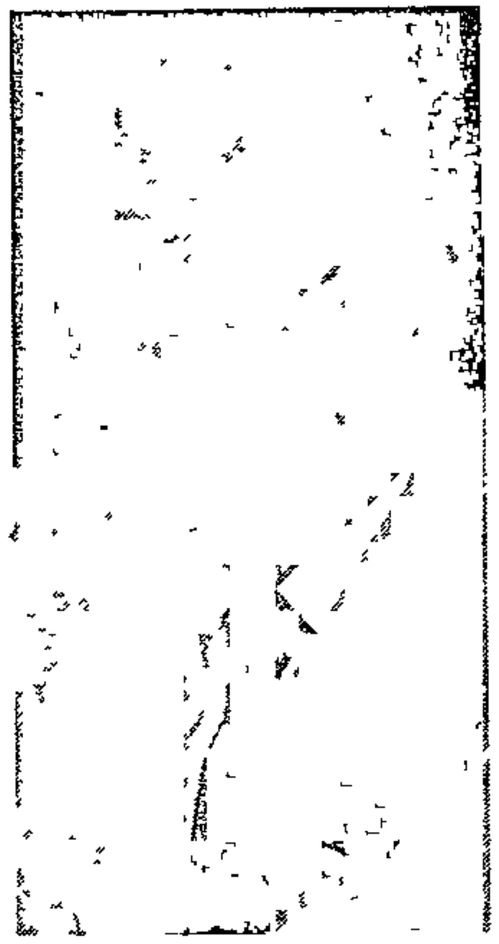
The company said it would re-employ workers selectively and the majority returned However about 500 workers, most of them skilled, refused to return on these terms and have been attempting to win reinstatement ever since

Leyland says that production returned to normal after the strike although Numarwosa disputes this

(Post Focus) Ev Post 25/7/81 (192)

Ford's role in labour relations

WHEN 1 500 workers at Ford motor company in Port Elizabeth this year went on a 17-day strike in solidarity with 150 dismissed Firestone workers, the company once again became the focus of industrial strife in the Eastern Cape. As in the past, the actions of Ford workers, particularly at the company's Cortina plant, brought production to a halt. Yet Ford takes pride in having built up a sophisticated labour relations system. Its labour relations department has been in operation for 17 years, and has a R500 000 annual budget and a staff of 20. At its helm is industrial relations director, Mr Fred Ferreira. In an interview with SANDRA SMITH this week, Mr Ferreira discussed his ideas about labour relations in the volatile Eastern Cape, trade unionism, and Ford's special position.



Mr FRED FERREIRA

Q How do you see the role of labour relations departments and trade unions, and how significant is the role of, in particular, the black community-based trade unions?

A The traditional role of the labour relations specialist has changed He is not only concerned with the transmittal in both directions of impressions, desires and the resolution of grievances, but he now finds that matters extraneous to conditions on the shop floor enter into it

We accept that in the present socio-political climate some unions might find it difficult to curb their activities to the shop floor, but at the same time we also ask unions not to be unreasonable towards the company The maintenance of a good relationship can only be achieved through a two-way effort

Unions can play a significant role towards the stabilisation of the labour situation if they have grassroots support and articulate the desires of their membership to management through labour relations departments

Often in the case of new, emerging unions there are no parameters, and a desire to resolve matters immediately This sometimes leads to the rise of expectations among members, which the unions are unable to meet

The company has a pragmatic approach to trade unions We are only one party in a situation of dialogue, the other being labour We require the input and co-operation of labour through the unions to jointly work out a *modus vivendi* This requires negotiation, which implies a degree of concession on the part of both parties

The white and coloured is a worker, like the black, and unionists should be careful that they don t alienate that element of labour in their efforts to achieve more overnight

Q How does Government and Security Police intervention affect labour relations?

A I believe the Government's role in labour relations ought to be the creation of a broad legislative framework in which labour and management can effectively resolve their problems. When the Government's involvement goes beyond that, it is undesirable

With respect to the Security Police, it does not really affect us, except that we do deprecate very strongly the occurences when Security Police take into custody individuals with whom we are negotiating or having a dialogue at the time

This not only contributes to the breaking down of effective dialogue, but raises suspicion of the possibility of the company being hand-in-glove with state security agencies, which we are not

However much we regret the occasion of State intervention, there is nothing we can do about that except protest, which we certainly do

I know that there are certain organisations which in times of stress have regarded the Security Police as consultants, but we do not do that

Aspersions have been cast on the company and myself over alleged "unholy alliances" with State agencies But when Thozamile Botha was banned, through our personal intervention there was a relaxation of that part of the order which prevented him from working at Ford He was going to be re-hired by this company if he had not left the country

Q What is Ford's attitude to secondary strikes?

A We will under no circumstances become involved in secondary strikes We experienced a secondary strike this year, and absolutely meticulously refrained from becoming involved in that and at no time attempted to exert pressure on any party involved

We took a tremendous loss during that period, and this is not meant to be a threat to anybody, but if the same thing was to happen again with the same people, we would have to consider alternatives

Q Is the company going to recognise the Motor and Component Workers Union of South Africa (Macwusa), and what are the factors involved in recognition?

A We have had several discussions with Macwusa this year on the question of recognition, and have received a formal application We will be having meetings in the future to discuss the question

Recognition is not something which will come about overnight — it is not simply a question of saying "yes" or "no" There are areas which have to be explored and fully understood by both parties — what exactly is meant by recognition, and what are its implications, how do we accommodate recognition of an unregistered union into the bargaining structure which already exists in this area?

One should bear in mind that before one consummates a marriage one should get to know the girl fairly well, and we would want to look for positive demonstrations in the areas in which we have concerns

Q Audit 2, evaluating the implementation of the Sullivan Code at Ford, said that progress in the area of increasing the number of blacks in management was not progressing sufficiently fast. What progress has now been made in this respect, and what has been done in terms of the suggestions in the field of worker education?

A Regarding blacks in management — a person assumes a management role in this company not because of colour, but because he produces in a manner which the company demands of him, and a number of blacks have assumed management roles

From this year we have made provision for employees to attend special programmes at the University of Port Elizabeth, primarily in business administration, to bridge the gap which may be a consequence of the differential education system

Last year we did not suspend any scholarships of students who were involved in boycotts at black universities We advance funds to employees who wish to study further

I think there has been positive proof of our intentions here

Q: What has been done about the suggestion that training should include training in human relations to combat stereotyped attitudes on the part of white middle-management and supervisors?

A We have employed a clinical psychologist and run intensive courses on, among other things, human interaction and relations

Q: There have been criticisms that the Sullivan Code does not go far enough towards changing the position of workers and is merely a sophisticated means of implementing apartheid policies — with meaningless reforms like introducing mixed toilets What is your opinion?

A I don't think that any code or statement of intent is going to drastically change matters in South Africa, in the workplace in particular However, codes like the Sullivan Code can make a measurable contribution towards change and it has made a very significant difference here in Ford in South Africa

Since the trade unions and managements are interdependent, there is a necessity for co-operation, and problems must be adressed jointly It is desirable to develop a situation of mutual trust There is room for all of us and our aspirations, and we should endeavour to find common aspirations and develop them mutually

No brake on French presence

S Express 26/7/87 (1.7A) (192)

Business Reporter

EDWARD L BATEMAN, one of the leading engineering companies quoted on the JSE, has concluded an agreement with the multi-million rand French Valeo group to market fluid couplings and industrial disc brakes made by one of its subsidiaries, Sime Industrie, in Southern Africa

Sime is not the only large French company to set its sights on expansion and the establishment of a presence in South Africa

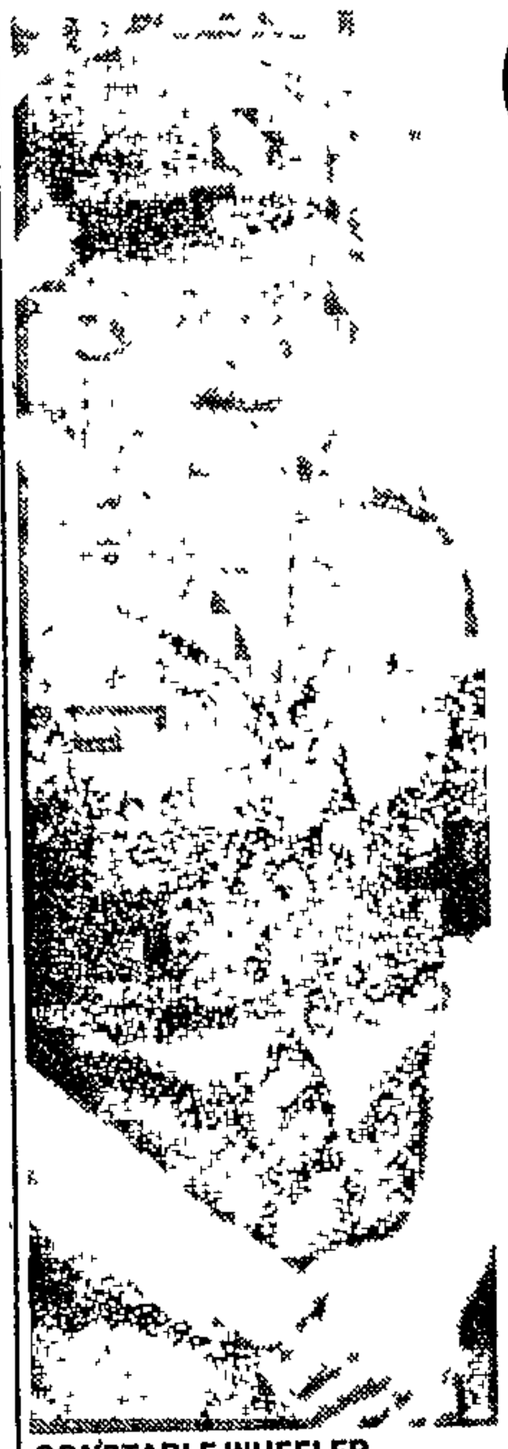
As reported in the Sunday Express on July 19, seven French firms will be exhibiting at Itec, the biggest transport exposition yet held in South Africa, which starts at Johannesburg's Milner Park showgrounds tomorrow

Some will be showing their flag in this country for the first time — at a time when some of the hierarchy of the new socialist regime in France is making decidedly anti-South African noises

However, as a French businessman pointed out in the Sunday Express of July 19, President Francois Mitterand needs money to implement his policies and is not too particular where it comes from

He did nothing last week to stop the export of the reactor for the Koeberg nuclear power station in the Cape.

A view of the blasted frontage of the McCarthy Sigma premises shortly after yesterday s blast. Another bomb shatte McCarthy Leyland showroom 20 minutes later several blocks away from Sigma.



CONSTABLE WHEELER

Constable escapes death in blasts

RDM 27/7/81

Mail Correspondent

A YOUNG Durban police constable Andrew Wheeler escaped death by seconds when two time bombs exploded in the city's motortown area of Smith Street within 20 minutes of each other early yesterday morning The blasts ripped open the showroom frontages of McCarthy Sigma and McCarthy Leyland, injuring two men, damaging four new cars and shattering more than 50 plateglass windows on both sides of the street

Neither of the victims was seriously hurt

Within minutes of the blasts police roadblocks were set up at various points in and around Durban

In a vast dragnet spread to catch the saboteurs police stations throughout the country were alerted to be on the lookout for five black men believed to be travelling in a Chev Malibu car

In a terse statement later, Brigadier J R van der Hoven, chief of the Security Police in the Port Natal area, said several kilograms of TNT of Eastern origin had been used in both explosions

Const Wheeler, 22, was on patrol on the Berea in a police van when he heard the first explosion at 5 50am It was confirmed on his radio and he sped into town to control traffic in Smith Street

Shoebox

"I stopped at the Point Road end of Smith Street and somebody came running up to say there was a parcel on the ledge of the showroom window at McCarthy Leyland I drove there, got out and went over to take a closer look at it

"It was a parcel about the size of a shoebox with brown paper taped around it "

Const Wheeler said he immediately realised it was a bomb He ran back to the van, made a screeching U-turn, and called on his radio to police at the first bomb blast down the street to tell them what he had seen

"The next moment there was a terrific explosion and I ducked down when I felt the van lurch and the blast inside the cab of the van which was hit and dented by bits of flying metal, glass and debris from the shattered showroom frontage," said Const Wheeler, who was not injured

The time was 6 10, exactly 20 minutes after the first bomb had gone off at McCarthy Sigma a few blocks away

Another time bomb, planted

□ To Page 3

Whirly birds' eye view

BONN — German nudists are complaining about American "Peeping Hueys" — Peeping Toms in helicopters

And some American wives think their helicopter pilot husbands might be flying rather low

But pilots say its just coincidental if helicopters on training engage in low-level flying over Germans who happen to be naked

Nudism, like many other isms, is nothing new in Germany and topless and bottomless bathers can be seen at many lakes and waterfilled gravel pits

What is new, as a US forces newspaper points out "Is the emergence of complaints from harried nudists to officials and police "

"It's absolutely terrifying to be sleeping on a beach and have a helicopter hover above you ," one woman complained

"It's a seasonal complaint," a police spokesman told a newspaper — UPI

Charles tells why she cried

By BRUCE STEPHENSON

LONDON. — Prince Charles said yesterday it was "hardly surprising" that his bride-to-be burst into tears in public at the weekend — but hoped she would be less exposed to pressure after their wedding

"It's not much fun watching polo when you are being surrounded by men with very long lenses, poking them at you from all directions and then taking a photograph — which is very easy to do — and saying: 'Looking bored'

"All this adds up to a certain amount of strain each time, and it tells eventually Hardly surprising ."

The Prince was speaking shortly before he represented England at polo against Spain at Windsor — which England won — in front of 18 000 spectators

Amongst the guests were President Reagan's wife Nancy, the Queen and Prince Philip and Prince Charles' brother, Prince Andrew

Cheerful

Lady Diana was there to wish him luck, looking slightly tired but cheerful

Prince Charles said it was "absolute rubbish" that Lady Diana Spencer did not like watching polo

The attention had simply got to her, he said Lady Diana has, as the nation's darling, been followed from morning to night by a corps of press photographers capturing her every mood for the past five months

"I only hope," Prince Charles said, "that after we get married it will be a little bit easier for her

"I hope that she will be able to come to a polo match without this intensity of interest."

● See Page 3

"Will Sun City become Frank Sinatra City?"

Hold up! But he only took coins

Pretoria Bureau

A MAN held up two supermarket employees at gunpoint, forced them to open the safe and helped himself to money bags containing coins at the weekend

But he did not steal any of the notes in the safe

The incident took place at the Vereeniging Checkers on Saturday night

Two employees, a man and woman, were locking up when they were held up by a black man with a revolver

He then took the money bags containg coins worth R6 000 and made his exit

Appendix D

VISUAL STANDARDS SURVEY CARRIED OUT BY THE INDUSTRIAL COUNCIL MEDICAL BENEFIT SCHEME FOR THE CLOTHING INDUSTRY (1963)

Under 16
a) with defective sight. 17.8%
b) of a): 10.7% needed spectacles.
c) " " 7.1% had spectacles: 5.3.% - satisfactory 1,8 not satisfactory.

16.20 yrs
a) 17.2%
b) 10.6%
c) 6 6% - 45% satisfactory, 2.1% not satisfactory.

21-25 yrs
a) 20%
b) 10.7%
c) 9.3%; 7.3% - satisfactory; 2% not satisfactory.

26-30yrs
a) 19.5%
b) 10%
c) 9.5%; 7.4% satisfactory; 2.1% not satisfactory

26 - 30 yrs
a) 19.5%
b) 10%
c) 9.5% - 7.4% satisfactory, 2.1% not satisfactory.

31-35yrs
a) 23.2%
b) 9.4%
c) 13.8% - 11.4% satisfactory; 2.4% not satisfactory.

36-40yrs
a) 26.8%
b) 14.4%
c) 14.4% - 10.4% satisfactory; 4% not satisfactory.

41-45yrs
a) 45.2%
b) 22.6%
c) 22.6% - 17.8% satisfactory; 4.8% not satisfactory.

46-50yrs
a) 66.2%
b) 31%
c) 35.2%; 17.6% satisfactory; 17.6% not satisfactory

51-55yrs
a) 82%
b) 27.5%
c) 55%; 25% satisfactory; 30% not satisfactory.

56-60yrs
a) 92.6%
b) 14.8%
c) 77.8%; 29.6% satisfactory; 48.2% not satisfactory.

Appendix D Continued/..... .

61-65yrs
a) 100%
b) 33 4%
c) 66 4%; 33.3% satisfactory, 33.3% not satisfactory

66-70yrs
a) 100%
b) Nil
c) 100% required change.

72% of the labour force was under 31.

Star 28/7/83

Leyland talks on more ex-workers

Labour Reporter

The two Leyland plants near Cape Town which were the scene of strikes and mass dismissals in May have started to re-employ former workers.

Company officials met union representatives of the National Union of Motor Assembly and Rubber Workers last week and worked out an agreement about worker rehiring.

About 100 staff were taken on last week — half of them former workers — but now there are claims that Leyland is not holding to its agreement.

Union officials have accused Leyland of victimising union members and being selective about rehiring.

Union shop stewards and strike support committee members were being "overlooked" during rehiring, they claimed.

The NUMARW-Leyland agreement provides for re-employment according to seniority and wages similar to scales held before the dismissals.

A Leyland spokesman has denied that former workers were being victimised and in turn said the union may have misled workers about the agreement.

Leyland was unwilling to dismiss new workers in order for former workers to obtain jobs, the spokesman said.

Another 300 workers would be taken on by the end of August, he added.

Star 29/7/81

Toyota profit up R10.2-m to June

By Mervyn Harris

Toyota SA, the country's leading carmaker, raised taxed profit from R5,6-million to R15,8-million in the half-year to June, reaping benefits from the boom in the industry.

The interim dividend has been increased by 150 percent from 20c to 50c a share and dividend cover was lifted from seven times at the end of December to 7,8

Earnings a share rose from 136,5c to 300,2c after an amount of R9,1-million was deducted for the introduction of the LIFO method of stock evaluation.

Turnover was up 67 percent to R271-million against R162-million in the same period last year

Retained income of R13,8-million is only R7-million less than that for the year to December 1980

The company increased market penetration from 15,2 percent at the end of June last year to 19 3 percent.

Retail sales of all products rose from 28 263 units to 41 646 units but the company is cautiously optimistic for the next six months

Mr Bert Wessels, vice chairman of Toyota, said that sales of commercial vehicles exceeded expectations with Toyota increasing its share of the market from 26,2 percent to 30 9 percent.

LEVELLING OFF

He said that the market for commercial vehicles was increasing and sales, especially of diesel vehicles, would sharply increase this year before implementation of the Atlantis Diesel Engine programme

The sharp rise in interest rates and the shortage of money was, however, beginning to influence the private sector of the car market.

There were signs of a levelling off in this market, but the tempo of fleet deal sales, a market in which Toyota was strong, seemed to be increasing.

Dr Albert Wessels, chairman of Wesco Investments, announced at the company's annual meeting yesterday that Toyota is to become a subsidiary of Wesco after increasing stake in Toyota from about 49 percent to more than 50 percent.

The principle of a subsidiary relationship for Toyota had been considered for a long time and would improve the consolidated results of Wesco and strengthen the underlying capital base

Wesco's financial year end will be changed from June to December to bring it in line with Toyota.

- 10 -

reported. (J H. Levenstein, 1976) 12

- 9 -

DISEASE

It has been shown that the well trained general practitioner has a special importance in the care of the dying patient and the bereaved family, the special responsibility of the general practitioner.

can handle 90% of illness presenting to him. It has also been shown that the under-graduate sees little of this pathology in the wards of teaching hospital - something less than 1% The four groups of disease which are of special importance to the general practitioner have been identified

(a) Common disorders which usually have a benign outcome but which occasionally have serious complications, e.g. rubella in the early stage of pregnancy.

(b) Early diagnosis. Those conditions in which early diagnosis and treatment are necessary to forestall serious outcome, e.g depression and malignant disease.

(c) Chronic disorders like hypertension, diabetes and chronic which require continuing care.

(d) Emergencies where prompt and urgent treatment is essential be life-saving, e.g myocardial infarction.

Myocardial infarction is of special importance because period is in the first four hours, usually before the patient has hospital. In a project carried out in Cape Town it was demonstrated that prompt treatment by the educated general practitioner diminished the deathrate from myocardial infarction to a level lower than any previously

Argus 30/7/81

New engines shipped from Atlantis plant

Motoring Editor

THE first batch of engines were shipped from the multimillion-rand Atlantis Diesel Engine Plant 50 km from Cape Town late yesterday Altogether 154 units were sent out in containers — 60 from the ADE Daimler Benz factory and 94 from its Perkins factory for use in trucks and tractors

The plant, which was begun in February last year, is running well ahead of schedule in its engine building programme which began in April this year. Engines are being stockpiled for release to the market next month

QUANTITY SURVEYING

(Continued)

Bell-John Prize
For the best all-round student in any year of study.

P C Key

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
For the student obtaining the highest marks in Professional Practice.

P R Swift

LTA Prizes
For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

I : N D G Sessions

II : A R Low Keen

III: No award

S A Brick Association Prizes
For the best student in the subject of Building Construction.

C W von During

For the second best student in the subject of Building Construction.

K Strong

URBAN & REGIONAL PLANNING

Student Planners Award
For the student who has shown greatest promise at the end

Wesco ups holding to more than 50%

Rdm 30/7/87

Deputy Financial Editor

WESCO Investments has increased its holding in Toyota to more than 50% by buying shares in the market, the chairman, Dr Albert Wessels, told the annual general meeting yesterday

Wesco previously had 49%, so it was necessary to buy less than 500 000 shares in order to consolidate the motor group. Because shares were bought in the market, there will be no offer to minorities

In the past Wesco has taken only the Toyota dividend to account in income. Now it will consolidate Toyota and this will benefit Wesco's earnings but more particularly the balance sheet

Dr Wessels said Wesco's non-Toyota interests were all performing better and was optimistic for the current year.

He said Veka's sales were booming but profits could improve. Metair was continuing on the recovery tack, while life insurer, Rand Life, which paid its maiden dividend last year, was growing steadily. Raelite, the battery company was also performing steadily

QUANTITY SURVEYING

(Continued)

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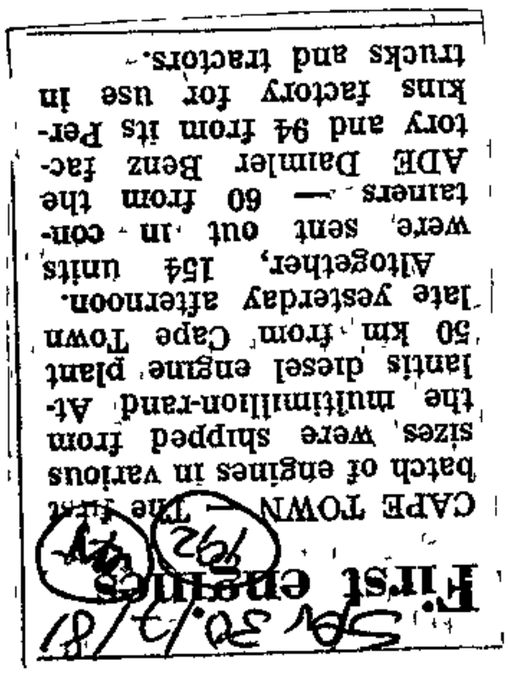
M P Morkel



Spr 30/3/81

First engines

CAPE TOWN — The first batch of engines in various sizes were shipped from the multimillion-rand Atlantis diesel engine plant 50 km from Cape Town late yesterday afternoon.

Altogether, 154 units were sent out in containers — 60 from the ADE Daimler Benz factory and 94 from its Perkins factory for use in trucks and tractors.

ZF feeding R40-m into motor industry

B/Day 30/7/81 (192)

ZF of South Africa, subsidiary of the biggest European specialists in driveline technology, has committed itself to spending about R40-million on the future of the national motor industry

Most of the money will go towards involvement in the AS Transmissions and Steering and SA Axles (Astas) local manufacture of gearboxes in which ZF has a 32 percent stake.

Gencor has a 68 percent interest in Astas which is scheduled to begin production of gearboxes this year

Investment in Astas will cost an initial R50-million but Mr Jurgen Dickomeit, managing director of ZF of SA, says he expects extensions to the factory to bring the total to R100-million by 1985

He shrugs off the controversy surrounding Astas. Critics allege its establishment will create a monopoly and push up the price of gearboxes.

"There has been no local manufacture of gearboxes. We were invited here and, if it suits the Government and other parties involved, it suits us," he said

Financial commitments is only one aspect of ZF's activities since opening a local office a year ago and assuming direct responsibility for the marketing of its products ZF was previously represented by an agency

As a world leader in transmission technology, ZF will introduce its latest products and provide clients with a comprehensive service including spare parts, warranty procedure and training programmes on maintenance and repairs

About 24 000 people are employed by the group in 10 plants and more than 200 service and marketing organisations in about 50 countries

The total turnover is R1 000-million.

Star 31/7/81

Strikers return to work

~~192~~ 192 ~~7462~~ ~~189~~

Labour Reporter

Striking workers at the Henred Fruehauf trailer plant in Wadeville near Germiston returned to work today as management met union officials to discuss the dispute

About 400 workers downed tools on Wednesday in protest over the dismissal of one of their colleagues who had allegedly struck a white employee

The company agreed to discuss the dispute as long as workers returned to their jobs

Talks started again today between management and the Metal and Allied Workers Union an affiliate of the Federation of South African Trade Unions. Henred Fruehauf — a multinational firm — has been conducting recognition talks with the union.

QUANTITY SURVEYING (Continued)

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URBAN & REGIONAL PLANNING

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TRUCKS

(192) FM 31/7/81

Gearing up for change?

The local manufacture programme for heavy trucks is in chaos

Truckmakers believe the Department of Industries has seen the technical impracticalities of its original plan for the local manufacture of gearboxes and axles and will soon alter it radically

The chances are that the giant US Eaton group will be given the go-ahead to invest a reported R24m in facilities for the production of Eaton rear axles and Fuller gearboxes

These will serve the market alongside the German-designed ZF gearboxes and AP axles Gencor has the licence to manufacture these items and started construction of its own manufacturing facilities last year on the understanding that it would be the sole supplier to the SA market

It is believed that government is delaying its announcement of the new plan because it has not yet found a way of extricating itself from undertakings it gave to Gencor and its German associates

If the new plan is adopted millions of rand spent on capital equipment and development costs will have been wasted

But while the Department dithers the industry must assume that the original plan still stands

Truckmakers are still spending millions on adapting their vehicles to components they may never have to use

Says a spokesman for one of the country's biggest truck manufacturers "If we stop our programme to switch to the ZF and AP components now, we could end up last in the sales race "

And construction of Gencor s R60m gearbox and axle-making facilities which may never be fully utilised is also proceeding

Gencor s George Clark who heads industrial operations is clearly worried although he refuses to be drawn on the matter beyond saying "Life here at present is not just golf and lunches "

An announcement on the new plan was expected this week but government sources say the matter is still under discussion, and the original plan still stands

This statement is not entirely convincing, for government has still not granted Gencor the tariff protection it applied for months ago on its gearboxes and axles

In the long run, the industry would welcome the change For Gencor s ZF gearboxes and AP axles are suitable for only certain truck applications and are more expensive than the US equivalents

Industries' De Villiers . caught in a maul?

The row over gearboxes and axles started last year when the then Industries Minister Dr Schalk van der Merwe ordered truckmakers to fit the ZF and AP components to their vehicles by October this year

This announcement raised an outcry In addition to considerations of cost and suitability it was plain that Gencor would not be able to deliver by that date It was also plain that there was not enough time for most truckmakers to adapt their vehicles to the new components

Since then government has watered down the plan by extending the deadline and by giving the nod for the establishment of a local plant to manufacture the US design Rockwell axles

But with the possible entry of Eaton into the market the investment to produce Rockwell axles could also be in jeopardy

Industries Minister Dawie de Villiers is facing some difficult decisions And as one truck man says "Maybe he should have just stuck to playing rugby

MANUFACTURING_ MOTOR INDUSTRY

1 AUGUST 1981 — 15 DEC. 1981

CT 31/7/81

Atlantis critics 'irresponsible'

(192)

Industrial Reporter

THE FIRST locally-assembled Atlantis diesel engines have been shipped from the plant amid an attack from the managing director of the R300-million project, Mr Hartmut Beckurts, who accused its critics in the motor industry of being "irresponsible"

Complaints about the price and performance of the engines, he told a press conference at the plant on Wednesday, were not based on fact and he doubted if the project would cause average diesel engine prices to rise by more than about 10 percent

He denied allegations that production deadlines were not being met and defended product quality

"Not only are we ahead of schedule, but the results obtained on the ADE assembled engines have been very positive — even exceeding earlier expectations — and are totally up to standard"

ADE officials acknowledged that there had been a rush to buy imported engines before the introduction of its engines, but it was impossible to estimate the impact this would have

Sources at ADE maintain the industry started "scare stories" about the new engines in order to sell as many imported engines as possible

NINE

'DESIGN OF INVENTORY CONTROL SYSTEM'

Has as already been mentioned for many companies the sums invested in inventories represent large sums of capital. The amount invested has been calculated to represent as much as 50% of the cost of the product. Added to this the sum of controlling the inventory can be as high as 25% of the cost of inventories. With such large investments of money being tied up, any efforts which can reduce costs by a few percent can result in considerable savings.

Inventory control has been defined as.

> "The techniques of maintaining stock keeping items at the desired levels, whether they be raw materials, work-in-process, or finished products.'
>
> 'The determination of *desired levels* and maintaining inventories at those levels is the heart of the inv

Inventory control should be considered in the light of th
isolated function within the larger firm. Errors in for
of the forecast, will result in fluctuation in inventorie
ntories to maintain will depend on expected fluctuations
errors will occur in forecasting.

system and not as an
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arding levels of inve-
known fact that the

As far as production is concerned inventory control is ve

of ways.

1 Inventories must be large enough to
If some machines operate at differer
these imbalances in production rate
'*banks*' between machines.

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C. Herald 1/8/81

Leyland accused of not keeping promise

192 ~~151~~ ~~140A~~ ~~152~~

LEYLAND South Africa has been accused of going back on undertakings it made to its striking employees during a settlement negotiated last week.

The main features of the settlement were that 170 workers would be reinstated by the end of July, another 100 by the end of August with the balance to be taken back as vacancies occur. They would be paid their old rates or close to that.

The workers would also be taken back in order of seniority.

But when the first batch reported for duty on Thursday they found management had not reinstated many of those with the longest service and only 64 were accepted.

NOT SUITABLE

Also, many were offered rates well below those they earned before the strike, said Mr M Samboer, one of those not re-employed.

Mr Arne Pitlo, the Leyland director of communications and public affairs, was not available for comment.

Mr Joe Foster, secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), to which the strikers belong, said meetings would be held with Leyland management this week to sort out the problems.

GM chief explains why his company stays here

E.Post 1/8/81 (192)

THE decision of General Motors Corporation to continue its operations in South Africa is based on the belief that the corporation's presence in South Africa remains a prudent investment for its stockholders, and that by the introduction of new vehicles in the coming years General Motors South African will enhance its competitive position and facilitate its involvement as a force for further social and economic progress

This was said in Port Elizabeth today by the managing director of General Motors South African, Mr Lou Wilking who added "We believe that by our continued operation in South Africa we can help to promote constructive change and demonstrate our confidence in South Africa's long-term economic stability and future"

He was addressing a symposium organised by Jaycee South Africa and the Family Life Advisory Centre in the East Cape

'Any discussion of a foreign investment operation in South Africa must include the most controversial and difficult condition, and that is the Government's policy on apartheid," said Mr Wilking

"This is a policy that is reflected in a number of South African laws and one which we General Motors - are critical of and opposed to

Because of the opposition to discriminatory laws by employers and other groups, two Government commissions were appointed in 1978 to investigate many aspects of the South African legislation

The Wiehahn Commission focused its efforts primarily on labour legislation, while the Rickert Commission addressed itself to matters related to the mobility and utilisation of blacks in the workforce

Many of the recommendations of these two commissions have already been made law which has resulted in a lessening of the restrictions of the discriminatory legislation

"At the present time the only essential factor impacting GMSA's ability to fully implement equal employment opportunities is the recognised limited education attainment of the black and other non-white population groups"

Mr Wilking said GMSA had initiated a number of programmes to improve this situation

"A major example is our endorsement of Dr Sullivan's statement of principles of United States firms with affiliates in South Africa

'The Sullivan principles are supported by over 140 firms operating in South Africa, and we were one of the first 12 companies to endorse them

"In the most recent published monitoring of companies in South Africa, GMSA received the highest possible Sullivan rating"

He pointed out that last year GMSA had completed a project costing more than R4 million which had upgraded and consolidated the plant facilities and improved economic opportunities for blacks

We are particularly proud of the training centre which has allowed us to treble our in-plant training capacity

In 1980, which was the first full year of operation of the new training centre, we succeeded in obtaining full indenture status for black apprenticeship programmes"

Also last year 144 black and 86 coloured unskilled operators benefited from the company's training in welding metal finishing and other skills, and this year the figure would be even higher, said Mr Wilking

In addition, GMSA operated a fully equipped mobile training unit which instructed dealer service personnel in sheet metal repair, spray painting and general mechanical maintenance

So far the unit had trained nearly 1 500 blacks in South Africa and the homeland states

Mr Wilking urged the speeding up of job training

From the semi-skilled levels could emerge the people who were sorely needed to provide the job capacity in South African industry generally

"South Africa can become the workshop of the African continent

"We have the infrastructure and resources but the need is there to utilise these resources, to attain economic growth, and in turn this necessitates an increase in employment and better quality of life for the expanded South African force

"The initiative lies with us as employers of labour

"We have to be imaginative and we must recognise that this will entail the expenditure of considerable money

"It is incumbent on both employers and employees to create a new industrial structure that will facilitate the most productive use of South Africa's labour force in an orderly and constructive manner"

- 3 -

COMPULSORY SECTION . . . . . .

OPTIONS

TERM I . A PERIOD OPTIONS

1. William Blake, ... JM
2 Victorian Poetry . . . . . MTB
3 George Eliot and Her Age . . . . VHH
4. Tennyson and Browning . . . . BSL
5 Melville . . . . . JMC
6 The Nineteenth Century American Novel . . . . . IEG
7. Contemporary American Poetry . JMC
8. Introduction to Modern Drama ... TJB
9 Beckett, Ionesco ... . JB

B LANGUAGE AND MEDIEVAL OPTIONS

* 10 Language and Attitudes . . . . KM
* 11 The Arthurian Legend . . . . RCB
* 12 'Troilus and Criseyde' .. . . . NHF

TERM II: A. PERIOD OPTIONS

13. Romantic Poetry . . . . . TJB
14. Four Romantic Poets ... . . . GNC
15. Coleridge and English Romantic Thought of the Nineteenth Century JB
16 Charles Dickens . . . . . MTB
17 The Novels of Thomas Hardy . LH
18 The Problem Self Dilemmas for Romantics . . . . . JSC
19 Conrad and James . . . . . GNC
20 W.B Yeats . . . . . DGG
21 D H Lawrence Creativity and Corruption . . JSC
22 T S Eliot . TJB
23 Modern Poetry, Eliot & Lawrence EJB
24 The Poetry of Eliot
25 [illegible]

Star 3/8/81 (192) (~~140A~~) (~~151~~)

Shop stewards elected at Sigma

Forty-one shop stewards have been elected by a majority of workers at the massive Sigma plant near Mamelodi The elections last week followed months of negotiations between Sigma management and representatives of the National Union of Motor Assembly and Rubber Workers (Numarw) in the wake of a major strike at the plant in April this year

The shop stewards — the majority of whom are union members — will represent the plant's 4 000 workers in wage negotiations and grievance matters with management.

Over 70 percent of the work force voted in the elections Both union and non-union members were allowed to vote

The elections were supervised by Numarw and an election committee composed of two management members and two union members.

● The April dispute saw a walkout by the entire work force over wage demands, their subsequent dismissal and eventual rehiring.

Sigma did increase wages for the 1981-82 term, although the increases did not match union demands

The following manuals/handouts supplementary to the terminal manual are for sale in the Computing Service library:

Using the Univac is Easy
Using Files on the Univac
ED Processor
DOC Processor
GDP (Graphics Display Package)
SACLANT (SGP)
QCLUS
GENPLOT
EXEC8 Hardware/Software summary
CTS summary
Introduction to CTS
CTS PRM

	MONDAY	TU	FRIDA
11 15	8. Introduction to Modern Drama (TJB) 9. Beckett, Ionesco (JB) 12 'Troilus and Criseyde' (NHF)	LE	LECTUR
2.15	1 William Blake (JM) 7. Contemporary American Poetry (JMC)		
3.15			

R1 150m motor investment will boost East Cape

Ex Post 3/8/81

(192)

By SANDRA SMITH

AN estimated R1 150 million has been committed to capital expansion in the motor component industry over the next four years and this could be of immense benefit to the Port Elizabeth-Uitenhage industrial complex

It is not known how much of this sum is earmarked for the Eastern Cape, but with 45% of the South African vehicle manufacturing output concentrated in the area, the investment could be massive

The estimate of R1 150 million committed to stepping up the making of component parts has been made by the National Association of Automotive Component and Allied Manufacturers (Naacam)

The money is for new premises, plant and equipment over a four-year period The benefits include new employment opportunities in a developing industry

The director of the Midland Chamber of Industries, Mr Brian Matthew, said today that as long as the motor component plants in the Port Elizabeth-Uitenhage district expanded, it was to the benefit of industry in the area generally

"People say that we should diversify in Port Elizabeth and not be so dependent on the motor and allied industries, but we have always pointed out that these industries will always be one of the growth industries in South Africa, and will ensure our economic development"

It was important that local authorities made ample land available and attended to the provision of an adequate infrastructure — including electricity supply — so that local manufacturers could further their expansion plans in the Eastern Cape and were not tempted to look towards other areas

"This survey confirms what we in the chamber have been saying for a long time," he said

The president of the National Association of Automobile Manufacturers of South Africa (Naamsa) and managing director of General Motors SA, Mr Lou Wilking, said today that the estimated R1 150-million expansion would be "very good" for commerce and industry in the Port Elizabeth-Uitenhage area

"When the car business is up, things are good in Port Elizabeth," he said

COMPULSORY SECTION .....

OPTIONS

TERM I : A. PERIOD OPTIONS

1.	William Blake	JM	5
2.	Victorian Poetry	MTB	5
3.	George Eliot and Her Age	VHH	5
4.	Tennyson and Browning	BSL	6
5.	Melville	JMC	6
6.	The Nineteenth Century American Novel	IEG	6
7.	Contemporary American Poetry ...	JMC	7
8.	Introduction to Modern Drama ...	TJB	7
9.	Beckett, Ionesco	JB	7

B. LANGUAGE AND MEDIEVAL OPTIONS

* 10.	Language and Attitudes.....	KM	1
* 11.	The Arthurian Legend	RCB	1
* 12.	'Troilus and Criseyde'	NHF	1

TERM II: A. PERIOD OPTIONS

13.	Romantic Poetry	TJB	1
14.	Four Romantic Poets	GNC	1
15.	Coleridge and English Romantic Thought of the Nineteenth Century	JB	1
16.	Charles Dickens	MTB	1
17.	The Novels of Thomas Hardy	LM	1
18.	The Problem Self:Dilemmas for Romantics	JSC	1
19.	Conrad and James	GNC	1
20.	W.B. Yeats	DGG	1
21.	D.H.Lawrence: Creativity and Corruption	JSC	1
22.	T. S. Eliot	TJB	1
23	Modern Poetry: Eliot & Lawrence	EJB	1
24.	The Poetry of Frost & Dickinson	RK&NF	1
25.	Twentieth Century English Poetry	MMC	14
26	Contemporary British Poetry ...	IEG	15
27.	Modern British Drama	MMC	16
28.	Saul Bellow	IEG	16

Factors in efforts to solve labour problems outlined

Cape Times 6/8/81

(192)

By SANDRA SMITH

INDUSTRY needed to take a stand on issues outside the factory such as housing, police harassment, and education, if it wanted to help solve the difficult labour problems in South Africa, said Mr Fred Ferreira, the Ford Motor Company's director of industrial relations

He was addressing a conference of the International Association of Commerce and Economics Students at Rhodes University, Grahamstown, on "South Africa s growing labour problem"

Mr Ferreira saw Ford as having assumed a leadership role in the process of change in industry

"One cannot deny people certain rights for generations and then expect a steady orderly and compliant work force,' he said

Labour unrest was especially prevalent in the Eastern Cape as it had some of the oldest educational institutions in South Africa Black people in the area were often more politically conscious than elsewhere in South Africa

The homogeneity of the black population and a vacuum in leadership which often led to the emergence of "nine-day wonders", were also factors in labour unrest in the Eastern Cape

Ford particularly, was the scene of strikes because, as a multinational company, it was seen as being "soft" and flexible in its attitude It was also seen as being powerful rich and under sustained pressure from the United States

The Sullivan Principles, which provided employment guidelines for US companies in South Africa, tended to raise worker expectations Wage equalisation for all races at Ford in 1971 was probably a result of the company's adherence to these principles

Ford was also one of the first companies to have recognised an unregistered black trade union

It was necessary for firms to keep an "armslength relationship" with unions and avoid the aura of having a sweetheart" union

Common causes for all strikes in South Africa were union recognition issues, discriminatory practices in firms, workers' non participation in the decision-making process and a lack of faith in the "system"

Other factors were the transference of social and domestic problems to the work place, a lack of opportunities for workers a demand for employers to act as agents of change and an unwillingness to compromise on the part of workers

Some solutions were for companies to define and make known their position on union recognition to remove wage and other inequalities, to equalise benefit programmes and to take a stand on outside issues such as housing, police harassment and education

It was also necessary to improve the grievance procedure and disciplinary system, to review education and training programmes and create opportunities for advancement

COMPULSORY SECTION 4

OPTIONS

TERM I . A. PERIOD OPTIONS

1. William Blake . . . . . JM 5
2. Victorian Poetry . . . . . MTB 5
3 George Eliot and Her Age . . . . . VHH 5
4 Tennyson and Browning . . . . . BSL 6
5. Melville . . . . . JMC 6
6. The Nineteenth Century American Novel . . . . . IEG 6
7 Contemporary American Poetry . . . JMC 7
8. Introduction to Modern Drama . . TJB 7
9. Beckett, Ionesco . . . JB 7

B LANGUAGE AND MEDIEVAL OPTIONS

* 10 Language and Attitudes . . . . KM 8
* 11 The Arthurian Legend . . . . . RCB 8
* 12. Troilus and Criseyde' . . . . NHF 9

TERM II. A. PERIOD OPTIONS

13. Romantic Poetry . . . . . TJB 9
14. Four Romantic Poets . . . . . GNC 10
15. Coleridge and English Romantic Thought of the Nineteenth Century JB 10
16 Charles Dickens . . . . . MTB 10
17. The Novels of Thomas Hardy . LM 11
18. The Problem Self-Reliance for Romantics . . . . . JSC 11
19. Conrad and James . . . . GNC 12
20 W B. Yeats . . . . . DGG 12
21 D.H Lawrence Creativity and Corruption . . . JSC 13
22 T S Eliot . . . TJB 13
23 Modern Poetry Eliot & Lawrence EJB 13
24 The Poetry of Eliot & Dylan Thomas RK&NF 14
25 The Irish Country JMC 1.

Sigma buys Leyland's factory

By Mervyn Harris

Sigma Motor Corporation is to buy the Blackheath assembly plant from Leyland South Africa. Leyland will concentrate its expansion programme at the Elsies River factory.

The two companies announced in Johannesburg today that they were to invest more than R75-million in modernising and enlarging the two assembly plants in Cape Town

The expansion programme, when completed, will give a combined production capacity of more than 70 000 vehicles a year from the two enlarged assembly plants.

The purchase price for the Blackheath plant was R15,4-million

The announcement ends speculation in certain circles that the two companies were to merge

Talks on a possible merger broke down in 1978 and this led to animosity and acrimonious accusations between the two companies.

In terms of the agreement Sigma will take occupation of the Blackheath factory from December 31 1982.

Sigma will immediately begin planning a major expansion programme at the plant where the company's entire commercial vehicle range will be produced.

Since 1979 Leyland has been assembling Sigma's commercial vehicles at the Blackheath factory

Leyland's expansion programme will be concentrated at the Elsies River factory with the installation of equipment for the introduction of several new car and truck models.

The manufacture of Leyland's present range, including the Mini, Rover and Range Rover will be continued and will be transferred from the Blackheath plant to the Elsies River factory in 1982

A long-term lease has been negotiated for Leyland to continue using the engine manufacturing plant at the Blackheath factory.

Leyland manufactures four and six-cylinder engines there as well as the R40-million contract manufacture of the flywheel and ring gear assemblies for Atlantis diesel engines.

The massive expansion programme will safeguard the jobs of the current Leyland labour force and will create up to 1 500 new jobs in the Western Cape by late next year and early in 1983

● See Page 19 for full details.

MOTOR INDUSTRY (192) FM 7th August 1981

Hatchet over Leyland cars?

Whatever the details of the announcement due to be made by Sigma this week one thing seems to be on the cards the days of locally-made British cars are numbered

Both companies are keeping mum but the *FM* understands that Sigma and Leyland have reached agreement on rationalising their production facilities This could involve a new merger plan for the two operations or a purchase by Sigma of Leyland's Blackheath plant in the Cape

The deal would make sense Sigma which sold 26 262 cars in the first six months of this year is battling to fill demand from a too-small plant while Leyland is sitting with more than enough capacity at two plants to produce its range of cars consisting of the Mini the Rover and the luxury four-wheel drive Range Rover

Only 2 429 of all of these cars which are the only British cars made here were sold in the same period And it is unlikely that any of them will remain in production much longer

The Mini with sales of 1 484 units, is based on a 22 year-old design Although it is the cheapest car on the market it does not fare well against the more up-to-date and only marginally more expensive, VW Golf and Renault

The Rover with sales of 888 is assailed from all sides by competition from better-selling Ford Granadas BMWs VW Audis Peugeots and GM Commodores The Range Rover which has no real competition had sales of 57

There was once talk that British Leyland s last hope ' the Metro would be put into local production but as nothing has yet come of it the idea has probably been shelved

In addition Leyland must be still suffering from the after-effects of the abortive merger attempt between itself and Sigma in 1978 It is said that one of the conditions of the merger carried out by Leyland, was that it stops producing the Mini to make way for Sigma s successful Mazda 323

This put the Mini at a marketing disadvantage and necessitated its relaunch since then

Another Leyland sacrifice was the dropping of some of its key retail distributors to fit in with the Sigma distribution scheme This loss has probably not yet been made good

If Sigma does buy Leyland's Blackheath plant, Leyland will probably carry on making its cars at its Elsies River truck plant until supplies of components run out This plant, which is leased from the Ma-Carthy group once produced the top-selling Chrysler Valiant

It presently produces Leyland trucks and buses as well as Mitsubishi Canter commercial vehicles for Sigma The Blackheath plant which is owned by Leyland presently produces Mazda commercials in addition to the Leyland cars

With the Blackheath plant in its control Sigma will probably use it for producing both of its light commercials the Canter and the Mazda

But it will still have spare capacity, which Sigma could use for turning out some of its own car makes Alternatively, it could be used for producing the Renaults which are presently made at Toyota s plant in Durban

Toyota is hard pressed for capacity to produce its own make and would welcome the chance of farming out production of Renault to someone else especially with the impending launch of its new model to replace the Toyota Cressida And it is known that Renault France has been investigating the use of the Blackheath plant to make Renaults

There is little chance that Leyland will close all its SA operations as the result of this deal It is said to be making good profits and still produces hefty volumes of buses and trucks from its Elsies River plant It also has the contract to supply flywheels and ring gears to the Atlantis Diesel Engines plant

Walkout workers meet at weekend

Labour Reporter

Workers involved in the dispute at Auto Industrial in Kempton Park are to meet over the weekend to discuss their wage demands as well as the dismissal of union shop stewards at the plant.

Shop stewards belonging to the Metal and Allied Workers Union (Mawu), a Fosatu affiliate, were dismissed after a work stoppage when workers demanded wage increases

Mawu officials' attempts to meet Auto Industrial management failed

A Mawu spokesman said workers would meet this weekend to discuss the dispute and decide on the course of action to be adopted

At the Gundle Plastics firm in Bedfordview, where about 100 workers were dismissed this week after a walkout, management said production was starting to run smoothly again today

The dispute, which appeared to have centred around a company official, saw workers reject a company call to return to work and they subsequently "terminated their services"

Former workers met near the plant again today

Gundle's factory director, Mr Bill Golden, said the company would start filling the vacancies on Monday

Mawu is also involved in the Gundle dispute

FRIDAY	LECTURE	
Y	and (KMcC) Legend	JMC) and (KMcC) Legend

22.	T. S. Eliot	TJB	13
23.	Modern Poetry. Eliot & Lawrence	EJB	13
24.	The Poetry of Frost & Dickinson	RK&NF	14
25	Twentieth Century English Poetry	MMC	14
26	Contemporary British Poetry	IEG	15
27	Modern British Drama	MMC	16
28	Saul Bellow . .	IEG	16

Productivity award for Uitenhage tyre plant

Ev Post 7/8/81

JOHANNESBURG — The Goodyear Tyre Company of South Africa in Uitenhage is one of five companies to receive National Productivity Awards for outstanding improvements in productivity.

The awards were presented in Johannesburg last night by Dr A J Wessels, chairman of Toyota South Africa, on behalf of the National Productivity Institute

The award to Goodyear was made for "exceptional overall productivity improvement"

Goodyear's citation said the company had saved more than a million rands in the first five months of 1980 through improved productivity. About a quarter of the saving was achieved through increased labour productivity, and the rest through increased productivity of materials, energy and capital.

From 1977 to 1979 Goodyear's output per man-hour had increased by 15,7%, while energy consumption dropped by 19%. By September, 1980, output per man-hour had risen by another 8,4% and energy use had decreased by another 2,3%. At the same time quality improved by 7,3% from 1977 to 1980

The NPI singled out the Goodyear management's approach as an important part of the company's achievement.

The four other productivity awards went to:

- The Veterinary Research Institute at Onderstepoort for "productivity in rabies vaccine production".
- The South African Sugar Association experimental station at Mount Edgecombe for "training of agricultural workers"
- Consolidated Metallurgical Industries, Lydenburg, for "energy innovation".
- The Phosphate Development Corporation (Foskor) at Phalaborwa for "innovations in phosphate recovery".

Four NPI certificates of merit were also awarded.

One went to Rennies Shipping Company of Port Elizabeth The NPI said it was "for improved productivity resulting from its innovative efforts in the revolutionising the handling and transporting of asbestos, a development which is expected to have world-wide benefits"

Rennies' new method had almost halved the 11 667 railways trucks previously needed to transport the annual export tonnage of blue asbestos, resulting in a saving of 1,27 million litres of diesel fuel.

The other three certificates of merit were awarded to Manie van Zyl and Frank Pritchard Besigheidsbeheer (Pty) Ltd in Johannesburg, the Mine Safety Division of the Chamber Of Mines of South Africa and the Lion Match Company.

Speaking after making the awards, Dr Wessels said better education for blacks and greater standardisation of products were essential for improved productivity — Sapa

MONDAY	8. Introduction to Modern Drama (TJB) 9. Beckett, Ionesco (JB) 12. 'Troilus and Criseyde' (NHF)	11.15	
	1. William Blake (JM) 7. Contemporary American Poetry (JMC)	2 15	
		3.15	

COMPULSORY SECTION 4

OPTIONS

TERM I : A. PERIOD OPTIONS

1.	William Blake	JM	5
2.	Victorian Poetry	MTB	5
3.	George Eliot and Her Age	VHH	5
4.	Tennyson and Browning	BSL	6
5.	Melville	JMC	6
6.	The Nineteenth Century American Novel	IEG	6
7.	Contemporary American Poetry ...	JMC	7
8.	Introduction to Modern Drama ...	TJB	7

Notes: to APPENDIX A on previous page (48)

Sources: Pen-BAAB Annual Reports of the Auditor-General on the Accounts of the Pen-BAAB.

Figures for 1973-4 are for 8 months only (1 September 1873 to 31 March 1974) All other years are from 1 April to 31 March the following year

Sigma buys Leyland plant

WM 8/8/81

Financial Editor

SIGMA Motor Corporation has bought Leyland's Blackheath plant and will move in from January 1983 and is to embark on a joint R75m expansion plan with Leyland to beef up this and the Elsies River plant, aimed at producing 70 000 vehicles a year.

Part of the Elsies River plant will be used for a R15m two-year expansion plan to produce, by 1983, a new Renault model slightly larger than the R5.

Durban's McCarthy group will benefit from the expansion, as its owns the Elsies River plant, which was used to produce 20 000 Valiants a year Leyland has a long lease on the property

The new Renault, a front-wheel-drive four-door model, described as being bigger than the R5, with an engine capacity of between 1 400 and 1 600 cm3 and featuring excellent fuel economy, will comply with the Government's local content requirements of 66 percent from date of introduction

Both Renault and Leyland will maintain separate car marketing operations.

In an announcement in Johannesburg yesterday, Mr David Beck managing director of Leyland, said Leyland's modernisation at the Elsies River plant will include the installation of unique equipment for the manufacture of the new Renault model

He said Leyland would eventually be manufacturing 15 000 new Renault models annually

Mr Beck said Leyland had recently purchased additional land next to the Elsies River plant in anticipation of the expansion programme.

Within two years of taking over the Blackheath factory, Sigma's investment will increase the production capacity to more than 200 vehicles a day and will incorporate facilities for the introduction of a wider range of new commercial vehicles

This massive expansion programme will guarantee the retention of the current Leyland labour force in the Western Cape by the two companies, and in addition, it is envisaged to create up to 1 500 new job opportunities with both companies in the Western Cape by late next year and early in 1983

The Renault Five model will continue to be assembled by Motor Assemblies in Durban

Mr Fred Butler, managing director of Sigma, and Mr Beck said the acquisition of the plant was 'an expression of Sigma's confidence in the future opportunities in the commercial vehicle market'

New lease

This was a market in which Sigma and its dealer network had not, up to now, been fully represented

A long-term lease has been negotiated for Leyland to continue using the engine manufacturing Blackheath plant where Leyland undertakes the manufacture of four and six-cylinder engines as well as the R40m contractual manufacture of the flywheel and ring gear assemblies for Atlantis diesel engines

From January 1983, Sigma will use the entire production capacity of the Blackheath plant to meet its commercial vehicle requirements

Sigma will immediately commence planning a major expansion programme to expand the Blackheath plant

In developing a policy and practice for the administration of the black population in the urban areas the state has sought to maintain its control over labour, the differential allocation of labour created by the tribal bureaux, and created forms of political control, where otherwise the workers housed in a common area, would have potential access to collective political expression.

The creation of the Bantu Administration Boards in the 1970s was a means of dealing with these problems. Their establishment in the field of labour brought under the legislation designed to the control and finance of the local authorities to central control. In Cape Town, for example, the administered by the Cape Peninsula Area Boards (BAAB) (formerly referred to as 'Pen BAAB') took over the signing of individual labour contracts in the workplace.

10. The boards were established in terms of the Bantu Administration Act of 1971

11 Particularly the Bantu Labour Regulations of 1968

12 The Peninsula Area Administration Board is hereafter referred to as 'Pen BAAB'

Leyland and Sigma in R75-m plant venture

By Mervyn Harris

Sigma Motor Corporation and Leyland South Africa are to invest more than R75-million in a major expansion and modernisation programme of the Blackheath and Elsies River manufacturing plants near Cape Town.

In a joint announcement in Johannesburg today, Mr Fred Bulter, managing director of Sigma, and Mr David Beck, managing director of Leyland SA, said the expansion programme, when completed, will result in a combined production capacity of more than 70 000 vehicles a year from the two enlarged assembly plants

The announcement ends some speculation that the two companies are to merge Talks on a possible merger broke down in 1978

Opportunities

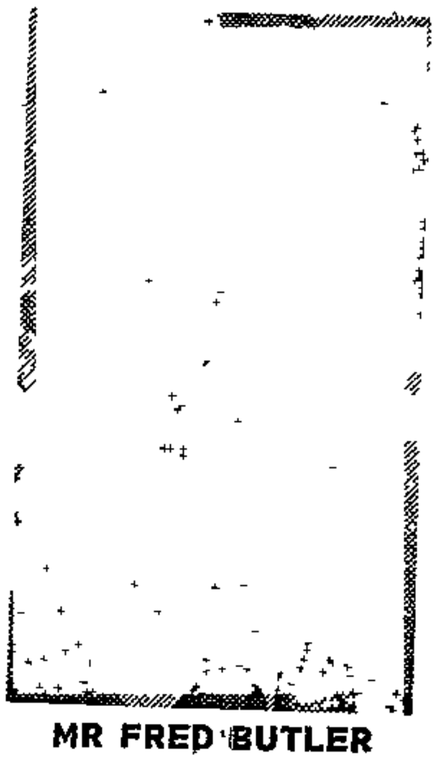
The breakdown of the talks then led to animosity and acrimonious accusations between the companies.

In terms of the agreement Sigma is to purchase Leyland's Blackheath assembly plant and will take occupation of the factory from December 31 1982

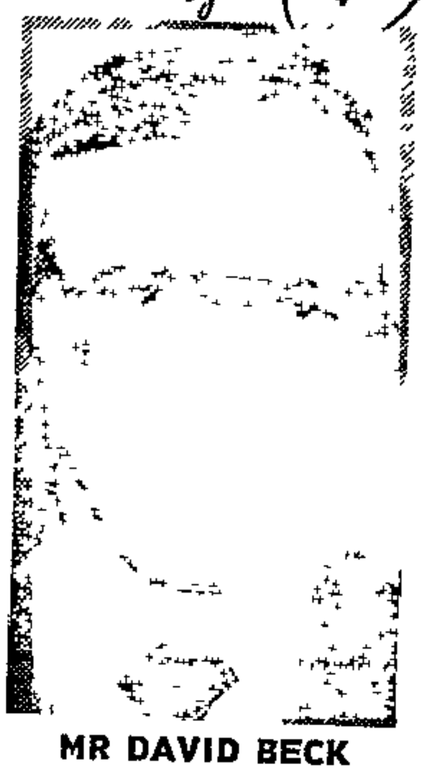
The buying price has not been disclosed

The acquisition will boost Sigma's opportunities in the commercial-vehicle market where the corporation and its dealer network have not been fully represented.

A long-term lease has been negotiated for Leyland to continue using the engine-manufacturing plant at the Blackheath factory site where Leyland manufactures four and six-cylinder engines as well as the R40-million contractual manufacture of the flywheel and ring gear assemblies for Atlantis diesel engines.



MR FRED BUTLER



MR DAVID BECK

Essential

Sigma has found it essential to provide additional capacity to meet the growing demand for its commercial vehicles

Since 1979 Leyland has undertaken the contractual assembly of the entire Sigma commercial vehicle range at the Blackheath factory

More than 16 000 of these units will come off the Leyland assembly line this year.

From January 1983 Sigma will utilise the entire production capacity of the Blackheath plant to meet commercial vehicle requirements.

Sigma will immediately begin planning a major expansion programme at the Blackheath plant which will include enlarging and modernising the paintshop and body shop

At the same time Leyland is to expand and modernise the Elsies River plant to handle the manufacture and assembly of passenger car and commercial-vehicle models.

Capacity

The manufacture of Leyland's present range, including the Mini, Rover and Range Rover models, will be continued and will be transferred from the Blackheath plant to Elsies River during 1982

Production capacity at the modernised Elsies River plant will be more than doubled to more than 30 000 vehicles a year and will include all Leyland's passenger-car models, the Land Rover and heavy commercial vehicles and buses.

Leyland's expansion programme will be concentrated at Elsies River with the construction of a ultra-modern paintshop incorporating the latest paint technology, jigs, tools and welding equipment for the introduction of several car and truck models.

Sophisticated equipment and other facilities for doubling production capacity will be installed

This investment will also include the expansion of Leyland's engine factory which will be extended to incorporate a modern parts warehouse for all Leyland vehicles and the Unipart "all-makes" parts programme

More land

Mr Beck disclosed that Leyland had recently bought more land at Elsies River in anticipation of the expansion programme

Within two years after talking over the Blackheath factory, Sigma's investment will increase the production capacity of the factory to more than 200 vehicles a day and will incorporate facilities for the introduction of a wider range of commercial vehicles

Leyland deal lifts Sigma bill to R380-m

Times 9/8/81

By Andrew McNulty

THE Sigma/Leyland deal involving a R75-million expansion and modernisation of the Blackheath and Elsies River motor plants in the Western Cape lifts Sigma Motor Corporation's spending programme to more than R380-million over the next three years

The latest deal, combined with current expansions in Pretoria, leaves Sigma — the 4½-year-old, Anglo American Corp (75%)-Chrysler (25%) company — favourably placed for domination of the passenger car and light commercial vehicles market in South African = at least in output capacity

The renewed "toenadering" between the Leyland and Sigma groups lays to rest the furore of 1979, when a planned marriage of the two groups failed to reach the altar — reputedly as a result of personality clashes

Although managing director David Beck says that Leyland intends to stay in South Africa, it also suggests that future merger talks, which could be of great benefit to both parties depending on developments in British Leyland in the UK, remain on the cards.

Sigma and Leyland announced jointly on Friday that Sigma is to take over Leyland's Blackheath assembly plant

A total R75-million is to be spent on the purchase of Blackheath and on new investment in the Blackheath plant and Leyland's Elsies River plant Sigma's portion is R60-million

This is Sigma's first big thrust into the light commercial market, where it is so far poorly represented

In two years, the Blackheath production capacity will be doubled to more than 200 vehicles a day and will incorporate facilities for a wider range of new commercial vehicles.

Fred Butler, Sigma managing director, tells me that Sigma is carrying out a major expansion of the Pretoria facilities that includes substantially increasing passenger-car production capacity.

About R100-million has already been invested by Sigma. Spending plans over two to three years excluding the Western Cape total about R323-million.

"We will be introducing new models regularly, and each costs about R15-million in tooling costs alone," Mr Butler says.

Sigma currently has about a 10% penetration of the light commercial market, largely dominating the three-ton range, but when capacity has been raised to 200 vehicles a day at Blackheath it will have the capacity to achieve a market share of 40%.

Limited by output capacity, the company has hovered near lead position in car sales this year, and marketing director Peter Moss says that they are still looking for a viable new range smaller than the Mazda 323.

Leyland will more than double production of the Elsies River plant to over 30 000 vehicles a year by the end of 1982

the motivation of the subject/s rather than in the objective structural determination of combined action".[37] Following Lukács, Goldberg makes the important philosophical point that "collective consciousness is not the sum of the individual consciousness. Goldberg demonstrates convincingly that Van Onselen's definition of worker consciousness is essentially "the individual's awareness of the world and his/her self-awareness"[36] and that Van Onselen's definition "is rooted in

1 500 more jobs from R75m Sigma, Leyland deal

8/8/81 (192) (221) (61)

By LEICESTER SYMONS

JOBS in the motor industry in the Cape Town area will be increased by up to 1 500 as a result of a R75-million deal between Leyland South Africa and Sigma Motor Corporation

Sigma will buy the Blackheath plant where its commercial vehicles are already being assembled by Leyland under contract, and use its entire capacity to produce an expanded range of such vehicles

After taking over at the end of 1982 it will modernise and expand the plant to raise production capacity to more than 200 commercials a day Under the present contract about 16 000 Sigma commercials are due to be assembled at the plant this year

Leyland will keep its plant at Elsies River and concentrate its production of cars and commercial vehicles there The company will invest R15-million in modernising and expanding the plant to raise its production capacity from 15 000 to 30 000 a year by the end of 1982 The manufacture of Leyland's Mini, Rover and Range Rover models will be transferred from Blackheath to Elsies River next year

The sale of the Blackheath plant and expansion programmes at both plants would involve total investment of more than R75-million by the two companies, said Mr Fred Butler, managing director of Sigma Motor Corporation, and Mr David Beck, managing director of Leyland SA, in a joint announcement

When the expansion and modernisation programmes were completed combined production capacity of the two plants would be more than 70 000 vehicles a year. This would not only guarantee the retention of the Leyland labour force in the Western Cape by the two companies, but was expected to create up to 1 500 jobs in the area by late 1982 or early 1983, they said

The R15-million programme at Elsies River will include installing equipment for manufacturing a Renault model to be introduced in South Africa during 1983, according to Mr Beck In terms of a contract between Leyland SA and Renault, annual production of the new model will eventually reach 15 000

It will be a front-wheel drive, four-door car, bigger than the Renault 5, with an engine between 1 400 cc and 1 600 cc and featuring fuel economy It will comply with the Government's local content requirement of 66% from the date of its introduction The Renault 5 will continue to be built by Motor Assemblies in Durban

Mr Beck said Leyland was determined to keep the Jaguar and Rover names alive in the South African car market Land had been bought next to the Elsies River plant. The expanded plant would produce existing models including the Rover, Land-Rover, Range Rover, Mini, trucks and buses, the new Renaults "and perhaps some other"

The company would stay in the contract manufacturing business to ensure that the Elsies River plant would run at capacity.

A long-term lease had been negotiated for Leyland to continue using its engine manufacturing plant on the Blackheath site This plant produced four-cylinder and six-cylinder engines It also contained a machining plant, in which R4-million of machine tools were being installed, to produce flywheel and ring gear assemblies for Atlantis Diesel Engines under contract

ASSEMBLY PLANT CRACKS MAGIC BARRIER

Four hundred vehicles a day!

S. Tribune 16/8/81 (192)

By MIKE PEIRSON Finance Editor

THE magic 400 per day production figure is consistently being broken now at Motor Assemblies plant in Durban.

Their record figure to date is 415 on one shift of 8,6 hours on August 5.

By the end of September, however, with the introduction of improved facilities, the figure should reach 425 per day.

Says director of manufacturing, George Davidson· "We're looking for a total output this year of Toyota vehicles of 93 000, an average over the year of 387 daily

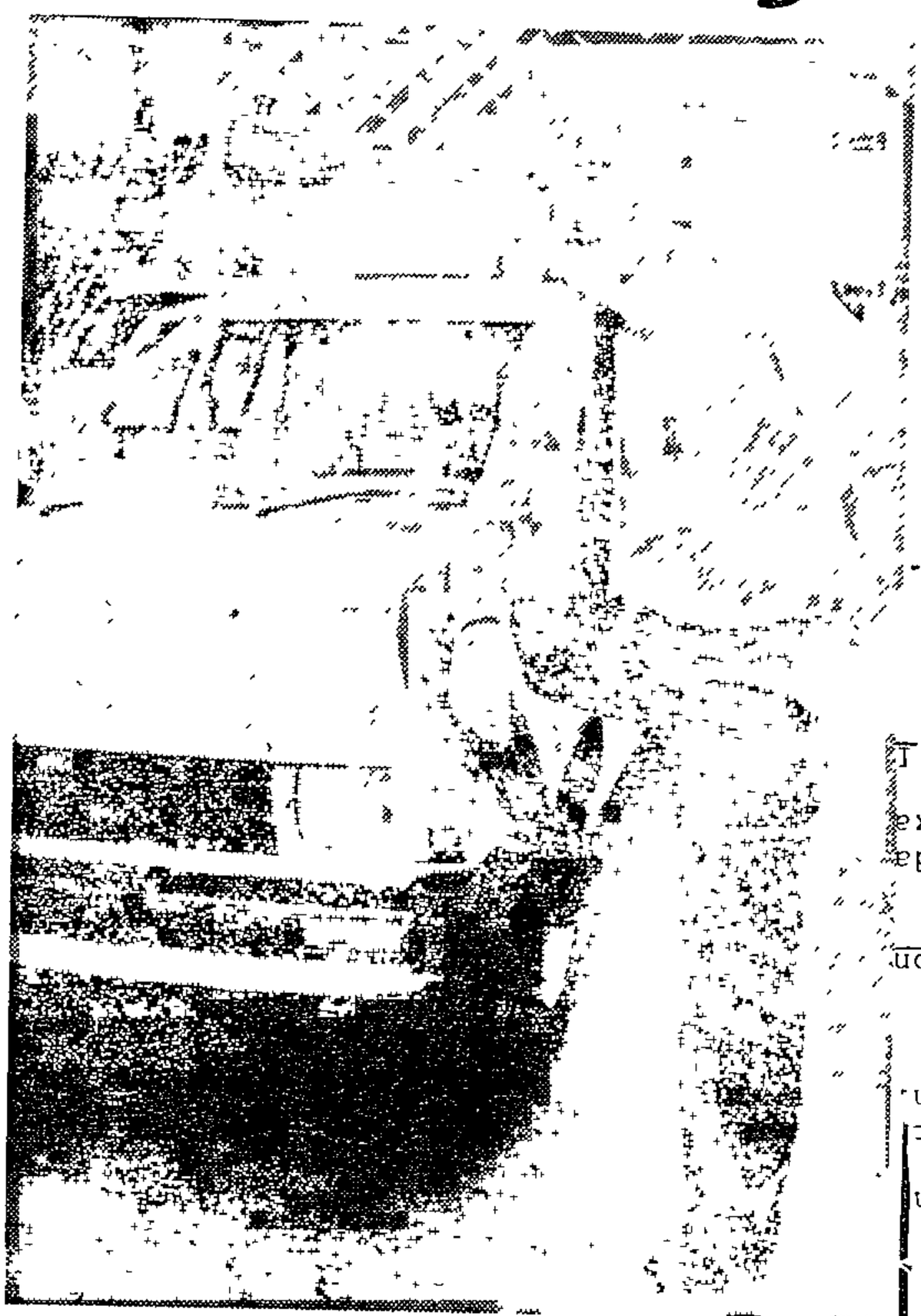
"We have been incorporating productivity improvements over the past few years with assistance from Japan Now we have achieved what I believe is an all-time record for a South African motor manufacturer out of one plant in a normal working day.

"We have broken that magic 400 a day figure several times this year — and the extensions to our factory are not even complete"

To cater for anticipated demand in the future, Toyota is now enlarging the paint shop for an improved flow of vehicles and easier access, while a new facility is being installed that will ensure even better paint quality and anti-rust protection.

Adds Davidson "To give you an idea of our production progress, in 1973 we were producing a total of 206 vehicles daily with a total labour force of 3 700

"By the end of next month we'll be up to 425 daily with a total work force of 4 300"



Director of manufacturing, George Davidson, on the line after the factory produced 415 vehicles in a single day.

Access Types

Access types are the equivalent of pointers in Pascal or references in PL/I. These permit dynamic data structures like linked lists to be accessed. One can say

TYPE LINK;
TYPE NODE IS

Carmona 60% for Dorbyl

Financial Reporter

DORBYL has bought 60% of Carmona Engineering, and will produce cast alloy motorcar wheels instead of exclusively pressed steel wheels.

Dorbyl will invest R500 on developing the plant and the company has been renamed Guestro Alloy Wheels.

A spokesman for Dorbyl said "well in excess" of R100 000 was paid for the stake with an option on the balance of the company.

VW labour policy praised

RDM 20/8/81 (192)

UITENHAGE — Volkswagen had established itself in South Africa as one of the leaders in industrial relations, said the Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers, yesterday

Officially opening the R15-million VW engine plant at Uitenhage, he referred to the contribution which Volkswagen was making towards residential accommodation for its black employees

"In fact, the company has demonstrated that its interest in developing sound labour relations stretches beyond the confines of its own needs, for instance, by sponsoring a chair in industrial relations at the University of Port Elizabeth

"It is this sort of positive contribution from the private sector that can help the country to benefit from the changes which are now being implemented in labour legislation and to help all the parties to gain the maximum benefit from the new dispensation" — Sapa

Ev Post 20/8/81

Workers walk out in protest over guests at engine plant function

(192)

Post Reporter

ABOUT half the workers at Volkswagen's new R15 million engine plant in Uitenhage walked out before yesterday's official opening ceremony, in protest against the presence of three guests of the firm

The three guests were the Minister of Industries, Trade and Tourism, Dr Dawie de Villiers, the leader of the Labour Party, the Rev Allan Hendrickse, and the chairman of the Uitenhage Community Council, Mr Bonana Tim.

According to the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa Mr Freddie Sauls, the three were invited "despite the fact that they did not represent the workers' interests"

The protest involved about 60 of the 130 workers at the plant and lasted about an hour

Mr Sauls said "The workers felt these people did not represent their interests, and were protesting against management's attitude in inviting them without considering their feelings in the matter"

In a statement, Numarwosa said the management of Volkswagen was "completely insensitive to the feelings of the majority of its employees"

The public affairs manager of Volkswagen Mr Ruben Els, said that the company met with the union before the ceremony and agreed that workers who did not wish to attend the ceremony could leave the plant before it began

"The ceremony started at about 11am and all the machines were switched off for about an hour," Mr Els said.

"Maybe half of the 130 workers in the plant left before the speeches but were back at their posts before the tour of the plant by the guests," he said

ECONOMY SQUEEZE IS EXPECTED TO HAVE LITTLE EFFECT ON SALES

Best year ahead for car industry

S. Times 9/8/81

192

THE motor industry is continuing to head for its best-ever year in 1981, despite fears of a declining money supply.

Even more encouraging is that the industry is expecting no worse than a relatively modest slackening in demand for new cars next year.

This softens forecasts that passenger cars — big ticket consumer items — will be first in the firing line of sectors likely to suffer from lower consumer spending resulting from a squeeze on finance.

"About 70% of new car sales can be classified broadly as corporate, and we foresee only a minor adjustment in demand during 1982 — nothing that should cause companies to change their policies, especially as the labour supply is still tight," says Peter Whitfield, joint managing director of Messina, which produces Datsun

Overall, there seems little concern that the industry could face anything remotely like the severe recession of the mid to late 1970s.

"Circumstances today are very different from those of 1976 and 1977," Mr Whitfield adds.

By Andrew McNulty

Capital expenditure plans totalling well over R500-million have been announced by manufacturers to increase their production capacity during the next few years.

Bad news for buyers is that Sigma marketing director Peter Moss expects car prices to continue rising at about 15% next year

As unit sales are the most crucial factor influencing profitability of the industry, shares listed in the motor sector of the stock exchange may be underrated if industry projections are correct

Average dividend yield on Tuesday's share prices was 7.7%; stocks such as Saficon (12,7%), Sakers (12,7%), Toyota (10,1%), and McCarthy (9,3%) could have even better potential

Listed companies with motor dealerships are also far better structured than during the last recession — most have greatly improved gearing positions and are leaving HP financing to the banks

Companies with most emphasis on new cars and on corporate purchases will be most favourably placed

Sales estimates by manufacturers polled this week for the current year all vary from 285 000 to 290 000 compared with the previous record-breaking 275 000 in 1980.

Sales in the first six months totalled 146 003 units (127 051 in the same period last year).

If the forecasts are on line, then a decline can be expected to start from September

Mr Moss anticipates total sales of 285 000 this year declining to 265 000 in 1982.

"We see the market declining by 10% between October this year and next March, after which demand should start picking up again"

Mr Whitfield forecasts the combined passenger and commercial vehicle sales to be about 435 000 this year (290 000 cars and 135 000 commercials), falling to a combined total of 400 000 next year, with commercials falling off slightly more sharply.

"There has been considerable anticipatory buying of commercials ahead of the Atlantis project next year."

The managing director of General Motors, Lou Wilking, expects a fall-off of about 7% during the second half of this year against the same period of 1980

Buyers most vulnerable to the tighter money supply are clearly individuals who rely on obtaining HP finance and they will be likely to defer new car purchases next year.

Stannic general manager Ron Winter, who estimates corporate buying at about 55% of the market and rising, says: "We could easily see fleet buyers keeping their cars longer, particularly in the upper bracket.

"But with fleet managers becoming increasingly aware of cost control this may not happen to a great extent

"The used market, where there is minimal corporate buying, must be more sharply effected — which raises the question If you can't move the used how do you move the new?"

A Wesbank spokesman expects a downturn next year of 5% to a maximum 10%. "But compared with the years before 1980 this is still a very good market that the industry can live on."

He adds that the used-car market has already started declining, however, and will be affected relatively severely.

Some finance houses are refusing finance to pre-1979 cars, while others are applying stricter criteria to these models.

The used-car market is affected both by availability of finance and by the fact that interest on purchases below R5 000 — the bulk of this market — is now at 24% compared with 21%

But, though demand may shrink during coming months, the momentum of unfulfilled orders will help keep sales moving.

All manufacturers found that delivery delays were unavoidable in the past year, when shortages of plant capacity of components resulted in order backlogs of from four weeks to more than six months.

Some cars — the executive models such as Mercedes Benz and BMW, for example — still take well over six months to deliver

with the dissident workers calls into question
nature of capital, labour and the State in turn
Cape Town.' It is to these related issues that

The Headmen

The role of the headmen both in procuring a lat
the Board and in managing that labour in the wc
sents in its most graphic form the articulation
and the pre-capitalist modes of production. Wh
hierarchy of headmen stretching from Gcaleckala
served to mediate and therefore cement the rela
two radically different social formations, it i
system of headmanship that the contradictions b
modes emerge most clearly.

VW walkout over invite to Minister

By DIAAN DE VILLIERS

SOME workers at Volkswagen in Uitenhage yesterday staged a protest walkout before the firm's new engine plant was opened by the Minister of Industries, Dr Dawie de Villiers.

In a statement issued later through the National Union of Motor Assembly and Rubber Workers' Union, the walkout men accused VW management of being "completely insensitive to the feelings of the majority of its employees" in its handling of the ceremony.

A union spokesman said the workers objected to a Cabinet Minister opening the plant.

The statement said workers walked out at the start of the opening ceremony and refused to re-enter the building until Dr De Villiers had left.

Discussed

A VW spokesman said later the issue had been discussed with the union before the opening.

It had been agreed that workers who did not wish to attend could leave beforehand, and about 50 of the 100 workers did so.

Production resumed on time, he said.

The spokesman said there had been "no protest walkout during the Minister's speech".

FM 14/8/81 (192)

LEYLAND EXPANDS

Leyland SA is to undertake a two-year R15m expansion and modernisation programme at its Elsies River manufacturing plant

This will not only include production facilities for the assembly of a new Renault model, but also the continued production of its current range of passenger cars, four-wheel-drive vehicles, trucks and buses

In terms of the Leyland/Renault contract, Leyland will undertake the contractual assembly of a Renault model due to be introduced in SA during 1983

Leyland will eventually be manufacturing 15 000 new Renault models a year The renault 5 will continue to be assembled by Motor Assemblies in Durban The new Renault model — a front-wheel drive, four-door version described as being bigger than the R5, with an engine capacity of between 1 400 and 1 600 cm³ — will comply with government's local content requirements

This announcement was made by Leyland MD, David Beck, who reacted strongly to speculation (*Business* August 7) that the future of locally-made British cars by Leyland is in doubt

Denying the *FM*'s speculation over the future of Leyland, Beck says his company is definitely remaining in the car manufacturing business

The Rover, Mini and Range Rover will continue to be manufactured and marketed in SA together with the Land Rover and the company's range of heavy commercial vehicles and buses, he said

"It is not our strategy to aim at being the 'biggest' in anything, but instead to aim at being a financially healthy company' which intends to remain here

' We currently have 95 dealers in our national network, and the loss of retail distributors — as a result of the abortive merger between ourselves and Sigma in 1978 — has been made good Components will not run out

"Furthermore," he says "our car business is profitable and we have orders for every car we can produce

"I want to emphasise that the days of locally-made British cars are definitely and clearly not numbered "

Beck also squashed speculation of a merger between Sigma and Leyland He pointed out that Sigma had merely purchased Leyland's Blackheath assembly plant

He said the Renault contractual assembly would be carried out at Elsies River, and not at Blackheath, as the *FM* speculated

□ The *FM* is pleased that Leyland plans to continue British car production in SA Our speculation was apparently incorrect and we are happy to set the record straight

Hudaco links with Deutz

By PAT SIELEY

HUBERT Davies, the engineering subsidiary of Blue Circle, is to form a company with Klockner Humboldt Deutz (KHD) to sell and distribute industrial diesel engines — and is likely to manufacture the engines in Maritzburg

The company — to be called Deutz Diesel Power — will replace Hubert Davies' company, Hudaco Diesels, which sells the engines

Most Deutz engines sold in South Africa have been assembled for more than 10 years in Maritzburg

The plant, originally owned by KHD, was sold about two years ago to Messina which still owns it

Hubert Davies is negotiating with Messina on the Plant's future, says Hubert Davies' chief executive, Dr Bruce McInnes

It seems probable that the plant — or part of it — will be sold to Hubert Davies and KHD

The plant has been limited to producing diesel engines for stationary application — mostly for generators

When the Atlantis plant was established the Government stipulated that only Atlantis could make engines for vehicles

Deutz holds more than 20% of the SA diesel market and to increase its share in the industrial market, and compete effectively with Atlantis, about R10 million will be needed in the Maritzburg plant to gear up for local content requirements

At the time of the Atlantis' birth, Deutz was a hot contender for the contract As compensation it was allowed to continue manufacturing diesel engines for stationary application

It is the only company other than Atlantis allowed to manufacture diesel engines

Other industrial diesel engines being assembled in South Africa include Rolls Royce, General Motors and Ford

If they wish to continue either importing or assembling, they will have to pay a 30% duty on the engines

Any non-Atlantis diesel engine used in a moving application will incur a duty on the entire article — not only on the engine

Dr McInnes last night declined to reveal the amount of the German company's investment in Deutz Diesel Power

Merit pay at plant goes up

EV POST 21/8/87

SALARIED workers at the Ford Motor Company in Port Elizabeth have received a substantial salary adjustment from this month

A spokesman for Ford confirmed today that "supplementary merit adjustments" varying between 10% and 20% had been made for salaried workers from the beginning of this month

MAIN OCCUPATIONS OF S IN 1918-1919

OCCUPATION	%
General dealers and merc	17,3
Tailors, cutlers, draper	15,5
Outfitters	2,4
Shoemakers	6,0
Import-export, commercia	8,2
Liquor industry	1,7
Watchmakers, jewellers	4,0
Butchers	2,4
Cabinet-makers and othe	3,9
Furniture dealers	2,5
Engineers, mechanics, p etc.	5,5
Bakers	1,2
Hairdressers	2,8
Hotels and boarding-hou	4,7
Clerks, shop assistants	3,0
Professionals (doctors, , etc.)	7,4
Building industry worke ers)	4,0
Manufacturers	1,7
Travellers, hawkers	1,9
Auctioneers	,9
Printers	1,2
Tobacconists	1,4
	99,6

Ford leads the way

S. Times 23/8/81

By Elizabeth Rouse

FORD tractors recaptured market leadership in July, setting a new industry record with sales of 748 units for a market share of 32,1%

Fiat took second place with 427 units (18,3%), followed by Massey Ferguson with 409 (17,5%)

In addition to being the company's best-ever sales month, July was also a record month for the industry, with 2 333 units being sold

Ford's sales increased by 87% over the 400 units sold in July last year and were 30% up on the June 1981 figure of 575

This has boosted Ford into top position for the first seven months of this year with a total of 3 360 units, an increase of almost 60% over the 2 102 tractors sold in the same period last year

Ford's tractor sales manager, Aubrey Gouws, says that the company is confident of retaining its leadership for the rest of 1981 to make it the market leader for the fifth consecutive year

"This significant increase in our sales was due to the free availability of our models which enabled us to satisfy the pent-up demand, particularly in the 37kw to 75kw class

"The market continues to be strong and we are forecasting record sales of 23 000 units for the industry"

Though not all economically active Jews appear in the table, and there is no clear distinction between self-employed and productive artisans, overall, this table shows the occupational distribution of the economically active Jewish population.

Jewish workers' solidarity in Cape Town goes as far back as 1898, when they established a workers' club,[45] and their unionist activities go as far back as 1902 and 1903, when they were operating a tailors' society, a bakers' association, a carpenters' society and a cooperative bakery.[46] As I have indicated elsewhere,[47] Bundist ideology had a strong impact on Cape Town Jewish workers up to a certain period. As historical circumstances called for

VW opens R15m local engine plant

RDM 25/8/81

(192)

A R15-MILLION tribute was paid to the efficacy of the current local content programme for the motor industry when a new engine plant was opened at the Volkswagen factory at Uitenhage a few days ago

It will increase the local content of the vehicles built there by more than 4%, but VWSA did not have to build it to meet the local content requirements

All its vehicles already exceed the minimum requirement of 66% and the locally manufactured engine will raise the level considerably, to as high as 89% for certain models in the Golf car range, according to Mr Peter Searle, the managing director of VWSA

The investment in the engine plant, which was the largest single project in the company's current R100-million expansion programme, was made worthwhile by the incentives provided under phase 5 of the local content programme for manufacturers who exceeded the 66% local content level, he said

The present local content programme had required massive investment and capital expenditure, brought new skills to South Africa, created a healthy local component industry and created many new jobs It should now be left to the discretion of individual manufacturers, according to their individual circumstances, to decide if and how they should progress beyond the required 66% level

Making higher levels compulsory would force manufacturers to divert money away from expanding capacity and creating more jobs to capital intensive programmes It would not be the best way of satisfying the serious need to continue creating additional jobs

The new engine plant had created 130 new jobs at VWSA, but meeting the recent increased demand for cars had meant that the plant had taken on 1 000 extra workers.

Every effort must be made to stimulate economic growth by broadening the base of the available consumer market in South Africa This could only be achieved by better education, more intensive training and better wages, matched by improved productivity At the same time, to ensure peace and stability, manufacturers and employers in general would have to pay more attention to the social conditions of their workers — housing , health, education and recreation being among the most important

The plant houses R9,7-million worth of precision machines that will make the company self-sufficient in machining engine blocks for passenger cars. It also houses the engine assembly and other machining operations previously carried out in other areas of the factory

It will produce 260 engines a day, working two shifts, and save more than R4-million a year in foreign exchange The engines will be both four and five cylinder units and will meet the needs for the full local range of VW and Audi cars

Crankcase and cylinder blocks imported from Germany are being machined to start with, but local blocks from the Autocast foundry at Brits are being phased in, as are local pistons and bearing caps. To speed up development, the first locally cast blocks were machined in Germany and later underwent durability testing by the SA Bureau of Standards.

In addition to four and five cylinder blocks, the machines can handle six cylinder units This provides some insurance against VWSA becoming tied to outdated engines, or the plant becoming a white elephant in a few years time. Further insurance is provided by the expectation that the current four and five cylinder engines will remain in use for about 10 years

The fact that maintaining the required local content level is not tied to engines produced by the plant also permits flexibility The plant could be wholly or partially shut down for a time if that became necessary to adapt it to produce different engines VW engines capable of running on pure alcohol, like those now being produced in Brazil, could be built in the present plant.

Shortages lose 20% in vehicle sales

By PAT SIDLEY

ABOUT 20% more motor vehicles could have been sold in South Africa in the past 18 months if the industry had not been hampered by a shortage of capacity and manpower.

Mr Loot Muller, managing director of Datsun-Nissan, told the National Association of Automotive Component and Allied Manufacturers in Johannesburg yesterday that millions of rands had been lost to the industry because of poor planning

Looking at the industry over the next decade, Mr Muller said high labour costs and the cost of training were forcing it to look increasingly to automation and mechanisation

In a sideswip at Atlantis Diesel Engines (ADE) he said. "With the increased hostility on the international labour front, we do not consider it tactically wise to be dependent on a single overseas source, such as the ADE programme."

Any internal labour action which could close "this monopoly supplier could cripple the entire transport sector"

Mr Muller said the industry was "alive and well", but he outlined areas of concern ahead

- Local content
- Organised labour
- International labour hostility
- Population growth.

Mr Muller said the SA motor industry was not strategically independent of the outside world It should not be totally independent, but should be able to benefit from new technology from parent overseas companies.

Local content based on weight tended to discourage SA development of light high technology which was of strategic importance

The industry must accept that organised labour was a fact of life He urged the industry to improve its industrial relations and adopt a uniform stance

High wage rises had not been accompanied by an increase in productivity and altough training was vital, it might be more economic to mechanise

It was disputable whether costs could be kept down by training alone

"We must look at increased mechanisation if we are to remain price competitive," he said

Greater local content urged

Financial Reporter

THE National Association of Automotive Component and Allied Manufacturers (Naacam) has called for increased local content, possibly to as high as 85%

This was said in the president's report which Mr C J Beyleveld presented to the organisation's annual meeting in Johnnesburg yesterday

In a memorandum to the Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers earlier this year, Naacam asked for an increase the the local content programme

Dr De Villiers replied that Government policy was to avoid intervening He had supported the idea of a private sector body for "consultation in matters of mutual interest"

Naacam also submitted a report to the Prime Minister's Sectoral Advisory Committee in which it asked for clarification on uncertainty in the local content programme — whether the current 66% was to be increased to 85% as in Australia

Quoting the report, Mr Beyleveld said Advisory Committee members were "very critical" of methods emplyed by motor-vehicle manufacturers to meet the 66% local content requirement

"It was asserted that this percentage allows too much scope for the interchangeability of components As a result, the current local content of petrol-driven engines is actually lower than in previous years," the report said

Passenger vehicles equipped with locally produced petrol-driven engines had decreased by 70% over the past four years

Mr Beyleveld announced the formation of a sub-committee to advise on industrial and labour relations matters to keep members up to date on developments in that sphere

Vaal plants recognise Mawu

Sowetan 28/8/81

(192)

By Z. B. MOLEFE

THE Metal and Allied Workers' Union (Mawu) and a Bergvlei heavy vehicle manufacturing concern, have just signed a recognition agreement which has been described as a "viable document in achieving a sound future".

The agreement, concluded after 12 months of extensive negotiations, which included union shop stewards, provides for the recognition of Mawu at the concern's Wadeville and Driehoek plants

Among other things covered in the agreement, regarded by both parties as a comprehensive document, are

- A mutual commitment to industrial peace
- Agreed procedures for grievance and dispute resolution,
- An agreed disciplinary procedure
- Joint involvement in matters affecting health and safety,
- Comprehensive statements covering the rights of both management and the union
- Procedures for the recognition and accrediting of shop stewards to represent interests of union members,
- Time off to shop stewards for union business,
- The union and its shop stewards will be regarded as the sole bargaining agent for union members,
- The negotiations will be in respect of both plants and not for each plant separately,
- Agreement that where an issue was under negotiation or subject to dispute, the only recourse to the Press would be by way of mutually agreed statements

After the signing of the agreement "both company and Mawu regard the agreement as a positive step forward in their industrial relations, and regard it as a viable document in achieving a sound future relationship", their statement said

SOWETAN, Mo

1 600 BOYCOTT CANTEEN IN PROTEST AGAINST DEMOTIONS

Ford struggle continues

SOWETAN 31/8/81 (192)

A LABOUR dispute emanating from a spate of strikes in Port Elizabeth more than two months ago is still disturbing labour peace here at Ford Motor Company

The canteen facilities at the company's two Struandale plants have been boycotted for two-and-a-half months by black workers Their union claims that the boycott involves the whole black labour force there, including coloured — totalling more than 1 600 workers

The organising secretary of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Government Zini, said in an interview the boycott was in a protest against the demotion of him and another union executive by Ford after the recent strikes there

The workers are demanding that they be reinstated in their former positions — but the company has ignored the boycott "This victimisation is very bad for good industrial relations," said Mr Zini

He said he and his colleague, Mr Dennis Neer, were demoted from salaried positions, respectively as lecturer and supervisor, to ordinary hourly paid labourers on the factory floor

They now take home less than half their previous income in a month, he said

The director of Public Relations at Ford, Mr Dunbar Bucknall, confirmed that there was a boycott of canteen facilities at its Engine and Cortina plants, but he could not supply figures and would give no more details.

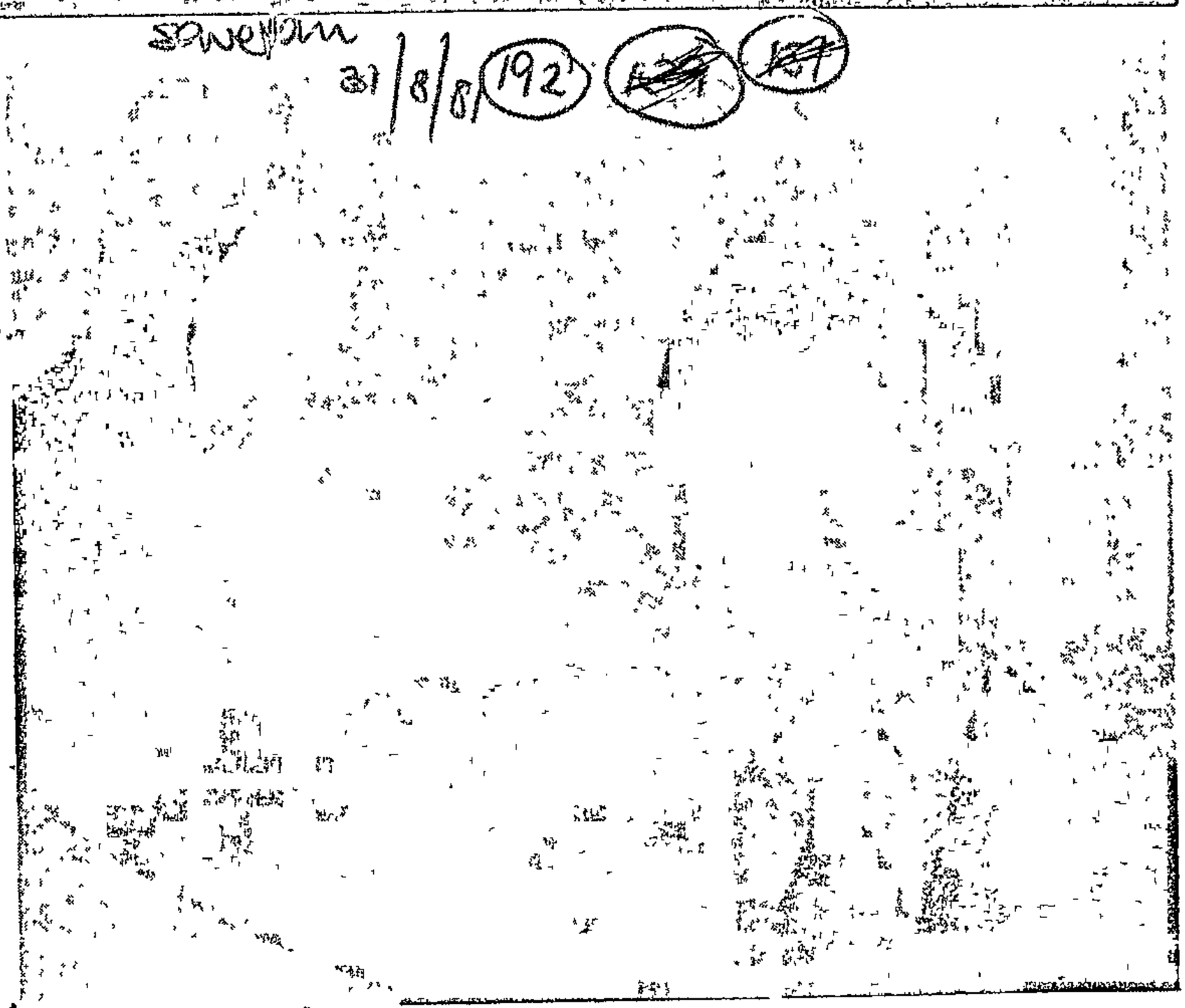
The boycott has become so much the order of the day that nobody was taking note of it anymore

The union leaders were informed at the time that their positions of authority over hourly paid workers constituted a conflict of interest in that they also had authority over them in the union Therefore hourly positions had to be found for them, and those did not have such good pay

Four of Macwusa's leaders were detained by Security Police after the Ford strike, when they were arrested travelling in Transkei without the required documents

They are still in detention under Section 6 of the Terrorism Act

Macwusa shot into prominence in recent years, and three months ago it led more than 3000 workers at five plants in the most widespread strike yet in Port Elizabeth's industry The strike was over Firestone workers losing their jobs during a strike early this year



SOLIDARITY: Ford Company worker in Port Elizabeth.

Show houses for VW blacks

RDM 2/9/81

By SUSAN DALLAS

BLACK employees of Volkswagen South Africa will be among the first in Uitenhage's KwaNobhule township to enjoy home-ownership under the 99-year-leasehold scheme

Volkswagen's Uitenhage plant has sponsored a pilot housing scheme of 10 show houses in the township, ranging in price from R10 000 to R18 000, hoping that this will encourage potential buyers to go ahead with developments of their own

It has set aside R1-million to help members of its 5 000 black workforce who want homes under the leasehold scheme

An adviser is being trained to give advice to employees on how to make the best use of the aid offered by the company

Volkswagen's managing director, Mr Peter Searle, said: "The show houses will vary in design and will be superior to the existing houses in the township, but they will stay at prices which suit the general income level of our employees

"They will give our workers and other members of the community an idea of what they can have built at various prices"

The company has advanced a loan of R95 000 to the East Cape Administration Board to provide electricity for the 169 sites which have been allocated for leasehold

Of these 169 sites, 68 have been set aside for Volkswagen employees, and two employees have secured loans and plan to start building houses

A further 200 sites have been earmarked for development

Star 1/9/81

Leyland showing profit in SA

(192)

By Colin Campbell
Financial Correspondent

LONDON — Overseas operations of British Leyland are profitable overall and South Africa recovered well in the six months to June 27

However, group trading loss of BL rose from R162,53-million to R248 8-million in the six months under review, the chairman Sir Michael Edwardes, said in London

The South African operations are running at an "acceptable level" and profits — though small in relation to the group — are being made

Sir Michael made it clear that BL still has a long way to go but the board believes this year should see the bottom of the trough Trading losses and cash outflow should diminish through 1982 as the group moves towards its target of break even by 1983 84.

Costs will have to be reduced further, he stressed, and the group remains overmanned in relation to the current and the projected market size.

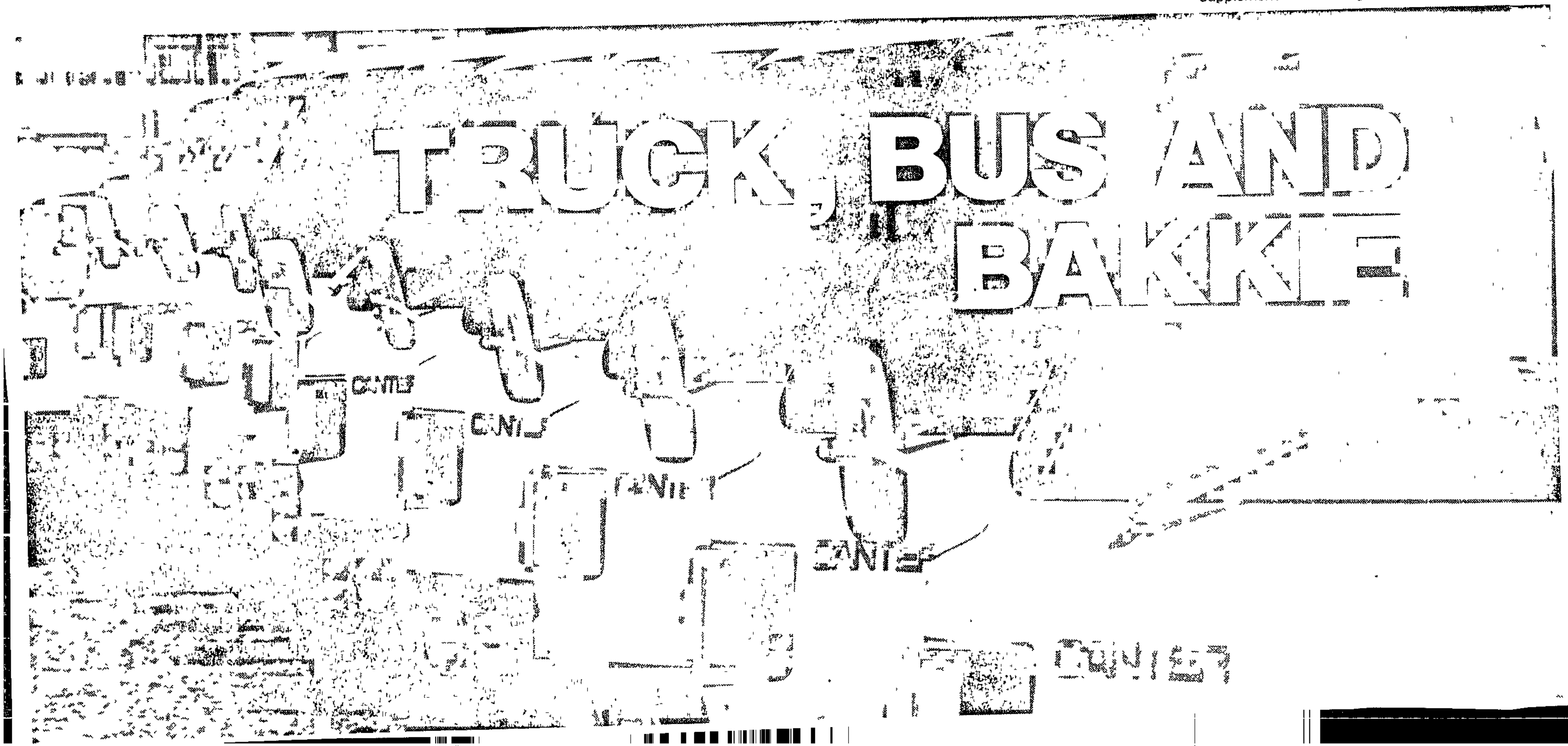
Group manning levels are down from 197 600 at the beginning of 1978 to less than 129 000 at the beginning of last July

Vauxhall Motors, British subsidiary of General Motors, lost nearly R110-million in the first half of this year, more than eight times the amount lost in the first half of 1980, reports Sapa-Associated Press from London

The company said, however, that it is "cautiously optimistic" about the future, and expressed mild hopes of being able to make a profit next year

The company blamed the continuing depressed trading conditions because of the world recession and the strength of the British pound until about two months ago for its poor showing

TRUCK, BUS AND BAKKIE



Truck industry could become stereotyped

Argus 3/9/81

(192)

Keith Macfarlane

FROM being a commercial vehicle market as diverse as any in the world the heavy diesel-engined vehicles available in South Africa are going to become far more stereotyped with engines, transmissions and rear axles all drawn from the same source.

Before long all the diesel engines heavy vehicles made in South Africa will have motors made by the Atlantis Diesel Engine factory 50 km from Cape Town, and in due course they will all have transmissions and rear axles made by a satellite of General Mining in the Transvaal

Whether this uniformity, so beloved by the Official Mind will be a good thing remains to be seen The primary point in its favour is that South Africa will become strategically far more self-sufficient then she is now, and should not be vulnerable to foreign pressure, economic and otherwise

The points against are rather more numerous There is no doubt at all that the ADE engined vehicles will cost more — the truck manufacturers say up to 30 percent or thereabouts a figure disputed by ADE The local transmission and gearboxes will put up prices even more, mostly because the production runs will by international terms be short

EXPERTISE

ADE will be able to draw technical expertise from both its source plants, Daimler-Benz and Perkins, but the country will miss out on all the other technical advancements especially those from Japan until they are adopted by the source plants — if they are

As a result of the polarising of the manufacture it will be vulnerable to both sabotage and to strikes with the further problem that should the ADE factory suffer a hiatus in its output the manufacturers will be stymied until it goes into production again because their vehicles will have been adapted to take the ADE engines and will no longer be suitable for motors from their source plants

Finally there will be a sameness about all the vehicles produced here and instead of the diverse output from 19 manufacturers we have now there will be the 'Fordade' the 'Fiatade', the 'Datsunade' and the others The only manufacturer who will not be affected initially will be Mercedes

SERVICE

From what will be affectively badge engineering will develop a new importance on service, as those manufacturers who can provide the most effective service and repair facilities will score in a minimising of down time, probably the single most important factor in running a transport fleet

In the light commercial market, the bakkies are in many cases derived from cars made by the manufacturers with at least

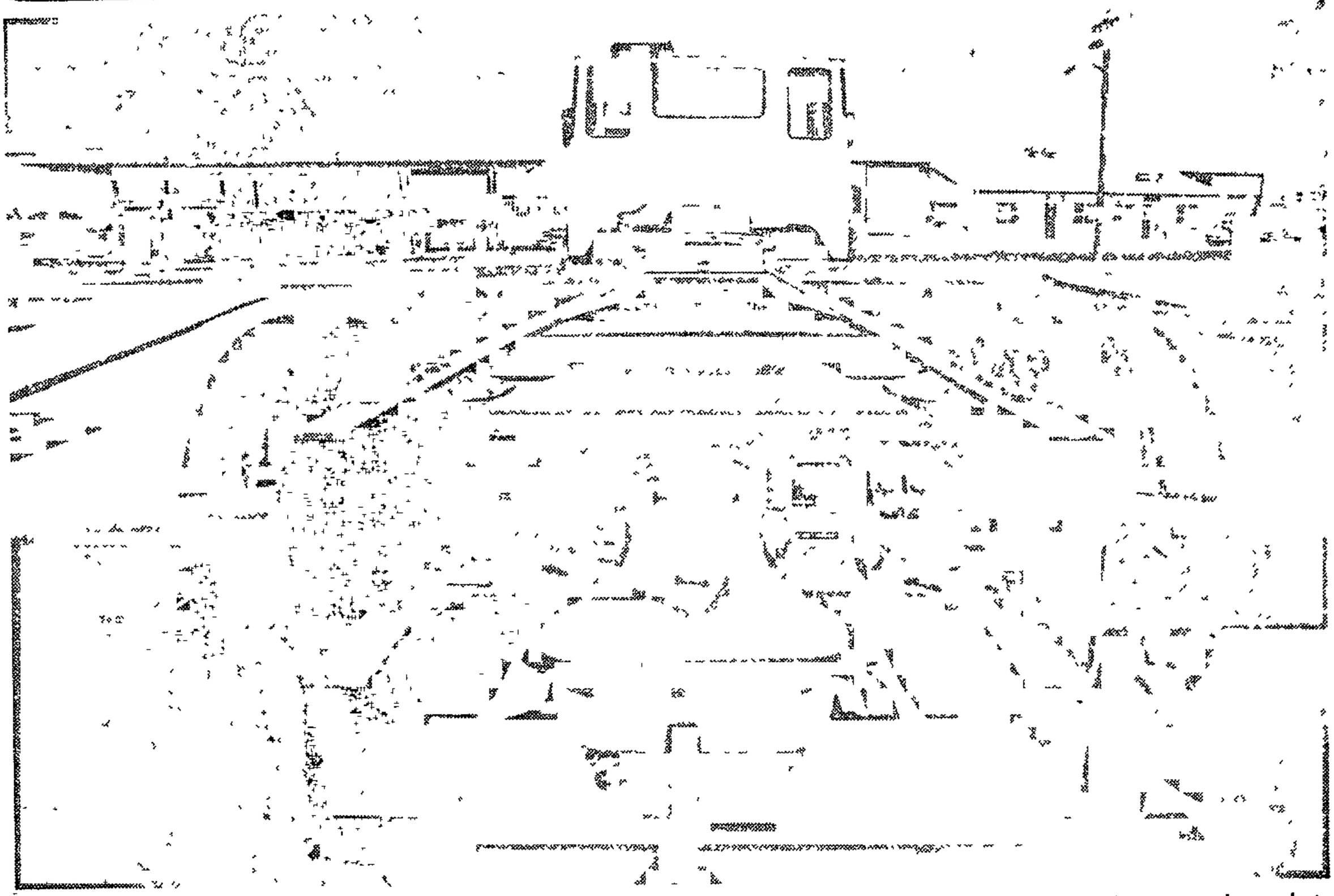
TOYOTA TOPS THE LOG

Keith Macfarlane

TOYOTA with almost a third of the sales dominated the commercial vehicle market in South Africa for the first half of the year, due mainly to its success in the bakkie area. Mercedes dominated the heavy market. With total sales of 69 991 — 20 percent up on 1980 — the order was:

1	Toyota	21 621	(30,1 percent)
2	Datsun	15 793	(22,6 percent)
3	Ford	8 462	(12,1 percent)
4	General Motors	8 069	(11,5 percent)
5	Sigma	4 993	(7,0 percent)
6	Volkswagen	3 350	(4,8 percent)
7	Mercedes	2 491	(3,6 percent)
8	Leyland	1 581	(2,3 percent)
9	Sigma Power	1 003	(1,4 percent)
10	Alfa Romeo	881	(1,3 percent)
11	MAN	537	(0,8 percent)
12	International	486	(0,7 percent)
13	Fiat-Iveco	238	(0,3 percent)
14	Oshkosh	168	(0,2 percent)
15	ERF	136	(0,2 percent)
16	Scania	120	(0,2 percent)
17	Fodens	62	(0,1 percent)
18	Magirus Deutz	50	(0,1 percent)
19	Volvo	10	

The Argus 100 of Commercial Vehicles



LONG WHEELBASE Fiat Iveco 300 six-by-four is one of the Italian challengers in the South African heavy truck market.

percent local content — General Motors' Isuzu is one of the few that isn't — and will develop along the same lines as the cars

However since the tax concessions in the bakkie market fell away, what was an apparent imbalance in sales seems to be righting itself with the bakkie no longer being regarded as a cheap alternative to a car

Currently Toyota with its bakkies and its Hino heavies is leading the market overall, though Mercedes is the leader in the heavy sector The top four manufacturers — Toyota, Datsun, Ford and GM have three-quarters of the market between them and when they are joined by Sigma, Volkswagen and Mercedes the share rises to 93 percent which leaves a minimal share for the remaining seven — taking Sigma and Sigma Power as the same manufacturer

This being so the future of some of the smaller makes — and some don't sell 100 vehicles a year cannot be all that rosy

The depletion allowance is the key

(192) Argus 3/9/81

Robin Emslie

THE heavy truck business (that is the business of making the trucks, selling them and running them) has reach a turning point in South Africa — and critical decisions that will be made in the next few months could have a massive bearing on the overall economy of the country.

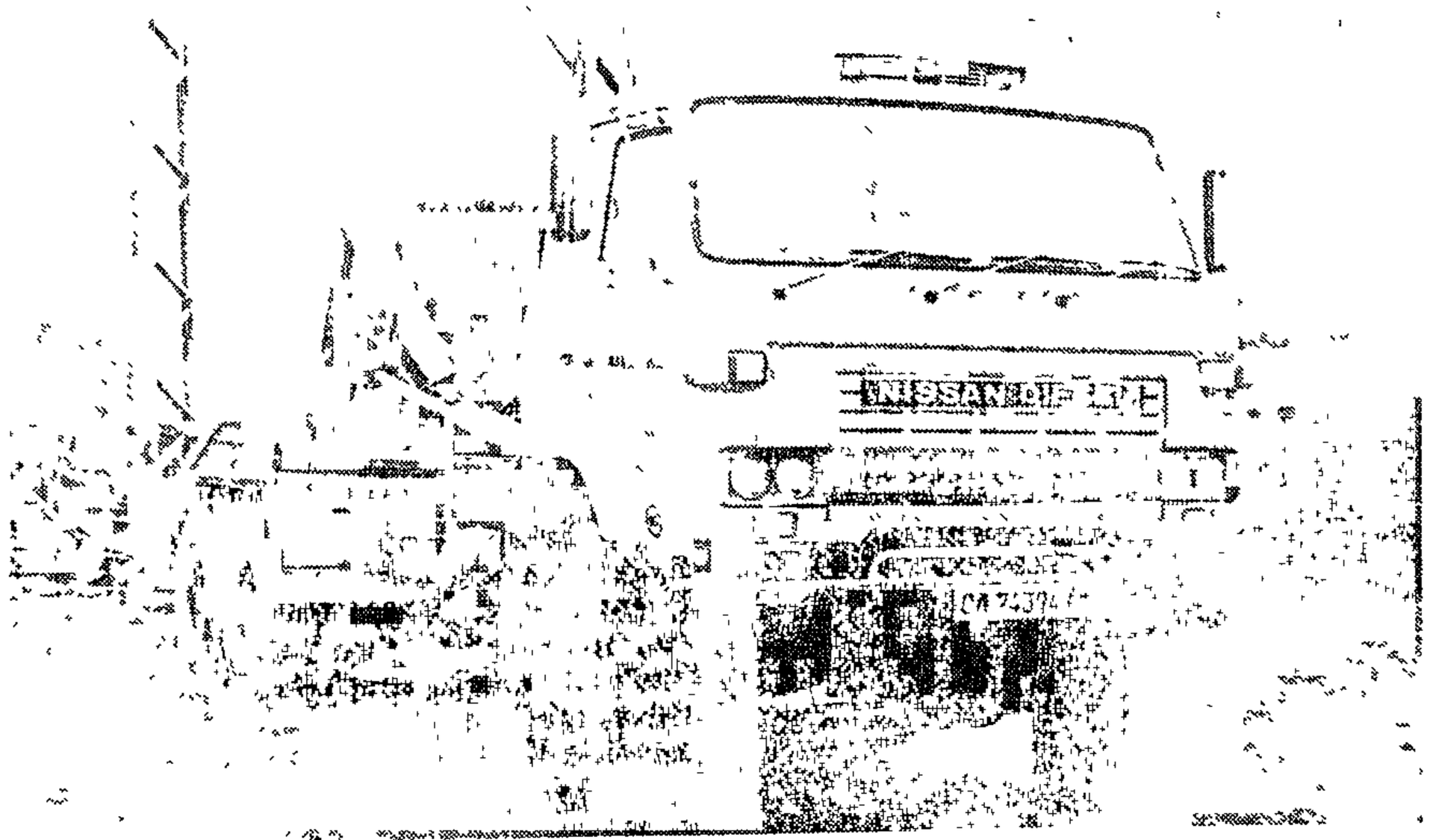
Essentially there are two transitions taking place

- The making of trucks is swinging steadily towards more local manufacture, and
- The demands on transportation by heavy road transport is about to accelerate quite dramatically

Each of those transitions can pull against each other if wrongly handled — and some of that has already started to take place The Atlantis project is often accused of being guilty of forcing up the original costs of trucks just at the time when the infrastructure of our substantial industrial and commercial growth seems to want more and more trucks on the roads

But that's a little unfair — because sometimes it is the 'convenience accounting' of the people who put the bits into the CKD packs (Completely Knocked Down containers) overseas that [illegible] up the [illegible] ing CKD packs out to the South African plant which assembles/builds the trucks for the local market There's really only a nominal amount of components (in the heavy truck area certainly) that are left out of the pack and then sourced locally from suppliers in the Republic (mainly the tyres, glass, some of the trim, and some of the smaller components which have commonality with the passenger cars and have hence been sourced locally for some time)

Whatever the relationship in terms of companies is between the overseas supplier and the local assembler/manufacturer, some sort of charge is made between the two for the contents of the CKD pack, that's the base cost to the local plant which then has other costs for labour and equipment used to assemble the vehicle Let's call the original CKD pack post 'A' [illegible]



NISSAN CW50 GT is the biggest truck/tractor Nissan sells in South Africa and has a GCM of 45 000 kg. It is powered by the RD8 motor and has Fuller transmission as standard equipment.

MAN 30-280 has just been introduced, with a prototype ADE motor [illegible]

THE vehicle above is part of the fleet of Wasteman, a Cape Town waste disposal firm and is specially equipped to move heavy waste — in this case from a local foundry. The removal bin has a capacity of 10 cubic metres — a hydraulic arm is used to roll it on and off the truck.

Datsun makes 400 a month

PRODUCTION at Nissan's new Magnis heavy truck facility reached its peak of 400 units a month in June. This represents a substantial increase from the average figure of 180 units a month in 1980.

Once full production capacity has been reached, the company is setting its sights on a 22 percent market penetration overall in 1981, although Datsun-Nissan is only represented in three categories, 10 000—12 500, 12 500 — 15 000 and 20 000 kg and over

Nissan heavy trucks showed an increase in market penetration of 800 units in 1980, and came fourth overall in the heavy truck market

The Magnis facility is a highly sophisticated and modern one which produces heavy vehicles from the point of assembly to the finished truck all under one roof The company's production facilities are now on a par with the heavy truck market leaders and Datsun-Nissan will be giving top priority to representation in those segments where it is not currently represented

Already on the assembly line are the 'C' series and the CB20 bus chassis, as well as the Caball range A temporary shortage of CKD components from Japan has been overcome and the component supply is expected to keep pace with increasing sales

(192) Argus 3/9/81

In conjunction with the increased costs that the local manufacture of diesel engines will undoubtedly bring

Somewhere between the two is the compromise that must be found so that the acceleration of that second transition can take place without bumping the costs of transportation through the roof It will finally boil down to what is known in the industry as the 'deletion allowance' in the CKD packs, this is how it works

Presently an overseas manufacturer will be sending

costs 'B'

There's a third cost — at the moment quite small, relatively that's the costs of the local components that are added to the CKD pack bits to make the truck Let's call that cost 'C' Hence, the selling price of a truck in SA will be

A plus B plus C plus profit equals selling price

Now, when the time comes that the local manufacturing industry is compelled to instal the locally made Atlantis engines (for instance) into trucks being assembled here, they are going to ask their principal supplier overseas to delete that item from the CKD pack overseas — and it depends very much on the cost accountants after that as to what will happen

For instance, if the overseas supplier decides to delete only 70 percent of the original value of the engine which he used to put into the CKD pack, then the total cost of 'A' to the local assembler will carry a premium of 20 percent of the value of the engine before he has even had to pay for the purchase of the locally made Atlantis unit

If, at the same time, the cost of the Atlantis unit (because it comes from an embryo industry and because the volumes are initially so small) is, say, 20 percent higher than the listed unit price of an engine in an old CKD pack, then there is, indeed, going to be a substantial increase to the end price of the truck

This 'deletion allowance' on the CKD pack is going to become of vital interest to the transportation business in South Africa

If you put some numbers to the formulae above, you can see that Let's say that the overseas engine in the CKD pack was costing R10 000 and the deletion allowance for that item was R8 000 and the new Atlantis engine was going to cost R12 000 there would be a premium added to the cost of the new Atlantis-engined truck of at least R4 000

The same might (and probably will) happen when the locally assembled truck gets a local transmission, or brake system, or whatever as the local manufacturing process continues to grow here (just as it did with cars, remember).

If the deletion allowance anomaly is allowed to continue to its ridiculous conclusion, we might end up paying an enormous amount of money for, say, the only item still coming to South Africa in the CKD pack One could end up paying tens of thousands of rands for the bad on the front of the tru

It is clear that before this situation becomes entrenched, the local companies, their principals overseas and, perhaps, some of the local component suppliers, should get round a table and sort out their difficulties.

Certainly, without some sort of resolution on the subject the truck business is bound to pay for a lot of what it is not getting

MITSUBISHI seven-tonner is one of the Supreme Truck Hire fleet, in this case with a van body.

Lack of skilled labour holds car sales back 20% — Muller

Ev Post 5/7/81

(192)

Weekend Post Reporter

SOUTH AFRICAN motor companies could have sold 20% more motor vehicles in the last 18 months if manufacturers had not had to contend with a shortage of skilled manpower and certain other capacity limitations says Mr Loot Muller, managing director of Datsun-Nissan

"All members of the industry are currently paying the price for the failure to plan, failure to train, failure to project and failure to take necessary risks," he told the National Association of Automotive Component and Allied Manufacturers

"The automotive industry in South Africa is indeed alive and well — but more important, we see the industry staying that way for at least the next decade

We forecast a slight downturn next year but we see that as a much-needed breather to give the total industry some time for consolidation and preparation for the next upswing"

Overseas recruitment did not offer a long-term solution to the critical shortage of skilled manpower

The training and development of our own people both white and black is probably the biggest challenge facing our industry in the next 10 years and our ability to cope with this challenge will undoubtedly determine our success or failure in the market place' he said

So what are the motor manufacturers — and particularly those in the Eastern Cape — doing about it?

Weekend Post posed the question — and one of the basic problems emerged immediately the poverty of black education

Yesterday Toyota announced the opening of the industry's most modern training facility for technical staff servicing vehicles at its dealerships throughout Southern Africa

The new R1 million training centre is part of an R8 million development scheme at present under way at Toyota's Sandton headquarters

Already the assembly plant at Prospecton in Natal is training enough employees annually to populate a medium-sized university

"The training of manpower at all levels is the most fundamental prerequisite for industrial development' said Toyota's chairman Dr A J J Wessels

Mr Peter Searle managing director of Volkswagen South Africa said 'Training is only as good as the material to be trained And our black education system is not producing the goods

Mr Searle stressed the need for more and better education in sciences and technology

"And here again the teachers are available from overseas if only we would embark on a substantial recruiting programme — with the right sort of attractive package to back it up" he said

To improve the skills of our labour force at Volkswagen we have introduced a bridging education' programme to prepare black candidates for full-scale apprenticeship training"

Volkswagen has just bought a R325 000 new plant in Uitenhage where it plans to house its apprentice and skills training centre

Endorsing Mr Searle's remarks Mr Fred Ferreira director of industrial relations at Ford said "It is difficult to find the candidates, particularly for training as artisans

'A pass in mathematics at Junior Certificate level is a requirement and this aspect is a stumbling block"

Mr Ferreira said training enjoyed top priority at Ford at its modern fully equipped training centres completed at a cost of R850 000 early last year

Over the past three years Ford had maintained an average annual headcount of about 335 full time trainees he said

The current figure includes nearly 150 apprentices and this number is expected to increase to a level in the near future where Ford will have at least one apprentice for every two artisans which it employs" he said

'But while our education and training staff has doubled in recent years in order to cater for the company demands the training of sufficient computer and technical personnel to meet the company's requirements remains a problem

QUOTE The automotive industry in South Africa is alive and well, but more important we see it staying that way for at least the next decade.

MOTOR INDUSTRY'S FUTURE LOOKING GOOD, SAYS MULLER

(192) S/Tribune 6/9/81

By Frank Jeans

VEHICLE sales could have been 20 percent higher in the past 18 months if manufacturers had not had to contend with capacity limitations and a shortage of skilled manpower.

This is the opinion of Loot Muller, managing director of Datsun-Nissan

Addressing the National Association of Automotive Component and Allied Manufacturers, Mr Muller said the next 10 years would show a dramatic realignment of the South African economy with the closing of the wage gap and the development of a strong black middle-class contributing substantially to the size and stability of the vehicle market

"The automotive industry in South Africa is alive and well," said Mr Muller, "but more important, we see the industry staying that way for at least the next decade."

"We forecast a slight downturn next year, but we see that as a much-needed breather to give the industry some time for consolidation and preparation for the next upswing"

However, he urged motor men to become more cohesive as all members of the industry were paying the price for failure to plan, failure to train, failure to project and failure to take necessary risks

"We are, to a large extent, interdependent — our interests are common — and with our vast investments in facilities and people, we simply cannot afford to operate poles apart," he said.

Muller . . . much-needed breather next year

On the critical shortage of skilled manpower, Mr Muller said the training and development of South Africans, both black and white, was probably the biggest challenge facing the industry in the next 10 years

"Unprecedented wage hikes," he said, "have resulted in cost pressures in the pricing of new vehicles which will force us into re-examining our attitude towards automation, if we are to remain price competitive."

On local content, Mr Muller said much had been achieved, but that any further development would necessitate detailed consideration of certain aspects between the authorities and the industry as a whole.

Homes for employees to be started soon

8/9/81

Post Reporter

THE building of prestige three-bedroomed houses for black employees of a motor firm in Uitenhage's Kwanobuhle Township will start in three weeks' time

This is the latest development as a result of an announcement by Volkswagen that it would make available R1 million for its employees to obtain houses under the 99-year leasehold scheme

A spokesman for the firm said yesterday that the houses would each have three bedrooms a lounge, a kitchen a diningroom and a bathroom All the houses will be electrified and fenced but garages and carports will be optional extras

"A lot of interest has been shown by our employees since the scheme was announced," the spokesman said

The houses will cost between R10 000 and R18 000 each

Volkswagen believes that its employees can afford the houses as none earns less than R300 a month Moreover, pay increases this year are certain.

Sigma chairman slams poor car components

Star 8/9/87

(192)

By Mervyn Harris

The poor quality of locally manufactured components is having a serious effect on the motor industry, said Mr Chris Griffith, chairman of Sigma Motor Corporation

He said in Johannesburg last night that the rejection rate of components by manufacturers was in some cases as high as 60 percent.

This had resulted in two or three stoppages a day on Sigma's production lines

"Not only are our profits hit, but it also has a disastrous effect on our workforce. They are made idle and this causes problems of morale."

Mr Griffith said the poor quality of components posed manufacturers with the dilemma of raising prices to cover costs or going out of business.

Figure 8–1. In

8.1.2. External Procedure Subprograms

External procedure subprograms (function and subroutine subprograms) are function procedures that generally require more than one FORTRAN statement for definition and many computer instructions for execution. Therefore, the set of instructions is recorded only once in the machine coded program and placed *out-of-line* so that it can be entered only by a machine coded control instruction. After execution, control is returned to the referencing program by another machine coded control instruction For instance, if the cosine function COS is referenced many times in a program, the machine coded program will appear as in Figure 8–2.

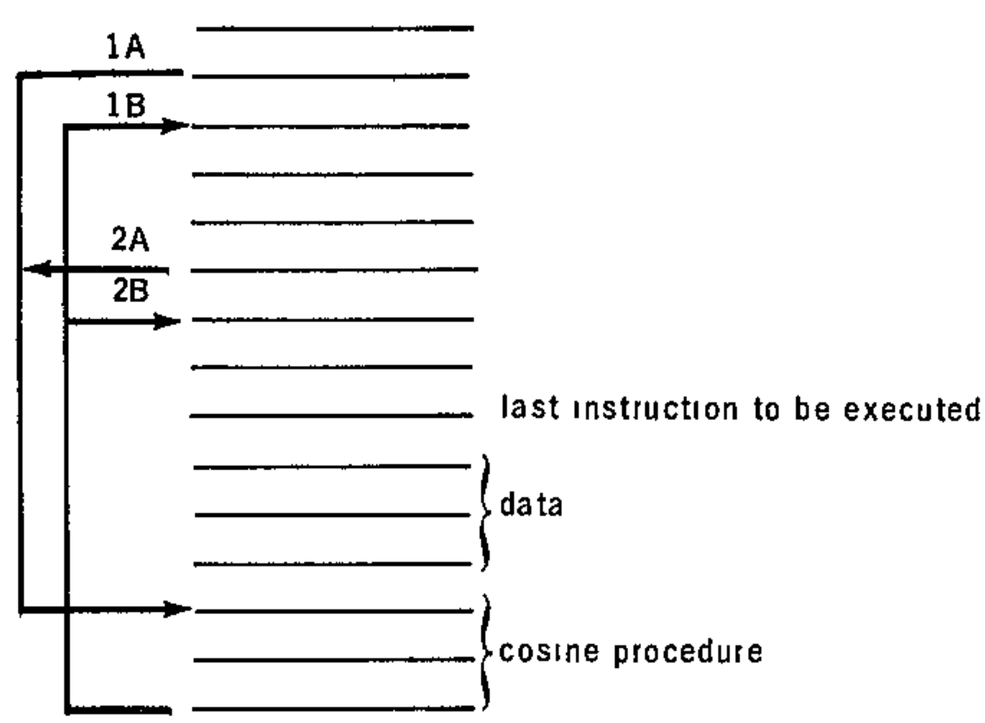


Figure 8–2. Out-of-Line Coding of External Procedure Subprograms

169.

Star 1/9/81

Ford may have to pay R1-m pensions

Labour Reporter

The Ford Motor Company in Port Elizabeth may have to distribute about R1-million in pension payouts as the result of labour unrest earlier this year

Companies in the Eastern Cape have been hit by pension-related disputes because workers fear proposed pension legislation being introduced by the Government

Ford workers also struck at the Cortina plant in Port Elizabeth in May over a dispute with the nearby Firestone plant.

Hundreds of workers at Ford chose to withdraw their pension funds.

GRACE PERIOD

However, under the rules of Ford's pension fund, workers have a six-month period of grace to return to the fund without any loss of benefits

Ford's industrial relations officer, Mr Fred Ferreira, said it could cost the company about R1-million in pension payouts if workers chose not to reapply

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r value of $\bar{r}$.

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= 0,0688

Then the control

UCL = $\bar{\bar{X}}$ + = (7.3)

= 2,01 + (0,16)

2,10

LCL = $\bar{\bar{X}} - 3\bar{r}/(d_2\sqrt{n})$ = $\bar{\bar{X}} - A_2\bar{r}$ (7.4)

= 2,01 − 3(0,16)/(2,326.$\sqrt{5}$) = 2,01 − 0,58 (0,16)

= 1,92

TABLE 7.3 FACTORS GIVING UNBIASED ESTIMATE OF σ FROM $\bar{r}$†

Number of observations in subgroup n	A2	*Factor for estimating σ from $\bar{r}$ (multiply $\bar{r}$ by $1/d_2$)* d_2	*Number of observations in subgroup* n	A2	*Factor for estimating σ from $\bar{r}$ (multiply $\bar{r}$ by $1/d_2$)* d_2
2	1,880	1 128	22	0,167	3 819
3	1,023	1.693	23	0,162	3 858
4	0,729	2 059	24	0,157	3 895
5	0,577	2 326	25	0,153	3 931
6	0,483	2 534	30		4 086
7	0,419	2 704	35		4 213
8	0,373	2 847	40		4 322
9	0,337	2 970	45		4 415
10	0,308	3 078	50		4 498
11	0,285	3 173	55		4 572
12	0,266	3 258	60		4 639
13	0,249	3 336	65		4 699
14	0,235	3 407	70		4 755
15	0,223	3.472	75		4 806
16	0,212	3 532	80		4 854
17	0,203	3 588	85		4 898
18	0,194	3 640	90		4 939
19	0,187	3 689	95		4 978
20	0,180	3 735	100		5 015
21	0,173	3 778			

† Adapted by permission from E. L. Grant, "Statistical Quality Control," 3d ed., McGraw-Hill Book Company, New York, 1964

The values of $\bar{\bar{X}}$, the UCL and the LCL and the sample means are plotted in Figure 7.2

Table 6 Dates of arrival, reasons for coming and facilities found by samples of households in eight areas, I980/I

	Compensation	Ezakheni	Qhudeni	Sahlumbe	Keiskammahoek	Kammaskraal	Dimbaza	Mdantsane
ARRIVAL DATES				(year)				
-first quintile	I978	I976	I976	I969	I976	I980	I969	I967
-median	I978	I976	I977	I969	I977	I980	I97I	I977
-fourth quintile	I978	I977	I978	I970	I977	I980	I976	I980
REASON FOR COMING				(%)				
-resettled	97	80	60	64	92	55	2I	32
-evicted	3	3	2I	32	I	-	I5	I
[illegible]		I7	I9	4	7	45	64	67

Notice the difference between Dimbaza and Mdantsane on the one hand, and all the rest on the other. In both Dimbaza and Mdantsane, about two-thirds of the households interviewed had moved to their present place without being resettled or evicted; in all others (except Kammaskraal) the corresponding proportion is less than one-fifth. Note too the consistently high proportion of households finding various amenities on arrival, especially in Dimbaza.

Elsewhere the majority of households were resettled, with a substantial minority in Qhudeni and Sahlumbe (areas to which labour tenants were resettled) of evicted households who chose to move there. As far as amenities go, Ezakheni, Keiskammahoek and

ot to be found in either the older
tion and Qhudeni.

e by considering labour force partici-
mployment in the settlements.

ticipation, employment
I98I

	Male					
	NEA	(%) AR	E_p	E_c	E_m	U
					6	5
					I9	3
					8	I
					2	
					35	9
					94	
					35	9
					50	
					II	

9	
4	
3(	
I6	
I0	
I	
203	
97	

specifies no duties for some which are made here

Certain bearing caps are also liable for duty if they are imported separate from the assemblies Yet they are duty-free if imported together

This means car manufacturers who sometimes import these pieces separately to suit production requirements will be penalised unless they import full assemblies

These gaffes follow two years' deliberation by the Board of Trade and Industries (BTI) on a protection application submitted in 1979 by local bearing manufacturer SKF

SKF should, perhaps, share some of the blame Rumour has it that its application was not particularly well drafted

Some distributors claim that part of the new tariff's inequities have been included to make life easier for customs officials For it specifies duties on all ball-and tapered-roller bearings with external diameters from 31 mm to 130 mm and enables customs to readily determine which imports are liable for duty and which are not

Very convenient Although not for importers who must pay duties on several bearing sizes in this range which are not made here

Distributors estimate that this will cost the industry at least R2m a year in duties to protect a non-existent local production

A BTI spokesman says the blanket tariff was imposed at the request of SKF to deter bearing users from switching from sizes produced locally to similar, but cheaper imported sizes Another reason is that it may encourage local manufacturers to produce more sizes in the range

Another section of the tariff imposes duties on bearings with an aggregate of the inside diameter plus width of between 83 mm and 152 mm It does not protect all locally made items, as SKF produces bearings of 49mm on this measure

The omission was apparently due to an administrative error in the drafting of the schedule The BTI is currently talking to the industry about amendments to the schedule, and the discussions could remove some of the tariff's anomalies

Local bearing manufacturers have for the last few years been protected against foreign competition by an embargo on imports of similar products Also, there has been a 3% duty on all imports This still applies to items not listed in the latest tariff schedule

The embargo still stands but will probably be lifted by the end of the year This is so that it will fall in with the requirements of the International General Agreement on Tariffs and Trade (Gatt) Gatt favours tariffs rather than embargoes to protect local industries

To fulfill this requirement government encouraged SKF to apply for tariff protection to allow embargoes to be phased out Further it is government's belief that tariffs, rather than embargoes are the best stimulus to efficiency and competition in the local industry

The bearing market is worth about R80m a year Some 25% is produced by the two local manufacturers, SKF of Sweden and Timken of the US

The new tariff favours European and US bearings over cheaper bearings from the Far East as it operates on a sliding scale and places heavier penalties on cheaper and dumped products This will reduce the price advantage of the eastern products which are consigned to be as good as the others and will such apply another turn to the anti-dumping screw

1. Compensation

TARIFFS FM 11/9/81

Bearing bumble (192)

If ever there was a glaring example of bureaucratic incompetence, it's the tariff on ball-and tapered-roller bearings published in the Government Gazette last month

Designed to protect local bearing manufacturers against foreign competition, it imposes duties of 30%-73% on bearings not even made in SA At the same time, it

Another financial aspect is the cash flow consideration. For many international firms, it is often vital to ensure that th[illegible] the firm's products ar[illegible]

TRUCK INDUSTRY

(192) FM 11/9/81

Grief for Gencor

As it stands, government's new plan to protect local manufacture of truck gearboxes threatens to turn an investment by Gencor into a R60m white elephant

At the same time it could save truck buyers up to R50m/year, as it will allow truck assemblers to import gearboxes at low duty rates instead of paying a premium to Gencor

Gencor announced its investment in 1979 when the then Minister of Industries Dr Schalk van der Merwe decreed that truck assemblers should fit locally-made gearboxes and axles by the end of this year

Industry sources say that Gencor made its investment decision on the strength of two government promises

- It would receive tariff protection to make imports positively prohibitive, and
- No other gearbox and axle manufacturer be allowed in the country

Government has now apparently reneged on both these promises under pressure from the truck industry, which maintains that the original plan was inflationary and technically impractical

Under the new tariff announced this week by Industries Minister Dr Dawie de Villiers, the duties next year on an imported gearbox for the popular sized 8 t gvm truck will be about R357 Gencor requested about R1 200 in its protection application It asked for the duties to be raised over time to about R3 000

From 1983 the new duties will rise to R714, which is still less than a quarter of what Gencor wanted

The new duties on the big 45 t gcm truck tractors are even more lenient They start next year at about R295 and rise to R590 in 1983 Gencor requested protection of about R2 640, rising over time to a whopping R6 600

Imported gearboxes for engines smaller than 4 000 cm³, and all automatic and semi-automatic gearboxes, are unscathed by the tariff

De Villiers has also indicated that Gencor cannot rely on indefinite government protection for its monopoly He says "There is not room for a second gearbox manufacturer at present However this does not preclude other manufacturers in future, and when the time is ripe proposals may be submitted by other prospective manufacturers"

De Villiers has still to pronounce on Gencor's application for stiff protection for its truck axle plant But he is unlikely to give the full concession requested, and has thus dashed its hopes of keeping the axle monopoly He comments "It will be endeavoured to allow the greatest flexibility in the industry, and to keep tariffs on a realistic level Prospective manufacturers may approach the Board of Trade and Industries in this connection"

Industries' De Villiers . . . not offering indefinite protection

Gencor is now trying to scale down its projected manufacturing programme But it has already started assembling gearboxes, and may have to sell at below cost to compete with imports carrying the new duties

Government will probably not leave Gencor entirely in the lurch as it is determined to achieve self-sufficiency in truck production The new tariff is probably only a temporary measure to spread the expense of switching to local manufacture, and will probably be upwardly adjusted from time to time

The intention will become clearer next year when the tariff will be up for its first review

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Sales of new cars take a dip again

14/9/81

Mail Correspondent

SALES of new cars last month hiccupped for the third time this year and the volume dropped 5,9% below the level of August last year for a total of 23 649 units — down 13,6% on the previous month

In April and June sales also dipped to below the levels of the preceding months, but last month's drop was sharper, probably caused by July's pre-buying to beat the possibility of the Budget increasing general sales tax

Nevertheless, in a declining market last month, the "big three" manufacturers in the Port Elizabeth-Uitenhage complex pushed their collective market share of new cars to over 46%, helped considerably by Ford's 4 509 units which gave it 19% of the market and the overall lead for the second month

Sales of trucks and commercial vehicles also took a dip and at 13 807 they were down 5,5% on the previous month, but still 19,6% ahead of sales in August last year. Progressive sales for the year are 98 406 units, 21,2% ahead of the same time last year

Luxury

New car sales so far this year are still 11,6% up on the same period last year for a total of 197 036 units. With four months still to go, the 300 000 target is still within reach.

Luxury cars are still selling well and both BMW and Mercedes-Benz increased their market shares, while demand for small cars is still strong

But reacting to the market downturn, sales of Ford's Escort dropped from 2 368 in July to 1 955 last month, Volkswagen's Golf-Jetta range from 3 508 to 2 826, but General Motors's Kadett dropped only one to 1 336, while Toyota's Corolla dropped from 3 101 to 2 497

On combined car and truck sales Toyota with 7 075 units for 18,9% of the market stayed in the lead, followed by Datsun with 5 835 (15,6%), Ford with 5 718 (15,3%), Sigma with 4 867 (13%) Volkswagen with 4 738 (12,7%)

An artist's impression of Toyota South Africa's new trai

Star 15/9/89 (192)

Toyota the country's leading motor manufacturer, has opened a training facility for technical staff servicing vehicles at its dealerships throughout southern Africa

The new R1 million training centre is part of an R8 million development scheme at Toyota South Africa's Sandton headquarters

The scheme includes new warehouses, offices, conference centre, computer suite, vehicle museum, motor sports facilities and extensive parking areas.

Already the Toyota assembly plant at Prospecton, Natal is training enough employees annually to populate a medium sized university

In addition, over 14 000 staff from Toyota and Hino dealers have been trained in all aspects of vehicle servicing.

Now, with the new premises and equipment in Sandton, over 100 dealer technical staff at a time can be instructed in vehicle servicing and maintenance procedures.

With the increased reliability and ease of maintenance of modern cars, trucks and light commercials, the training emphasis now is on ensuring maximum economy of operation, particularly engine tuning

The chairman of Toyota South Africa, Dr A J I Wessels, said at the opening ceremony he welcomed the growing awareness in South Africa of the importance of training

"The training of manpower at all levels is an essential prerequisite for industrial development," said Dr Wessels

ning centre at ...

Busaf Letaba expands

Star 5/9/81

(192)

As bus number 2000 recently rolled off Busaf Letaba's production line, the company announced a major expansion programme for this Gazankulu homeland manufacturing facility

Busaf, a member of the Bus and Vehicle Body Division of Dorbyl Automotive Products, together with the Corporation for Economic Development, will spend almost R1 million on extensions to the Letaba factory, increasing production capacity from the present 50 bus bodies a month, to 70 bodies

Already Southern Africa's largest manufacturer of bus bodywork, this extension is in line with Busaf's policy of boosting production to meet the increasing demands of the southern African bus market

Ten years ago Busaf undertook to employ 200 staff at its Letaba facility — today it employs 450 and is still the largest industrial enterprise in Gazankulu

Sigma aims at black market

B/Day 15/9/81

(192)

Blacks, who bought 18 percent of all new cars sold last year, will only become a major force in the market after 1985

This is the view of Mr Peter Moss sales director of Sigma Motor Coporation, who says black purchases of new cars will rise to five percent by 1985 and then gather momentum

The upturn will take off after blacks have spent money on white goods following the electrification of Soweto and other towns

"Our strategy is to get through to the black market through dealerships and we have already appointed eight black dealers in various parts of the country It is the same franchise as applies to other dealers"

INDIANS

Sigma already has 20 Indian dealers throughout the country

The small car is expected to become a status symbol among blacks, replacing the big cars now being used to shuttle people from township to work and back.

Mr Moss says new car sales were running at an average of 24 000 a month in the first half of this year and he expects the figures to drop to an average of 22 000 a month in the second half of the year.

Sales of trucks will remain stable at 12 000 a month throughout the year because of pre ADE buying

The levelling-off in new car sales will push down this year's projected record total of 285 000 units to 260 000 next year but sales will begin to rise again by the middle of next year.

THEFTS

But he expects no let-up in car thefts which have become big business in the country.

Last year 38 000 cars were stolen and the figure reached 32 000 in the first half of this year

The stolen car racket is highly professional and those involved are believed to be a combination of blacks and whites

Stolen cars are quickly re-registered in homeland states, often without the cars being physically taken to the Transkei, for example

The chassis numbers are also changed

Giving South America a go

Star 15/9/81

(184) 192 (744)

The Tryholdings Group, local makers, stockists and distributors of Canadian designed Blue Giant pallet trucks, stackers and docking equipment, has embarked on a vigorous export drive. Aimed mainly at Mauritius, Reunion, Zambia and Malawi, Tryholdings' chairman, Mr Andrew Stewart, says he is "also going to give all five countries in South America a go and see if we can also export to Blue Giant in Canada"

Mr Stewart says his seven-year-old company has been exporting for five years

It does regular business with Mozambique — which absorbed its first modest exports — and with Malawi which, on its own in the last few months, has absorbed 12 dock levellers and many pallet trucks, all Blue Giant, and all made by Tryblue Manufacturing division of Tryholdings at its Denver, Johannesburg factory.

Mr Stewart, who has just returned from a business visit to the countries to which he hopes to export, says agents have been established in all of them, as well as in Zimbabwe

Workers boycott Uitenhage plant's canteen

Ev Post 18/9/81 (192) (139) (63)

By MOKONE MOLETE

THOUSANDS of workers at Uitenhage's Volkswagen plant have boycotted the firm's canteen for three days in protest against a decision to allow the giant catering company, Fedics, to supervise catering

The boycott was apparently sparked by rumours that some of the existing kitchen staff would be sacked, that others would now get less pay and that canteen prices would go up

According to one worker, the entire black workforce of about 7 000 was involved, but a spokesman for Volkswagen merely confirmed there had been a "reduction" in the number of employees using the canteen.

At present workers pay 12c or 24c for a plate of food

According to one informant, employees had been told that this would now cost 60c

The spokesman for Volkswagen said the boycott came "at a time when discussions are taking place between management and worker representatives on issues associated with the canteen"

He confirmed that Fedics had been engaged, but only in an "advisory capacity" until next year

Fedics was not managing or staffing the canteen, he said, adding that no decision would be taken about the future of the contract "for some time"

2 000 down tools at new Durban spark of unrest

Fresh labour unrest has erupted on the Durban East Rand, with strikes involving about 2 500 metal workers at two separate factories in Wadeville and Germiston.

A foreman fired for being a member of the Metal and Allied Workers' Union and more than 2 000 workers at Shaw Metals and Anglo-American subsidiary, walked off the job yesterday.

Management refused to comment, but the union spokesman said the strike appeared to be a sequel to a work stoppage in one department last Friday. This had been sparked by the dismissal of a worker after a fight involving a white foreman.

Management had agreed to review the dismissal and workers had clocked on as usual yesterday. Shortly afterwards, all departments had downed tools, the spokesman said.

At National Springs Manufacturers about 500 workers — also mainly metal workers — returned to work yesterday afternoon after a two-day strike to review the dismissal of two colleagues.

A company spokesman said the strike had been the result of a "misunderstanding". Talks with workers' representatives were under way.

○ Thousands of workers at the Volkswagen plant in Uitenhage today continued their boycott of the company's canteen as management held further talks with union officials.

The boycott which started last Wednesday, involves Volkswagen's entire black and coloured work force who are dissatisfied with the use of the giant catering firm, Fedics, to operate the canteen.

ADVISORY

Workers apparently fear canteen staff will be laid off and prices for meals will be increased as a result of the catering firm's presence.

But a Volkswagen spokesman told The Star that Fedics was taken on solely in an "advisory" capacity.

He said workers were told that canteen staff would not lost their jobs and rumours that meal prices would increase to 60c a plate were "unfounded."

○ The Star's Durban correspondent reports that about 100 workers today downed tools at a Gilnaker construction site in Sarnia, in a dispute over wages.

A spokesman for the firm said the dispute was over a wage increase which had been granted last week.

Workers felt that it was unsatisfactory but had not discussed the matter with management since stopping work today.

Car industry to

(192) (179) Star 23/9/81

Mr Simon Mtye inspects a car for a final check before it leaves the manufacturing plant. He is paid on a rate-for-the-job basis at the same level as a white doing the same work. ● Photos. Graham Gainsford.

'We have to prepare for the next upswing'

Star 23/9/81 (192) (179)

By Bob Davis

Making, maintaining and selling cars and trucks will increasingly be in black hands in future and black ownership of new vehicles will become a major market force

Mr Loot Muller, managing director of Datsun, which employs 3 500 black workers and 1 500 whites told The Star, "We have to prepare now for the next upswing in the economy and black workers are essential to every phase of expansion"

Mr Muller said, "We can import workers from Europe or America to make our vehicles but in the long term that is not a satisfactory solution"

"We and South African industry in general will have to spend more time and money than ever before on training our own people"

He said there were generous government subsidies to encourage training programmes and Datsun had decided to launch a five to 10 year scheme to meet its own demands

Training whites was a fairly easy matter because of the higher educational standard of the group but there were not enough whites available

Datsun had therefore decided to get involved with training black workers at school level by identifying potential workers at an early age and financing them through matric and technical colleges

"And on an in-company level, where we plan to extend training facilities, we have found that we have to start with literacy classes"

He said the training of black workers was one of the greatest challenges facing the South African economy and the success with which any particular company or industry as a whole met the challenge would determine viability in the market.

"At Datsun, we use black workers to a very great extent

"We have trained men in the fields of manufacture, industrial relations, computers, clerical and materials control"

Mr Muller said there appeared to be a reluctance among black workers to enter the financial field of bookkeeping and accountancy and his company would spend more time and money to make these jobs more attractive.

As far as legislation was concerned, there were no laws preventing black artisans and clerical staff to reach the highest levels in South African commerce and industry

"The government leaves it to us in the business world to decide whom to employ and what jobs to give them"

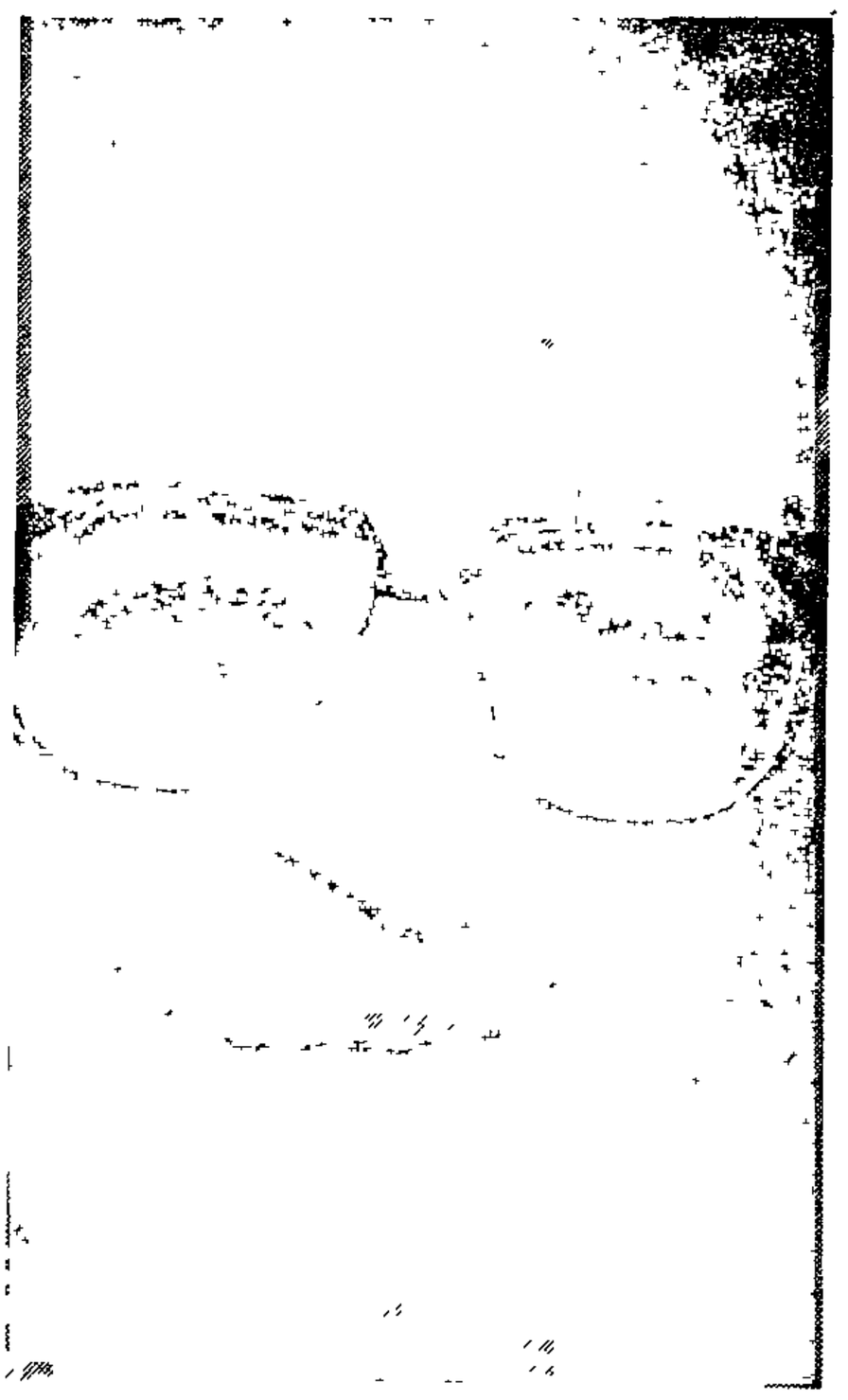
Mr Muller said the motor vehicle industry had had two good years and everyone had made a lot of money, "which now gives us the opportunity to finance the type of expansion we will need to meet the next upswing"

He said many industrialists had discovered in the past two years that they were not geared to sustain the type of growth that had been experienced and they would have to make use of a possible lull to get ready for a greater demand level than South Africa had ever experienced

His own company would spend more money on advertising in the next two years to maintain a high sales volume

"And because of the closing of the wage gap between blacks and whites and because of the training that is taking place and that is to take place, we will have production volumes which will be very much in excess of any thing we have had in the past"

Mr Muller said the higher production volumes would be essential, because blacks would become a major buying force of now



Mr Loot Muller, managing director of Datsun, "we will have black mechanics, car salesmen, clerks and storekeepers and we must train them now because the next upswing in the economy will result in higher production levels than ever before in South Africa."

get black boost

Prestige sports car built in SA

The completed product has taken Datsun's name into the board rooms around the country.

Black hands are hand-making a prestige South African sports car in terms of a management decision which has boosted morale at a 5 000-man Roslyn vehicle plant.

Mr Loot Muller, managing director of Datsun, said the car was launched six months ago when his company realised import permits would become less readily available and that a locally made sports model would find a ready market.

He said the car did not meet the Government's 66 percent local content demand, being made mostly from imported parts.

"We had to boost the local content of our other vehicles to beyond the 66 percent level in order to meet government demand on an overall level"

At a selling price of R25 000, the car compared well with other sports cars on the market and although it was making money for the company, there was a further motive in launching a prestige car of the type for the top end of the market.

"We wanted to get into the market at boardroom level and that is where this car is selling

"We've never been able to compete in that market before and our name is now entering senior executive level," Mr Muller said.

The car, the Datsun 280 ZX, had won the sports car of the year award in America for a number of years running and had not previously been available in South Africa.

But apart from providing the company with a prestige product, its presence in the vehicle plant at Roslyn had had marked effect on worker morale.

"The team making the car (14 black men) was carefully selected and they are the best we have.

"They work in a separate line, where the car is hande-made and quality checked at each step."

Mr Muller said other workers subsequently said, "we can also make a prestige product," and there had been keen competition among the 5 000 workers at the plant to get into the select team and to step up the quality of other vehicles.

Mr Trevor Greyling, Datsun's Press officer, said there had been very little advertising or publicity for the car," but customers now have to wait three months for delivery and we refuse to make more than 50 a month because that would sacrifice quality"

Letter to Members:
Accountants, p. 1.
Group Directors Report, Annual Report, 1978 p. 10.

18. A.P.C.: E.D. 14, "Accounting for the Results of

192

Prices of trucks, tractors to soar

Star 23/9/81

By Hannes Fergusson
Farming Correspondent

STELLENBOSCH — High import duties coming into effect on October 1 are expected to send the prices of trucks and tractors rocketing.

Designed to protect the local manufacture of diesel engines which starts at that date, the new duties may prove too drastic.

Mr H H Beckurts, managing director of Atlantis Diesel Engines, said in Stellenbosch yesterday that fitting the South African-made ADE diesel engines would increase the cost of a truck or tractor by only five or six percent.

The ADE engine could cost up to 16 percent more than its imported counterpart. However, the engine represented only 30 percent of the value of a tractor and 20 percent of a truck.

But Mr Beckurts said that ADE had no control over the discount granted to local tractor assemblers by their overseas parent companies for not buying the overseas-manufactured engines

If this allowance was unreasonably low, South African tractor and truck buyers would pay for the local ADE engines fitted in their vehicles as well as most of the price of an imported engine

The manager of a large tractor distributing firm said that the new import duty of 40 percent on tractors and 30 percent on trucks would in effect set the new price level.

There was no incentive for tractor and truck assemblers to fix competitive prices and meagre deletion discounts by parent firms were only the means of legally raising prices to the level of the import duty.

A spokesman for the national Maize Producers Organisation said in Bothaville today that high import duties forced farmers to pay for profit inflation in the industries supplying agriculture.

In the end the consumer would foot the bill, he said. Truck owners would also have to raise their tariffs, feeding another inflationary cycle by increased transport costs

Johann Maree

Students
Please us

SECTION A

Answer TW

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3. (a) Critically evaluate the organizational roles of the UAW and the Ford Workers' Committee (FWC) in the Ford dispute with particular reference to the Cortina plant.

OR

(b) Compare and contrast the nature and roles of the League of Revolutionary Black Workers (LRBW) and the Ford Workers' Committee (FWC) paying particular attention to their approach to workplace and community issues and their relationship to the relevant trade unions.

4. 'What I find so objectionable as well as invalid in the Marxist view is its implicit contempt for "pure and simple" trade unionism. Trade unions, by doggedly sticking to their immediate ends and refusing to be captured and exploited by any political party, have gradually transformed society. Only not according to the sacred texts or the dialectical laws! That they may be right in preferring reform to revolution and unity to discord never crosses the mind of those whose theory tells them all the answers.' (Allan Flanders)

Assess this assertion of Flanders, paying special attention to Perry Anderson's writing, and drawing on your knowledge of the sociology of trade unions and industrial relations.

SECTION B: . . . . .

UNIVERSITY OF CAPE TOWN

DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST - 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
31 August	20	Tax Planning for Asset Acquisitions - leasehold improvements - lease or buy decisions - leverage leasing	ss.1 'gross income' definition paras.(g),(h); 11(f),11(g),11(h),12,13, 8(4),8(5)	513 - 524, 765 - 786, 534 - 537, 1423 - 1426	-	T.1319 T.1409 T.1411
VACATION - 5 SEPTEMBER TO 13 SEPTEMBER						
14 September	21	Tax Planning for Business Acquisitions - partnerships and joint ventures (briefly) - acquiring assets and liabilities - acquiring shares - interest payable on acquisition	ss.11(a),(i),(j),12,13, 22,22A,24A,103(1),103(2)	The relevant paras. in Chapters 9,11, 12 and 26		1 (b, c) 1
21 September		REVISION				T.1424,T.1425 T.1431,T.1432 T.1525, 14.5 16.7,16.9

EXAMINATION - OCTOBER 1981

N.B. THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

New diesel company to supply SA

By John Spira

S Times 27/9/81 (192) (129) (63)

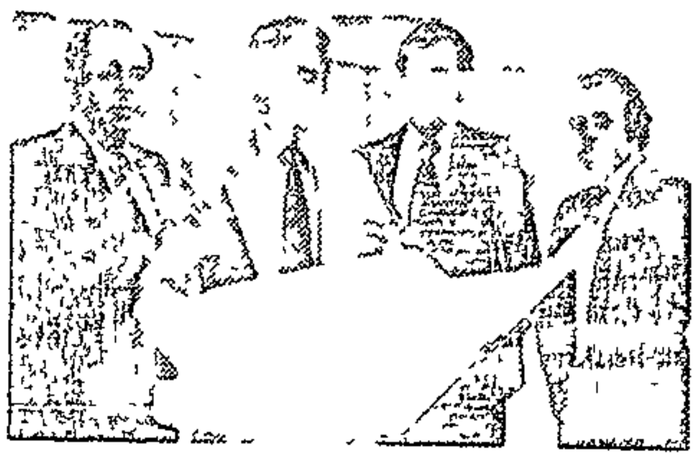
IN a deal worth more than R5-million, the Blue Circle Group (via its Hudaco Diesels subsidiary) has got together with West Germany's Klockner Humbolt Deutz (KHD) to handle the South African manufacture of Deutz diesel engines

The two groups have formed a new company, Deutz Dieselpower (DDP), with the local company holding 70% of the equity and the German group the remainder

Deutz Dieselpower is now South Africa's only diesel engine supplier other than Atlantis to be granted a Government-approved manufacturing programme for industrial diesel engines

Dr Bruce McInnes, DDP's chief executive, tells Business Times that the company is budgeting for a turnover of more than R30-million next year from sales of air-cooled and water-cooled diesel engines ranging in size from a cost-efficient 2kw to a formidable 7250kw unit

He says "Deutz diesel engines have earned an enviable reputation over the past 50 years in the mining, construction, agricultural and marine markets of South African industry



"Since 1969, when Deutz began local manufacture of diesel engines in Pietermaritzburg, the local content of the end product has steadily increased

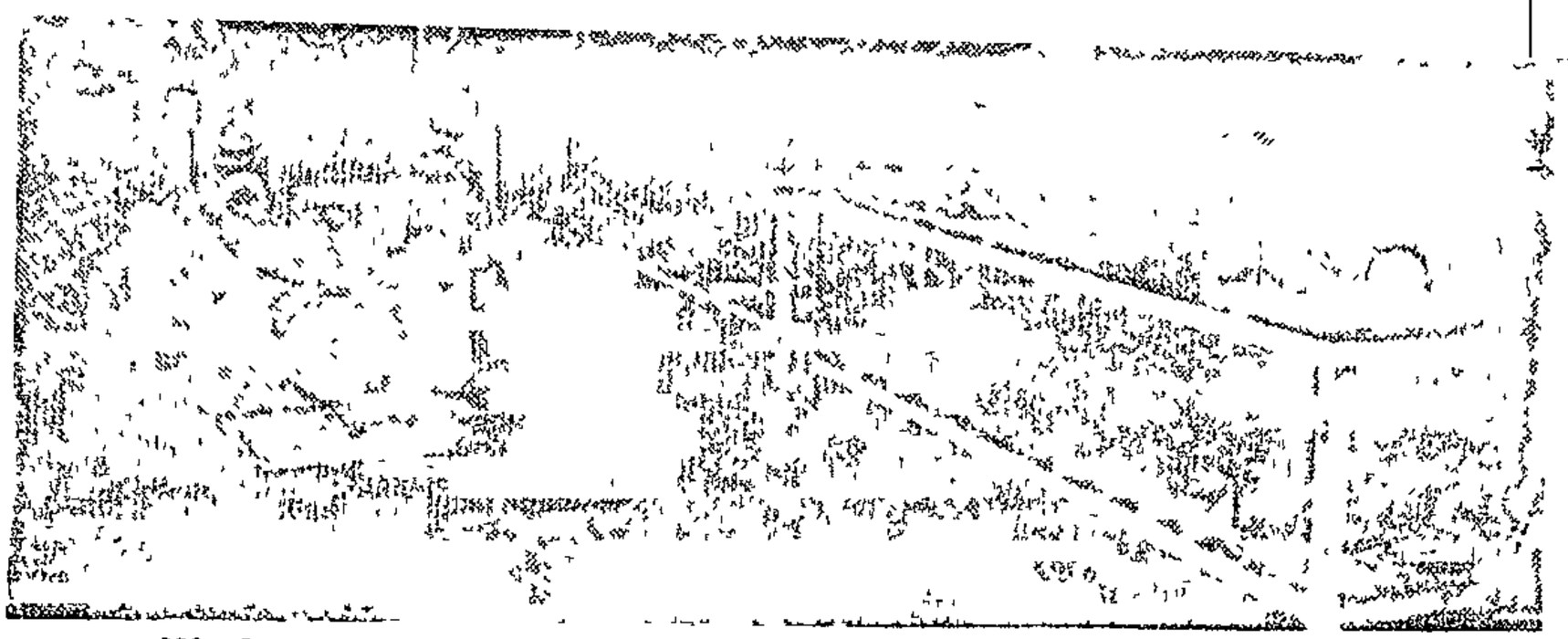
"The new venture will substantially boost the level of local content in line with Government recommendations The objective is to achieve this target in the shortest possible period"

Local content of Deutz diesel engines is currently 50% — in excess of that at Atlantis.

Dr McInnes points out that DDP will have access to the latest international technology and KHD's vast research and development facilities KHD's 1980 worldwide sales totalled R2 300-million, making it the world's largest manufacturer of industrial diesel engines

He continues "DDP has a long-term commitment to South Africa, with heavy investments in a countrywide network of spares and service outlets This substantial network is geared to guarantee the constant availability of products and components in the developing years ahead"

Underlining this commitment, DDP this week officially opened a new R3-million service and adminstration complex in Elandsfontein, Johannesburg



Workers assembling engines at the Pietermaritzburg factory

Capital diesel engine firm gets a boost

S. Tribune 27/9/87 (192)

Finance Editor

DEUTZ diesel engine manufacturers in Pietermaritzburg had a boost this week which will enable them to remain a force in the local market alongside the Government-sponsored Atlantis

Hudaco diesels, a subsidiary of the R260-million Blue Circle cement and engineering group, have formed a new company Deutz Dieselpower in a joint venture with Klockner-Humboldt-Deutz A.G of Germany.

The announcement was made to coincide with the opening of a new R3 - million administration and service centre at Hudaco Park Elandsfontein on Friday.

Deutz, who have been manufacturing in Pietermaritzburg for the past 12 years, will continue to compete mainly in the industrial engine market where the 30 percent tax imposed by Government in support of Atlantis, is not applicable.

Terry Burgess, who heads the new operation, says: "We will have access to the vast research and development facilities of KHD, a world leader in diesel technology

"And the Blue Circle Group gives us the financial muscle to develop a national sales service network to compete on a free enterprise basis

"Atlantis will concentrate on the vehicle market. Our role will be supplementary, providing an alternative in the industrial sector where we look for a 30 percent market share."

Deutz in diesel venture

Star 29/9/87

(192) (68)

Deutz Dieselpower, a joint venture involving substantial investment by Klockner Humboldt Deutz of Germany and Blue Circle SA, has been launched.

The company will take over the Maritzburg plant where Deutz diesel engines have been made for the past 12 years.

A new head office and factory have been built at Elandsfontein to house expanded marketing and service departments.

Deutz Diesel power will serve the diesel-engine market in mining, construction and agriculture

Only Atlantis and Deutz — the air-cooled alternative — have government approval for the national manufacture of stationary diesel engines.

Staff at VW quit boycott

Star 29/9/81 (192)

Labour Reporter

The eight-day boycott of canteens at the Volkswagen car plant in Uitenhage by black and coloured workers ended yesterday after workers accepted management's assurance that canteen staff did not face retrenchment

Workers boycotted the canteens because they feared staff would be dismissed and food prices increased as a result of the presence of the catering firm, Fedics, at the plant

DD 1/10/81

700 walk out over CDA dismissal

(192)

EAST LONDON — About 700 workers quit the Car Distributors Assembly (CDA) plant here yesterday

Spokesmen for the National Union of Motor and Rubber Workers said the action followed the dismissal of a fellow worker

They said there had been negotiations between the union and the management of CDA, the manufacturing and assembly plant for all Mercedes-Benz vehicles in South Africa

A spokesman for the union, which is affiliated to the Federation of South African Trade Unions (Fosatu) said Mr Today Dayimani had been dismissed following a scuffle with a white worker who was not dismissed

He said that, following a mass meeting of the union in the Kadalie Hall on Tuesday night, it was agreed to approach management with the demand that Mr Dayimani be reinstated

Workers in B plant — the truck assembly division — had downed tools from 7 30 am yesterday and refused to work until they had heard the outcome of the approach to management The union spokesman said he had been told by management that the matter would not be reconsidered until the return of Mr Leo Borman, the managing director of CDA, who was away and who was due to return next week

At 10 30 am the full workforce in B plant, numbering about 700 workers had walked out of the factory

A spokesman for UCDD in Pretoria, of which CDA is a subsidiary, said it would be unfair to comment until the directors had all the facts It is understood Mr Borman will be returning to East London today

A shop steward of the union said the workers in B plant were determined to remain on strike until their demand had been met or until Mr Borman had investigated the matter

He said there had been a similar incident on Wednesday last week in which workers in the engine department had downed tools for two and a half hours following the dismissal of a colleague, who was not reinstated.

A shop steward in the engine department said another 30 workers were sent home in his department yesterday after they had downed tools — DDR

The Sullivan Code is labelled a 'toothless package'

Ev Post 12/10/81

Post Reporter

THE Sullivan Code of principles — non-discriminatory employment guidelines for American firms with investments in South Africa — had failed according to a prominent local trade unionist, Mr Government Zini

Addressing about 800 people at a football club banquet at the weekend, Mr Zini, who is organiser of the Motor and Component Workers Union of South Africa, also criticised the Ford Motor Company for selling vehicles to the Government

Mr Zini is himself an employee of Ford

Describing US firms operating in South Africa as "extensions of oppression", he said the Sullivan Code "circled around" apartheid

The code, in fact, said nothing at all about co-operation with the South African Government

The Government and its agencies were among the major clients of those who adhered to the code

The code was a "toothless package" because it did not require firms to recognise black and white trade unions on an equal basis

It simply encouraged signatories to support the elimination of discrimination against black unions

"All that the code has served is to benefit the South African supporters of the apartheid system," Mr Zini said

[illegible]

G/7.

Toyota backs local parts

D.D. 1/10/85

(192)

ONE of South Africa's leading car and vehicle manufacturers, Toyota South Africa, has disassociated itself from criticisms made by one of its competitors about the quality of locally produced vehicle components

"It has been suggested in press reports quoting a senior executive of another major motor group that all South African motor manufacturers share the experiences of acute quality problems in locally supplied components"

The Toyota SA statement says "We do not agree nor do we accept that such criticism can be used to attack the Government's local content programme or that local component suppliers are creating excessive vehicle selling prices in South Africa

"Toyota SA manufacturing plant, Motor Assemblies, at Prospecton, near Durban, is the biggest in the country It is currently producing more than 400 vehicles a day compared to 220 at the beginning of last year Yet the quality of Toyota, Hino truck and Renault SA vehicles is scored internationally as among the best in the world These results — greatly expanded production while maintaining product quality — could not have been achieved without the outstanding efforts of our parts suppliers

"The cars we produce exceed the Government's minimum 66 percent local content by mass volume and their quality is assessed critically by overseas engineers representing the overseas manufacturers such as Toyota Japan and Renault France Their representatives in this country make a technical objective assessment to protect their own reputations — and it is not a subjective opinion

The Best

"The Renaults made in South Africa have, for the third successive year, been assessed as being of the highest manufacturing quality in the world We are scored on a points basis against other plants in other countries and come out best with Renaults which have at least 70 percent South African local content

"The chief designer of the new Toyota Cressida, Mr Shoji Jimbo, recently visited us and our local suppliers and tested our vehicles under rigorous conditions and said before his departure that [illegible] standards compared well internationally

"If there was a major problem in the quality of local components it would show up in the cost of warranty claims. We cannot speak for other SA manufacturers, but we know that Toyota and Renault warranty costs in South Africa are among the lowest in the world Also, vehicle selling prices in South Africa compare well with those in other countries in spite of our smaller production runs In many cases, the selling prices of a car model here is substantially lower than their equivalent in Europe

"The enormous growth in vehicle sales in South Africa over the past 18 months has resulted in local component suppliers being called upon to increase production at a rate probably unprecedented anywhere in the world Obviously there have been supply problems, mainly in producing the necessary volume of components and, in some cases, quality has suffered temporarily But substandard components — from any source — should never find their way into an assembled vehicle because they should be identified and rejected by the manufacturer's quality control procedures

Outstanding

"We at Toyota find no difficulty in doing this and, even with a waiting list for our products, have not relaxed the quality standards we demand of our suppliers The outstanding performance by South African vehicle component suppliers is deserving of high praise and reflects the progress made in developing our national industrial resources

"Of course, vehicle quality also depends on the skill and attitudes of the workforce in the assembly plant We are particularly proud of the performance of the Toyota SA manufacturing plant's workforce this year in responding to the challenge of increasing production while retaining quality standards They have done this magnificently without a single stoppage through industrial disputes and it is on their behalf also that we disassociate this company, its employees and our local components suppliers from the reported criticisms of the quality of components used in South African made vehicles"

Motor firm hit by all-out strike

RDM 2 10 81

By STEVEN FRIEDMAN

LABOUR unrest escalated in various parts of the country yesterday as all 1 600 workers at an East London motor plant and more than 1 000 workers at three Huletts sugar mills in Natal struck

On the East Rand, police stood by at the strike-hit milling company of H Lewis and management said all 560 striking workers had been fired

In Durban union sources said a strike at Game Discount World had not been resolved

However, all 1 700 strikers at Sappi's paper mill in KwaZulu have returned to work, according to the company, and strikers at Dorbyl Railway Products in Boksburg East returned to work late yesterday after a four-day strike

Thirteen dismissed strikers at Cobra Brassworks in Krugersdorp were arrested yesterday and are expected to appear in court today, charged with "intimidating" workers in an attempt to prevent them from returning to work.

Sent home

In East London, all 3 300 workers at the CDA plant, which manufactures Merecedes-Benz cars, struck or were sent home yesterday.

A company spokesman said the strike by about 300 workers on Wednesday had spread and all 1 600 black workers had downed tools yesterday afternoon The 1 700 white and coloured workers were sent home

The strike is a protest against the dismissal of a black worker who was involved in an altercation with a white foreman

In a statement yesterday, CDA's managing director, Mr Leo Borman said he hoped the dispute could be "defused" in discussions with the union, scheduled for late yesterday.

In Natal, a Hulett's spokesman, Mr Ron Phillips, said about 1 100 black workers at three mills, Mt Edgcombe, Amatikulu and Darnall had struck yesterday in protest against proposed Government pensions legislation.

At H Lewis, a Tongaat group subsidiary, management said it had fired workers in terms of an ultimatum to return yesterday or be dismissed

"We are already engaging new staff," Mr A G Crosby, chief executive of Tongaat Foods, said yesterday He said management had been prepared to negotiate with the African Food and Canning Workers Union, but only after strikers returned to work This had been turned down

An AFCWU spokesmen said, however, that none of the strikers had yet been replaced. They still regarded themselves as company employees and refused to collect their pay, he said.

Demanding

Workers were still demanding that a fired worker, who they believed had been victimised, be reinstated. But the spokesmen said workers decided they would return before raising two other issues — wages and union recognition

At Dorbyl Railway Products, workers returned yesterday after management had refused to accede to their demands for a wage increase over and above that granted in terms of the metal industries' industrial council agreement.

A spokesman for Fosatu's Metal and Allied Workers Union said MAWU attempts to gain access to workers yesterday had been unsuccesful. "We believe the strike has once again demonstrated that workers reject industrial councils and other bodies foisted on them by employers," the MAWU spokesman said.

At Sappi's Mandini mill in KwaZulu, all workers returned yesterday, according to Sappi managing director Mr C van As The strike was sparked by the proposed pensions legislation

10 000 workers in wave of strikes

The Argus 02 OCT 19

Argus Correspondents

JOHANNESBURG. — Nearly 10 000 workers have been involved in a nationwide wave of strikes this week. Of these, more than half were still away from work today, either on strike or because factories have been closed.

Centres of the unrest are Natal, where workers at three sugar mills in the Huletts group went on strike yesterday over pension-related demands, East London and the East Rand.

Most of the strikes are over proposed pension legislation affecting contribution payments, retirement and transfer of funds.

Workers have demanded immediate payouts, mistrusting the Government legislation, and in some cases companies have had to restructure pension schemes and provide guarantees.

Other strikes have involved union recognition, dismissals and wages demands.

The Hulett walkouts — at the Darnall, Amatikulu and Mount Edgecombe mills on the Natal north coast — follow on the heels of the pension-related strike by 1 650 workers at Sappis Mandini plant, which was settled yesterday.

Other outbreaks of labour unrest in Natal this week include strikes by 300 Sassco workers at Durban docks and 170 employees at four branches of Game Discount World in Durban

And in East London the production of Mercedes

Probe as 1 600 down tools at EL car plant

The Argus
02 OCT 1981

(192)

Argus Correspondent

EAST LONDON. — A white worker was fired and a dismissed black reinstated today in an effort to bring 'justice' to the strike-hit Car Distributors' Assembly factory in East London.

The strike escalated yesterday when the entire black work force — about 1 600 men — downed tools, causing the factory to close.

The workers decided to stay on strike while the National Union of Motor and Rubber Workers negotiated their grievances with management.

The union is claiming unjust discrimination against blacks when disciplinary measures were taken after five violent incidents at the factory in the past 10 days

The incidents were investigated last night by the managing director of CDA, Mr Leo Borman

DISMISSAL

A company spokesman said Mr Borman agreed with the apportionment of blame in each of the cases, but believed the disciplinary measures taken in two instances had been inappropriate.

He decided that a white employee who had been suspended for three days for attacking a black should be dismissed.

A black worker who had been dismissed for attacking a fellow black was too severely treated, Mr Borman decided The worker would merely be suspended for two days.

Workers involved in all five incidents will be able to appeal today to a special committee set up at the factory after a four-hour meeting last night between CDA management and the union

EIGHT MEN

It will consist of four members from the union and four from management

A company spokesman said both CDA and the union had agreed to abide by committee decisions

The committee was under pressure to reach decisions today, otherwise the factory would remain closed on Monday.

All workers would be paid at 4 30 today, but only for time worked

White and coloured workers, who had been unable to work because of the strike, would not be paid for shifts missed

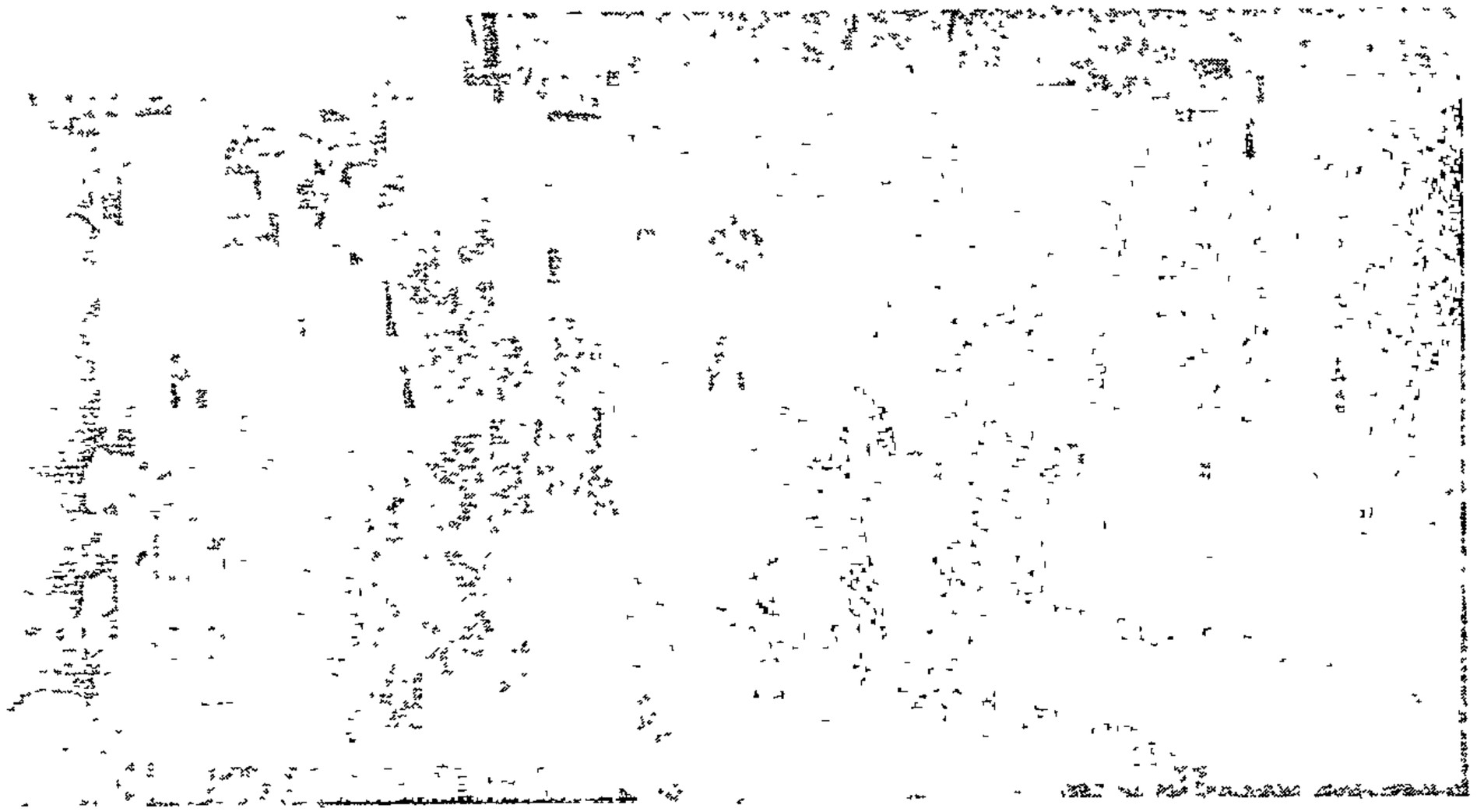
● 10 000 workers in wave of strikes. — Page 4

'Honest' stranger vanishes with cash

CDA closed as 1 600 strike

DD 2/10/81

192



A group of workers walk out of the engine department at CDA yesterday morning.

EAST LONDON — Almost the entire black workforce at the Car Distributors Assembly (CDA) factory here — about 1 600 workers — went on strike yesterday afternoon.

By PHILLIP VAN NIEKERK

Following discussions between management and the National Union of Motor Assembly and Rubber Workers a decision has been taken to close the plant today and further negotiations are due to begin this morning

The strike followed a walk-out by workers at B plant — the truck assembly division — on Wednesday morning over the dismissal of a black worker who had been involved in a scuffle with the white senior technical foreman Workers alleged that the man — Mr Today Dayimani — was unfairly dismissed

The workers who struck on Wednesday gathered in the factory canteen yesterday morning and walked out again at about teatime A spokesman for management confirmed that they were joined by about 60 employees from the engine department who also went home.

Following consultation between the union and workers the entire black workforce walked out in the afternoon and, accordin' to a management

Representatives of management and the union met late yesterday afternoon and have decided to meet again this morning as a committee consisting of four representatives of the union and four representatives of management The management spokesman said the committee would investigate specific matters regarding the case of Mr Dayimani which had triggered the strike

It is believed that the case of Mr Wellington Tolenci Macanda who was allegedly involved in an altercation with security guards at the factory on Tuesday will also be considered The management spokesman said a rumour had spread to the effect that Mr Macanda had died after being assaulted by the security men but this was not so

"Mr Macanda was among 37 workers laid off at the security guard who defended himself with a rubber baton

"He was taken to Frere Hospital where he later discharged himself and, contrary to rumours that he had died, was having his bandages changed in the hospital yesterday"

Several workers interviewed yesterday said they had attended a mass meeting at the Kadalie Hall at 1 30 pm where it had been decided to go on strike until the issues had been resolved They said workers had not walked out as a body but had left in dribs and drabs throughout the day until mid-afternoon when the remaining black workforce had walked out

The management spokesman said the decision to close the plant today had been taken by the union officials who wanted no one at work while investigations were going on.

He said both management and the union had undertaken to abide by the decisions of the committee that will be meeting today

will

spokesman, the remaining 1 700 coloured and white workers were sent home as well

end of last month because of redundancy. He was asked to leave the plant but refused and attacked a

comprise Mr Leo Borman, the managing director of CDA, and three management officials as well as Mr C J Fazzie, the branch organiser of the union and three members of his executive.

"The union has undertaken to have all necessary witnesses available and management has agreed to reverse any decisions taken in the past should they prove unjust."

He said nobody would be paid for time not worked and this would include those who had been on strike since Wednesday.

There were no spokesmen for the union available after the discussions last night

ENGINE MONOPOLY (192) FM 2/10/81

Is government backing down?

Is government backtracking on its role as Lord Protector of the IDC-backed Atlantis Diesel Engines monopoly?

Its recent sanctioning of a potential competitor certainly suggests so The new company, Deutz Dieselpower (DDP), is a joint venture by Blue Circle, which has a 70% stake, and German engine giant KHD

As things stand, DDP will be allowed to manufacture for the stationary engine market only, although its Deutz engines also work very well in some trucks and tractors It will be prevented by heavy excise duties from selling to vehicle manufacturers, even though its product is better suited than ADE engines to some vehicles

But there's a belief in the trade that DDP engines will be available for specified tractors and trucks If so, the R308m investment in ADE will be jeopardised If not, all truck and tractor makers will be forced to rely on ADE The irony is that Deutz has a far higher local content

If the expected pressure from manufacturers succeeds in removing the restriction, there will be unpleasant consequences for ADE Its investment, after all, relied on supplying the entire diesel engine vehicle market

Unlike most other engines which are liquid-cooled, Deutz models are air-cooled They can thus operate relatively efficiently on alternative fuels such as methanol and sunflower oil, and run well at extremes of temperature

They are used by the West German army and are manufactured under licence in many countries including Egypt, Russia and Red China

They have been produced in a government-approved plant at Pietermaritzburg since 1969 and several versions already have a local content of more than 50%

Locally made components include pistons, cylinder liners, manifolds, connecting rods, flywheels, bell-housings, air and oil filters and fan belts Imported engine blocks, cylinder heads and bearings are machined at the local plant

The future of the Maritzburg plant appeared problematical in 1978 when the then Minister of Industries Chris Heunis announced the ADE project For it was decided that ADE would manufacture Daimler-Benz and Perkins engines only

Why not Deutz, whose engines were being sold in substantial quantities to manufacturers with government and private customers?

It was also whispered in the industry that the decision was prompted by political rather than economic or technical considerations

The new development gives Deutz a new lease of life in SA and reverses what many consider an ill-advised decision to limit local manufacture to two engine makes

It gives Deutz a strong position in the R100m-a-year stationary engine market and also opens the possibility of selling Deutz engines to the far more lucrative vehicle engine market Possible customers include Magirus Deutz trucks and Deutz tractors

Industries Minister Dr Dawie de Villiers faces a difficult decision The country's strategic as well as commercial interests are at stake And that could well dictate a downscaling of the controversial investment in ADE

White fired in bid to settle strike at plant

Ev Post 2/10/81

By KEITH ROSS

EAST LONDON — A white worker was fired and a dismissed black worker reinstated today in an effort to bring "justice" to the strike-hit Car Distributors Assembly plant at East London

The strike escalated yesterday when the entire black workforce of about 1 600 men downed tools forcing the factory to close

The workers decided to remain on strike while the National Union of Motor and Rubber Workers of South Africa negotiated about their grievances with management

The union is claiming that there was unjust discrimination against blacks when disciplinary measures were taken after five violent incidents at the factory in the past 20 days

The incidents were investigated last night by the managing director of CDA, Mr Leo Borman

A company spokesman said Mr Borman agreed with the apportionment of blame in each of the cases but felt that the disciplinary measures taken in two instances had been inappropriate

He decided that a white man who had been suspended for three days for attacking a black should be dismissed A black worker who had been fired for attacking a fellow black had been too severely treated, Mr Borman decided

The worker would merely be suspended for two days

Workers involved in all five incidents will be able to appeal today to a special committee set up at the factory after a four-hour meeting last night between CDA's management and the union

It will have eight members, four each from the union and management

The mangement team will be led by Mr Borman and the union representatives will have Mr Cornelius Fazzi at their head

A company spokesman said both CDA and the union had agreed to abide by the decisions of the committe investigating the incidents All workers would be paid at 4 30pm today, but only for time worked

White and coloured workers who had been unable to work because of the strike would also not be paid for shifts missed The spokesman said the committee was under pressure to reach decisions today

If no decision was reached today, the factory would remain closed on Monday

5 000 still away from work

Star 2/10/81

Labour Staff

Nearly 10 000 workers have been involved in a wave of strikes this week. More than half of these were still away from work today, either on strike or because factories have been closed.

The centres for the unrest are Natal—where workers at three sugar mills in the Huletts group went on strike yesterday over pension-related demands — East London and the East Rand

The majority of strikes relate to proposed pension legislation affecting contribution payments, retirement and transfer of funds

Workers have demanded immediate pay-outs, mistrusting the Government proposals

Other strikes have involved issues of union recognition, worker dismissals and wage demands.

Springs

About 1 400 workers at the Telephone Manufacturers of South Africa (Temsa) plant in Springs lost their jobs today as the result of work stoppages over the dismissal of three of their colleagues.

The three were dismissed on Wednesday for playing cards while on duty and yesterday about 500 workers stopped work and called for their reinstatement

They refused to meet management's return-to-work deadline and were told they had dismissed themselves Early today more workers joined the

5000 are still away from work

Star 2/10/81

From page 1

touched off the strike and other union allegations of white worker mistreatment of black staff at the plant

A spokesman for Huletts expressed surprise

"We accept that workers have very real fears about possible pensions legislation," he said, "but they have pre-empted a meeting this afternoon of the industry's industrial council on the pensions issue

"This involves the Sugar Manufacturing and Refining Employees Union which represents them"

On the East Rand most of the 400 workers who struck on Tuesday at Dorbyl Railway Products in Boksburg are back at work

At another East Rand firm, H Lewis and Company in Kempton Park, about 550 food workers who struck on Tuesday in protest against the dismissal of a union committee member have been fired

stoppage and were also told to leave the plant.

Temsa's managing director, Mr Fred. Williams, said the plant would probably be closed on Monday and re engage staff on Tuesday He added that about 2 000 workers were still at their jobs

The Huletts walkouts at the Darnall, Amatikulu and Mount Edgecombe mills on the Natal North Coast follow hard on the heels of the pensions-related strike by 1 650 workers at Sappi's Mandini plant which was settled yesterday

Sent home

Other outbreaks of labour unrest in Natal this week include strikes by 950 Sassco workers at the Durban docks and 170 employees at four branches of Game Discount World in Durban

In East London the production of Mercedes-Benz vehicles at Car Distributors Assembly (CDA) came to a standstill yesterday as the plant's 1 600 black workers struck and the rest of the 3 300-strong workforce was sent home.

The dispute began on Wednesday when 288 workers in the CDA truck assembly department downed tools in protest against the dismissal of a workmate

A four-hour meeting between management and representatives of Fosatu's National Union of Motor Assembly and Rubber Workers failed to settle the strike and the plant will be closed today.

A joint management-union committee has been appointed to investigate the incident which

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This month's toll in a small corner of SA

★ 11 strikes
★ 83 arrested
★ Businesses lose millions

By BEVIS FAIRBROTHER

THE Eastern Cape has been hit by 11 strikes so far this month, involving more than 5 000 black workers.

Millions of rands have been lost in production time.

By the weekend Dunlop Flooring in East London was the only firm still suffering with "a handful" of its workers on strike over pension demands

The strike at Johnson & Johnson, East London, ended on Friday with 650 workers going back.

They had downed tools over the dismissal of another worker after the alleged theft of two toilet rolls.

Johnson & Johnson is still negotiating with the workers

About 320 workers in the stores at Car Distributors Assembly also returned to work on Friday

It was the company's second strike this month

A man's dismissal was also the cause of the strike Negotiations are continuing

Employees at the other firms had either returned to work, been dismissed or arrested

Altogether 83 workers were arrested by Security Br[illegible] in connection with the strikes

Delegates attending a meeting of the executive council of the Federated Chamber of Industries in East London this week called for a tough line towards workers striking over pensions

Wielding power

The FCI vice-president, Mr Tony Hesp, accused certain trade unions of "irresponsibly" using the pensions issue with the aim of "wielding power for political gain"

He said he saw a danger in the relatively unsophisticated labour force seeing what concerted action by workers would achieve

"Where will it stop if we back down on the pensions issue?"

He was backed by Mr Alex Hamilton of the Natal Chamber of Industries, who called for employers to stand together in resisting strikes over pensions

Mr E L Klopper, of the Transvaal Chamber of Industries, said that when people got into the habit of striking they would strike again and again

He held up the sacking of air controllers in the US as an example of how to deal with a strike

Mr Bill Hamilton, also of the Natal chamber, said that apart from the role of activists, there was a genuine feeling among workers that their pension contributions were savings to be used to tide them over during periods of unemployment more than money to draw on when they retired

He said the real problem was that the issue had been insensitively handled by the Government

Committed to talks

Mr Brian Matthew, of the Midland Chamber, said the Government had started halfway up the ladder in introducing the proposed legislation

He distanced himself from hardline attitudes on the issue, saying the MCI remained totally committed to negotiation

In a statement, the general manager of Dunlop Flooring, Mr N Yeadon, said members of the workers' liaison committee approached management on Thursday and asked for employees' pension contributions to be paid out

After the company's policy was explained to the workers — the number could not be established — they left the factory, "thereby terminating their employment with us", said Mr Yeadon

Recruitment, including selective re-employment, would begin on Wednesday

Some of the other firms hit by strikes this month were

- October 1 About 1 600 workers at Car Distributors Assembly in East London walked out over the dismissal of a fellow worker who had been involved in a scuffle with a white worker
- October 6 About 250 workers at the SA Bottling Plant in Port Elizabeth walked out for the second time in eight days over a dispute about pay
- October 7 About 280 workers at the Epol plant in East London downed tools demanding their pension contributions be paid out to them
- October 13 About 180 workers at Motorvia in Uitenhage stopped work and refused to return unless their union, the Transport and Workers' Union was recognised
- October 13 About 300 workers at Imperial Cold Storage polony factory at Aloes walked out over a wage dispute

Strikers close down major Reef factory

RDM 3·10·81

By STEVEN FRIEDMAN

THE strike wave gripping the country this week continued to escalate yesterday as Telephone Manufacturers of SA, the biggest Springs employer outside the mines, closed its 3 400-worker plant after a strike in protest at dismissals

Meanwhile, the strike at Mercedes Benz manufacturers CDA in East London continued with management disclosing that 2 600 black workers were on strike It was announced late yesterday that Fosatu's National Union of Motor Assembly and Rubber Workers is to recommend a return to work after talks with CDA

The 1 100 workers at three Huletts sugar mills continued their strike over the Government's proposed pension legislation

And most of the strikers fired by Durban chainstore Game Discount World were refusing to apply for re-employment, although a managament spokesman told Sapa 23 of 141 sacked workers had done so

At TMSA, the dispute began when three workers were fired for allegedly playing cards during working hours

About 200 workers struck in protest on Thursday and were later fired The strike then spread to most of the company's 1 700 black workers

A company statement said the decision to close the factory had been taken after the 200 fired workers had refused to leave company premises and workers had become "unruly"

Yesterday morning all but one factory gate was locked and the 200 were "screened out" But they ignored management instructions to collect their pay The factory was then closed "for safety reasons", the statement said

A TMSA spokesman confirmed that "most" black workers had refused to work but said managament believed that only the 200 had downed tools voluntarily

According to TMSA, only the

To Page 3

CT 3/10/81

Plant closes as strikes in SA escalate

Own Correspondent

JOHANNESBURG — Strikes in the country continued to escalate yesterday as Telephone Manufacturers of SA, the biggest Springs employer outside the mines closed its 3 400-worker plant after a strike in protest at dismissals

Meanwhile, the strike at Mercedes Benz manufacturers CDA in East London continued, with management disclosing that 2 600 were on strike

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'Playing cards'

At TMSA, the dispute began when three workers were fired for allegedly playing cards during working hours

A TMSA spokesman confirmed that "most" black workers had refused to work, but said managament believed that only the 200 had downed tools voluntarily

A spokesman for the Federation of SA Trade Unions, whose Worker Project claims a membership of 500 at the plant, disputed this account

He said worker representatives had established that the three workers had not been playing cards as alleged and that all departments joined the strike voluntarily

He alleged that workers attempted to return to the plant yesterday morning, but were prevented by company officials, and that three strikers were assaulted in the process

"Workers asked us to negotiate on their behalf, but management has refused to speak to us until Monday We will try to talk to them then," he said

TMSA's spokesman denied any knowledge of assaults by company officials on strikers

At CDA in East London, the 2 600 black workers striking in protest at dismissals again refused to return and the 3 300 worker plant remained closed

Mr Leo Borman, CDA's managing director, said production would resume on Monday and any worker who did not report for work would have "dismissed himself" and would have to apply for re-employment

In future workers engaged in "wildcat strikes" rather in official union-sanctioned disputes would be fired, he said

Dismissal

Workers struck in protest at a dismissal and the NUMARW has sinced raised four other sackings with the company The union's decision to recommend a return to work came after management and NUMARW had convened a joint appeals committee to examine the cases of the dismissed workers

Mr Borman announced that he had found that all the dismissals had been 'correctly carried out', but that two workers had been incorrectly disciplined As a result, one worker has been reinstated

The appeals committee was still sitting late yesterday and management was hopeful that workers would heed the union call and return

At Huletts, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed Government pensions legislation — continued yesterday

The general secretary of the National Union of Sugar Refining and Manufacturing Employees, Mr Selby Ntsibande, told Sapa the strikes appeared to have been sparked when pensions contributions were deducted from workers' September pay packets

The strikes are the second on the pensions issue to hit the three Huletts Mills — at Amatikulu Darnall and Mount Edgecombe, in a month

Country hit by wave of strikes

Star 3/10/81

Union leaders have recommended that about 2 600 striking workers in East London should return to work on Monday, according to management spokesmen

The workers were among at least 5 000 who brought production to a halt at six strike-hit factories in various centres of the country yesterday

A statement released last night by the management of Car Distributors Assembly in East London said the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers had recommended a full return to work Union spokesmen could not be reached for comment on the management statement.

Dismissal

Management announced yesterday that 2 600 workers had brought the plant — which employs 3 300 — to a standstill and that those not back at work on Monday would face dismissal

A joint committee representing management and the NUMRW sat all yesterday to hear appeals against disciplinary measures taken after five recent instances of violence at the plant

At the start of the session, CDA Managing director, Mr Leo Borman, announced that after examining the records in the five cases, he had decided to dismiss a white worker originally suspended for attacking a black colleague, and to commute another black worker's dismissal to suspension

And at the Huletts' Amatikulu, Darnall and Mount Edgecombe sugar mills, about 1 100 workers are still on strike in a demand for the immediate return of their pension contributions

After a meeting in Durban yesterday, the industrial council for the sugar industry decided to appoint a sub committee to discuss the dispute on Monday.

Management at Telephone Manufacturers of SA (Temsa) in Springs yesterday reversed an earlier ruling that the 1 400 workers on strike at the plant had "dismissed themselves" by ignoring return-to-work deadlines.

A Temsa spokesman said the plant would open on Monday, and that talks would be held with the Electrical and Allied Workers Union and the Tucsa-affiliated Radio, Television, Electronic and Allied Workers Union

APPEAL

At the H Lewis food company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers Union is still seeking talks with management

Stressing that the workers still considered themselves in the employ of the company, an AFCWU spokesman appealed to management to follow [illegible]

other milling companies by negotiating conditions for a return to work

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardsvlei appeared in the Krugersdorp Magistrate's Court yesterday charged with incitement to strike under the Industrial Conciliation Act

Strike shuts Reef plant

RDM 3 10 87

From Page 1

200 workers have been fired "We will have to see what happens on Monday," its managing director, Mr Fred Williams, said

A spokesman for the Federation of SA Trade Unions, whose Worker Project claims a membership of 500 at the plant, disputed this account

He said worker representatives had established that the three workers had not been playing cards as alleged and that all departments joined the strike voluntarily

He alleged that workers attempted to return to the plant yesterday morning, but were prevented by company officials, and that three strikers were assaulted in the process

"Workers asked us to negotiate on our behalf, but management has refused to speak to us until Monday We will try to talk to them then", he said

TMSA's spokesman denied any knowledge of assaults by company officials on strikers.

At CDA in East London, the 2 600 black workers striking in protest at dismissals again refused to return and the 3 300-worker plant remained closed

Mr Leo Borman, CDA's managing director, said production would resume on Monday and any worker who did not report for work would have "dismissed himself", would have to apply for re-employment

In future, workers engaged in "wildcat strikes" rather in official union-sanctioned disputes, would be fired, he said

Workers struck in protest at a dismissal and the NUMARW has sinced raised four other sackings with the company The union's decision to recommend a return to work came after management and NUMARW had convened a joint appeals committee to examine the cases of the dismissed workers

Mr Borman announced that he had found that all the dismissals had been "correctly carried out" but that two workers had been incorrectly disciplined As a result, one worker has been reinstated

The appeals committee was still sitting late yesterday and management was hopeful that workers would heed the union call and return

At Huletts, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed Government pensions legislation — continued yesterday

Back-to-work call by union

DD 3/10/81

EAST LONDON — The local branch of the National Union of Motor Assembly and Rubber Workers has backed a call by management at the strike-hit Car Distributors Assemblies (CDA) plant here for a full return to production on Monday morning.

Yesterday Mr Leo Borman, the managing director of CDA, said full production would resume on Monday and anyone not returning to work would be regarded as having dismissed themselves

In a statement following an all-day hearing of a joint management-union appeal committee which has been set up to look into alleged cases of unfair labour practices, the local branch organiser, Mr C Fazzi, and three members of the local union executive have recommended that workers return to work

A spokesman for CDA said there had been a miscalculation of figures and that 2 600 workers had walked out on Thursday afternoon and not 1 600 workers as was earlier reported He said that in the pressure of the moment management had underestimated the black workforce by a thousand

Mr Fred Sauls, the general secretary of the union in Port Elizabeth, said the union fully backed the stand taken by the workers in the dispute. He said the basic issue was that management had been using different criteria in dealing with black workers from those used when dealing with white workers

It is understood that the appeals committee meeting yesterday was inconclusive as only two out of five cases involving disciplinary actions taken against workers involved in incidents of violence over the past two weeks were dealt with The hearings will be continuing

Mr Borman said that in two cases the guilty parties had been incorrectly disciplined and it had been decided to reinstate a black worker and fire a white worker These cases were also subject to appeal

He said, however, that in one case — that of Mr Wellington Mcalla — charges of assault had been laid both by Mr Mcalla and by the company security officer and that there could be no ruling until the legal aspects had been cleared up

"Whatever the recommendations of the appeal committee CDA will commence full production on Monday morning and anybody not reporting for work will be regarded as having dismissed himself from the employ of the company

"The practice of wildcat strikes cannot be lightly regarded as they are costly to workers as well as to the company and such strikes will in future constitute a dismissal for all concerned" — DDR

MERCEDES WORKE GET INTO GEAR AG

(139) (192) (152) Argus 3/10/81

Weekend Argus Correspondent

JOHANNESBURG — Striking workers at the Mercedes car plant in East London will return to work on Monday after negotiations between the management and the union

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday More than 5 000 workers were on strike

A spokesman for the National Union of Motor Assembly and Rubber Workers, which represents many workers at CDA, said the union agreed to call on workers to return to work

Talks would be concluded on Monday morning, said union leader Mr Cornelius Fazzi

About 2 600 workers were on strike at the plant, resulting in its closure. The management has warned that those who not return to work face dismissal

Production remained at a standstill at six strike-hit factories yesterday as at least 5 000 workers in various centres continued their industrial action.

Pensions

At the Huletts Amatikulu, Darnall and Mount Edgecombe sugar mills about 1,100 workers are still on strike in a demand for the immediate return of their pension contributions

The industrial council for the sugar industry has decided to appoint a subcommittee to discuss the dispute on Monday

The management of Telephone Manufacturers of South Africa (Temsa) in Springs reversed an earlier ruling that the 1 400 workers on strike at the plant had 'dismissed themselves' by ignoring return-to-work deadlines

The dispute was touched off by the dismissal of three men on Wednesday, allegedly for playing cards on duty.

A Temsa spokesman said the plant would be open on Monday and that talks would be held with the Electrical and Allied Workers' Union and the Tucsa-affiliated Radio, Television, Electronic and Allied Workers' Union.

WEEKEND ARGUS CORRESPONDENT

And at the H Lewis Food Company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers' Union is still seeking talks with the management.

An AFCWU spokesman appealed to the management to follow the example of other milling companies by negotiating conditions for a return to work

The company has said it will negotiate with the union if there is a return, but has reportedly warned that 150 workers may be permanently laid off

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardsvlei appeared in Krugersdorp Magistrate's Court yesterday charged with incitement to strike.

Strikers will return to work

Sunday Tribune 4/10/81 (192) (152)

Tribune Correspondent

STRIKING workers at the CDA car plant in East London will return to work tomorrow after extensive negotiations between management and the workers union.

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday. More than 5 000 workers were on strike.

A spokesman for the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers, which represents many workers at CDA, said the union agreed after talks with management to call on workers to return to work tomorrow.

Talks would be concluded tomorrow morning, Union organiser Cornelius Fazzi said.

About 2 600 workers went on strike at the car plant, resulting in its closure.

Management has warned that those who do not return to work face dismissal.

EL motor workers out again

Ev Post 5/10/81

192 ~~152~~ ~~110A~~

By SANDRA SMITH

EAST LONDON — About 1 200 workers at the strike-hit Car Distributors and Assemblies walked out at lunchtime today, according to a spokesman for the company.

He said the employees, who clocked in this morning but then later refused to resume work, were being addressed by organisers of the National Union of Motor and Rubber Workers Union of South Africa (Numarwosa), when they walked out.

The trouble started when a total of 240 workers at CDA's "B" Plant gathered in the canteen this morning, demanding the reinstatement of Mr Today Dayimani, whose dismissal sparked off the original walk-out on Wednesday

A full meeting was then organised by Numarwosa in an attempt to get the plants working again after negotiations with management had reached a delicate stage

There had been no resolution of the reasons for the stoppage, but the union asked workers to return pending finality one way or the other.

Attempts to justifty the union's negotiating stand fell flat today and the workers, after rejecting the explanations, walked out

At first it appeared there would be an almost full return to work

A plant spokesman said when the plant opened that only two areas were not up to strength

The plant employs 3 300 workers

Earlier, Mr Leo Borman, managing director of CDA, had asked the union for an official meeting to discuss the wildcat strikes

He suggested that hearings of the joint union-management committee set up last week to hear appeals against disciplinary actions be suspended until the official union-management meeting had taken place.

Today's walk-out came despite an assurance by Mr C Fazzie, branch organiser of the union, that they would return today pending a report-back meeting this evening

DD 3/10/81 (192)

CDA hearings resume today

EAST LONDON — The joint management-union appeals committee which is investigating alleged incidents of discrimination and unfair dismissals at Car Distributors Assemblies (CDA) here will resume proceedings this morning

The committee, which comprises four members from management and four members from the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers, was set up last week following a walk-out at the plant of 2 600 workers

Mr C Fazzi, the branch organiser of the union, said yesterday that Mr Les Kettledas, the East Cape regional secretary from Port Elizabeth, would be joining the hearings today.

Mr Fazzi said all workers would be returning this morning and that the union would report back to them on the negotiations at 5.30 pm in the Kadalie Hall in Duncan Village

He also said that the coloured workers at the plant were solidly behind the black workers and had marched out with them on Thursday. "I just want to clear up any impression that there was racial division between African and coloured woorkers," he said — DDR

Strikers back — but not all at work

Labour Reporter

There were two wildcat strikes at Car Distributor Assemblies in East London when workers returned to their jobs after last week's strike.

A company spokesman said 280 workers in the truck assembly plant gathered in the canteen today instead of working. Another 50 workers in the car body shop were on a "glow slow".

The workers in the canteen were demanding the reinstatement of a man whose dismissal last week led to a strike of 2 600 black workers.

Work in the rest of the plant was normal today.

The managing director, Mr Leo Borman, said today disciplinary hearings were suspended pending an official management meeting with the trade union involved, the National Union of Motor Assembly and Rubber Workers.

No spokesman for the union could be contacted this morning.

The Mercedes plant strike began last week over staff dismissals. The management warned the strikers to return to work today and the NUMARW also appealed for a return to work.

At the Telephone Manufacturers of South Africa (Temsa) plant in Springs, only about 100 out of 1 400 strikers reported for work early this morning. The strike began late last week in protest against the dismissal of three workers.

They have been given until the end of today to return to work or they will have been seen to have dismissed themselves, a Temsa spokesman said.

Production was still continuing as about 2 000 workers had not gone on strike.

At Triomf's Chloorkop fertiliser plant in Kempton Park about 500 workers went on strike over wage demands on Friday.

And at four Huletts sugar mills in Natal — Amatikulu, Darnall, Mount Edgecombe and Felixton — about 2 000 workers continued their stayaway over pension demands.

Workers from Telephone Manufacturers of South Africa express solidarity at a meeting at the KwaThema Civic Centre, addressed by officials of Mawu.

SOWETAN 5/10/85

Car men due back

A FULL return to work today is being recommended by the National Union of Motor Assembly and Rubber Workers at the Car Distributors Assembly Plant in East London.

Some 2 600 black workers at the plant went on unofficial strike last week bringing the plant to a standstill

The back-to-work announcement came from Mr Cornelius Fazzi, union organiser in East London, and three members of the East London union executive who had been sitting with CDA management hearing appeals against disciplinary actions taken against five workers involved in separate incidents over the past two weeks

The CDA Mercedes plant was one of at least six strike-hit firms across the country. More than 5 000 workers were on strike.

A spokesman for the Fosatu-affiliated union said they agreed after talks with management to call on workers to return to work today

- Talks would be concluded this morning, Fazzi said

Meanwhile about 1 100 workers are still on strike at the Huletts Amatikulu, Darnall and Mount Edgecombe sugar mills, in a demand for the immediate return of their pension contributions

After a meeting in Durban, the Industrial Council for the Sugar Industry decided to appoint a sub-committee to discuss the dispute today

And at the H Lewis food company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers Union is still seeking talks with management

Stressing that the workers still considered themselves in the employ of the company, an Afcwu spokesman appealed to management to follow the example of other milling companies by negotiating conditions for a return to work

- Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardsvlei appeared in the Krugersdorp magistrates court last week charged with incitement to strike

Wildcat strikes hit car plant

Argus 5/10/81 (192)

Argus Bureau

PORT ELIZABETH. — Wildcat strikes by 330 workers disrupted the troubled plant of Car Distributor Assemblies (CDA) in East London today

Most of the 2 600 workers at the large Mercedes plant, who went on strike last week over staff dismissals, returned today after they had been warned to return to their jobs as management was reviewing the cases and hearing appeals

The Fosatu-affiliated National Union of Motor Assembly and Rubber Workers (Numerwosa) had also called on workers to return to work today.

But a spokesman for the company said from Johannesburg that 280 workers of a section of the truck assembly plant gathered in the canteen today after clocking in Another 50 workers in the car body shop were on a 'go slow' strike.

The Argus correspondent in Johannesburg reports that at the Telephone Manufacturers of South Africa (Temsa) plant in Springs only about 100 out of 1 400 striking workers had reported for work early this morning

Workers stopped work at the plant late last week in protest against the dismissal of three of their colleagues

At Triomf's Chloorkop fertiliser plant in Kempton about 500 workers went on strike over wage demands on Friday

Stay off work or die—evidence

Star 6/10/87

Four former employees of Toyota appeared in a Johannesburg Regional Court yesterday charged under a rarely used section of the Riotous Assemblies Act.

It is alleged that the men tried to prevent workers at the Toyota plant in Sandton from going to work.

The men are: Mr Charles Ngobese (21), Mr Johannes Ngwenya (24), Mr Wilfred Sihlangu (45) and Mr Obed Mabaso (40).

They all pleaded not guilty.

The first of 16 State witnesses, Mr Frans Rathaga, told the court that Ngobese had told them to stay away from work the next few days or they would "be killed"

Ex Post 6/10/81 (192)

600 workers ignore return call

EAST LONDON — About 600 black and coloured workers at Car Distributors Assembly in East London have ignored a call by the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers for a full return to work today, according to a CDA spokesman

The plant, which employs a total of 3 300 people, has been hit by a series of wildcat strikes since last week

The spokesman said in Johannesburg that the plant management had issued a further request today for head office officials of the Port Elizabeth-based union to come to East London and discuss the strike situation This request was first made by management on Thursday last week

Sittings of a joint union-management grievances committee resumed today, the third day of talks, with the union continuing to be represented by the East London organiser and members of his executive committee — Sapa

Nearly 7 000 stop work as strikes increase

CT 6/10/81

Own Correspondent

JOHANNESBURG — Nearly 7 000 workers were on strike yesterday as the wave of stoppages which hit industry last week continued and, in some cases, escalated

A strike at three Huletts mills in Natal spread to a fourth mill and, about 2 000 workers are now on strike, according to the company

At Springs' biggest non-mining employer, Telephone Manufacturers of SA, only 140 of the 1 600 strikers returned yesterday and the rest have been fired

An Olifantsfontein firm, Johnson Tiles, which employs more than 800 workers, was hit by its second strike in a fortnight yesterday, according to union sources, and Triomf Fertilizers fired its entire black workforce of 500 after they ignored a management appeal to return to work

Workers for CDA in East London, the manufacturers of Mercedes Benz, returned in response to a union call but new unrest flared later in the day and between 1 500 and 1 800 workers joined a new strike

At Huletts, the strike at three mills spread to the Felixston mill and only one is now unaffected The strikes have been sparked by proposed legislation to "freeze" employee pension-fund contributions until retirement

Talks hope

A company spokesman said hopes for a settlement were pinned on talks at the industry's industrial council between managements and the National Union of Sugar Manufacturing and Refining Employees

At TMSA, which closed its plant on Friday after a strike by about 1 600 black workers over the sacking of three workers, a management statement said about 1 500 workers had been fired after they failed to return Workers who returned this morning would be considered for re-employment

A spokesman for Fosatu's Metal and Allied Workers' Union said the company had refused a union request to negotiate on the dispute and that workers were refusing to return until the three were reinstated

"They still regard themselves as company employees and they want Mawu to negotiate on their behalf, he added

Management confirmed it refused to negotiate with Mawu "As these people had already been dismissed for not working, they were no longer employees and had no interest in the matter," the spokesman said

'Anti-union'

At Johnson Tiles the general secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, said workers had downed tools "because they were angered by consistent dismissals of unions' representatives"

Some management men had 'adopted a consistently anti-union attitude, threatening union members and sacking worker representatives'

At Triomf's Chloorkop plant, where workers have been on strike since Friday, a company statement said worker representatives were told yesterday morning that management would discuss their grievances if workers returned by 1 o'clock

The company had made transport available for the 500 workers but they did not react and were discharged"

Dispatches to farmers had been resumed with the assistance of 'more than 100 white schoolboys" and co-operatives and farmers had also offered help

Post 6/10/87

Workers ignore union call

EAST LONDON — About 600 black and coloured workers at Car Distributors Assembly in East London have ignored a call by the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers for a full return to work today, according to a CDA spokesman

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Sittings of a joint union-management grievances committee resumed today — Sapa

RDM 6/10/81

4 in court on strike charges

(192) (331) (152) (1404)

By MIKE LOUW

FOUR men appeared in the Johannesburg Regional Court yesterday in connection with a strike held at the Toyota motor firm in Sandton earlier this year

Appearing before Mr C Eksteen were Mr Charles Ngobese, 21, Mr Johannes Ngwenya, 24, Mr Wilfred Mkomi, 45, and Mr Obed Mabaso, 40 They are charged with stopping colleagues from working and threatening them with violence

They all pleaded not guilty to both charges.

Mr George Bizos, SC, for the defence, said his clients would deny there was any incitement They would say negotiations were being held between representatives of the workers' union and management

Mr Frans Rathaga told the court Mr Ngobese had, on January 7, told him not to work and had threatened he would be killed if he went to work Union members had prevented him from working the next day.

Sta 6/10/81

Car plant halted by new strike

192 ~~139~~ 186 ~~308~~ ~~103~~ 193

Labour Reporter

The big CDA car plant in East London was hit today by yet another wildcat strike which saw close to 3 000 workers downing tools

Production was at a standstill Today's strike was one of a number which started over disputes with management over worker dismissals.

The 414 hourly-paid workers at the commercial vehicles plant were told they had been dismissed, and 971 other hourly-paid workers were warned to return to duty tomorrow or face dismissal

Another 1 100 workers at the passenger plant were told to return by Thursday or face dismissal.

The strike scene also spread to Port Elizabeth today where about 200 workers at the SA Bottling Company plant went out on strike over the issue of dismissals.

Management would not comment on the unrest which reportedly involved the Macwusa-linked General Workers Union of South Africa.

At Boksburg Foundry about 200 workers were still on strike today and have been warned by management to return by the end of the day or be paid off

At the four Huletts sugar mills in Natal about 2 000 workers were still on strike over pension grievances.

The Telephone Manufacturers of South Africa (Temsa) plant in Springs was taking on a new workforce following yesterday's dismissal of about 1 000 workers for joining in last week's sympathy strike. Only 140 workers were retained from the original workforce

The strike at Johnson Tiles at Olifantsfontein also continued today over the issue of worker dismissals. At Triomf's Chloorkop fertiliser plant at Kempton Park about 500 contract workers were dismissed yesterday after refusing to meet management's return-to-work deadline.

The Triomf dispute centred around wage demands.

WALK-OUT AGAIN

DISCUSSIONS between workers at the Car Distributors Assemblies Plant in East London and trade union leaders broke down yesterday, resulting in another walk-out by 1200 workers.

A company spokesman said that as representatives of the National Union of Motor Assembly and Rubber Workers were addressing workers, the meeting was disrupted by a worker from another section urging them to go home.

Shortly before lunch-time, 1200 workers, black and coloured, downed tools and left the plant, leaving about 2100 at work, with production continuing.

The managing director of the plant, Mr Leo Borman, and representatives of the union were continuing talks in an attempt to break the wave of wild cat strikes at this plant

A standstill at CDA but workers resolve

Back to work today

DD 6/10/81

192

EAST LONDON — Production at the Car Distributors Assembly (CDA) plant here was back at a standstill yesterday afternoon when almost the entire black workforce of 2 600 went out on strike after reporting for duty in the morning.

But at a mass meeting of CDA workers in Duncan Village last night it was resolved to return to work today though officials of the National Union of Motor Assembly and Rubber Workers said there was still a feeling of dissatisfaction among the workers

Trouble at the plant began yesterday morning soon after the entire complement of workers clocked in for work This followed a three-day strike last week which shut the plant and led to the formation of a joint management-union appeal committee to investigate alleged cases of racial discrimination and unfair dismissals.

A management spokesman said two areas of the factory were still affected from the start of the day s work At B plant, the scene of the initial walkout last Wednesday, about 280 workers immediately downed tools and demanded the reinstatement of Mr Today Dayimani, whose dismissal sparked the first walkout, and workers adopted a work to rule in the body shop

Before lunch-time a total of 1 200 black and coloured workers downed tools and went home By mid-afternoon the majority of workers at the 3 300-man plant had walked out, effectively shutting production

Mr Fred Sauls, the union's general secretary, said the workers had walked out because the investigations had taken a new turn He said the white technical foreman who had been involved in a scuffle with Mr Dayimani, the incident which cost Mr Dayimani his job had laid a charge of assault against him yesterday morning

Mr Sauls said this had blocked the appeal committee investigations because management said they could not look into a matter which was the subject of a police investigation He said the union felt an internal grievance procedure need not hamper the police inquiries

The management spokesman said it would be wrong to pre-empt a police matter and run a parallel investigation into the alleged offence

At the meeting last night, held in a packed Kadalie Hall a majority of workers supported a resolution to return to work this morning, but some still expressed dissatisfaction that the matter of Mr Dayimani had not been resolved

Mr Les Kettledas , the East Cape regional secretary of the union, said it was in the interests of all the concerned parties that the issue be resolved soon He said his union recommended a return to work by the workers but said he was not sure whether this would take place

The management spokesman said he would not comment on the strike or decide what action to take until they had had a report back from the union on last night's meeting — DDR

Strikes still hit Natal, East Cape

Argus 6/10/81

Argus Correspondent

JOHANNESBURG — Thousands of workers continued to strike today in Natal and the Eastern Cape and firms on the East Rand took on workers after dismissals of about 2 000 yesterday

A weeklong strike by more than 2 000 sugar workers at four of Huletts five plants in Natal showed no signs of abating

Plants at Amatikulu, Darnall Mount Edgecombe and Felixton were shut as management considered recommendations by the Industrial Council sub committee on a controversial pension fund scheme

Amid growing frustration and impatience on both sides, the Chamber of Commerce has advocated a delay of at least three years in implementation of draft proposals in the pension scheme

DOWNED TOOLS

About 200 workers of the SA Bottling Company in Port Elizabeth downed tools today

They said the company had appointed coloured workers in the place of four blacks dismissed last week during a dispute which led to a work stoppage

The dispute was about wages and working conditions

About 600 black and coloured workers at Car Distributors Assembly in East London, ignored a union call for a full return to work today, a CDA spokesman said

WILDCAT

The plant, which employs 3 300, has been hit by wildcat strikes since last week

The strike by 800 at Johnson Tiles in Olifantsfontein, near Pretoria, continued over a dispute involving worker dismissals

At the Telephone Manufacturers of South Africa (Temsa) plant in Springs, about 1 000 workers were told they had 'dismissed themselves' by not reporting to work

Only 140 workers met the deadline and the company today began taking on a new work force

TRIOMF

Yesterday about 500 workers at Triomf's fertiliser factory in Kempton Park were dismissed after refusing to meet back-to-work deadlines, and the firm was taking on new workers

Ultimatum to strikers

DD 7/10/81 (192)

EAST LONDON — Workers at Car Distributors Assembly (CDA) who do not report for work today will be out of a job, management has warned following another day of strike action at the plant

Yesterday morning about 600 black and coloured workers ignored a resolution to return to work taken by workers at a mass meeting on Monday night By lunch-time there had been a repeat of Monday's events as, department by department, almost 2 000 workers walked off their jobs

In a statement issued last night, the company said the plant would be open as usual today but recruitment to fill the posts of workers who remain absent would begin on Thursday morning This statement replaced an earlier one in which workers who did not return, were to be dismissed on a section-by-section basis

Mr Fred Sauls, the general secretary of the National Union of Motor Assembly and Rubber Workers, said it was the democratic right of workers to withhold their labour if they so chose He added, however, that union officials had warned the workers that if they chose to continue the strike they must be prepared to suffer the consequences

Mr Sauls said he had had to turn down a further management request for him to come to East London to discuss the situation as the local union officials had not called for him to come "We are a democratic union," he said

"But the problem is simple — workers have asked management to resolve a grievance and management has not done that yet The situation does not depend on my coming to meet the management of CDA, but on their reviewing the dismissal of Mr Today Dayimani which is quite clearly what workers have been calling for all along"

Major W Brown, police public relations officer for the Border, confirmed that they were investigating a complaint of assault laid by Mr Leonhard Pierskalla against Mr Dayimani

Management has said the grievance committee cannot examine Mr Dayimani's case while the police inquiry is proceeding, but the union has disputed this, saying an internal grievance procedure need not interfere with their investigation

Meanwhile, the joint management-union appeal committee which is reviewing several other incidents continued its investigation yesterday — DDR

Work back to normal at big EL motor plant

EV Post 7/10/81 (152) (192) (144A)

Post Reporter

EAST LONDON — Production returned to normal at the big Car Distributors Assembly plant here today after a company ultimatum to workers to return or be fired

An ultimatum issued yesterday and directed at the [illegible] urged them to return or risk losing their jobs CDA would begin recruitment tomorrow, a statement read

A spokesman for the firm said today that when the factory re-opened this morning, everyone appeared to be back at work

There were isloated attempts at intimidation by militant workers outside the facotry gates beotore they opened but these failed, he said

The joint union/management committee set up to examine disciplinary procedures at the factory met again today to try to resovle the issues which are at the heart of the walkout and which at one time last week involved up to 2 300 workers

The plant has been troubled by unrest for six working days It was sparked by the dismissal of a worker, Mr Today Davimani, for allegedly assaulting a white foreman

At today's continuing meeting between the firm's management and representatives of the National Union of Motor Assembly and Rubber Workers of South Africa, disciplinary preocedures are likely to be discussed

Today's session follows an all-night meeting of union officials in East London to discuss negotiating strategy

Asked what the firm, which manufactures the entire South African range of Mercedes Benz vehicles, had lost as a result of production cut-backs caused by the week's unrest, the spokesman said it was not policy to reveal information of this nature

Observers believe however that losses could be substantial

2 900 back as EL firm reverses its decision

Star 7/10/81

192 ~~152~~ ~~1404~~ ~~300~~ ~~186~~ ~~189~~ 193 ~~142~~ ~~183~~ ~~189~~

By Tony Davis
Labour Reporter

Countrywide strikes today appeared to be abating as nearly 2 900 strikers returned to work at the large CDA motor plant in East London and disputes elsewhere were resolved.

Management at CDA reversed its decision to dismiss 414 hourly-paid workers and its back-to-work deadlines and this morning most workers were back.

Talks between CDA and the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers were being held to resolve the dispute which arose after several workers were dismissed last week.

Officials in the Huletts group, whose four Natal sugar mills are closed by 2 000 workers striking over pension grievances, were hopeful that the dispute would be resolved this week.

There were brief flare-up at two Boksburg firms yesterday — Stamcor and L F Metter — involving wages and staff dismissals.

At Stamcor a work stoppage over pay demands was settled and management said there had been no dismissals over the issue.

At the metal firm about 150 workers were involved in a brief strike which was resolved when management reinstated a dismissed worker.

About 160 workers at the Boksburg Foundry returned to work today after a dispute over the promotion of a shop steward The worker was allegedly assaulted by four others as a result of his promotion, according to sources.

The four were subsequently dismissed.

At Telephone Manufacturers of SA in Springs and at Triomf's Chloorkop fertiliser plant, managements continued to take on new workers following the dismissal of about 2 000 employees at both firms this week.

There was also a brief stoppage at the Johannesburg manufacturing firm of Bowthorpe-Hellermann-Deutsch this morning over the issue of pay increases. Management said the issue had been resolved.

About 200 workers were involved in a dispute over dismissals at the SA Bottling Company plant in Port Elizabeth yesterday.

And at Johnson Tiles in Olifantsfontein several hundred workers were dismissed after striking over "victimisation" of union members.

Plant at standstill as 2 600 go on strike

RDM 7·10·81 (192)

MERCEDES Benz manufacturer CDA's East London plant was brought to a virtual standstill yesterday by its third strike in less than a week and management threatened to sack the 2 600 workers if they did not return.

Two new strikes were reported on the East Rand and the strike by 2 000 workers in protest at the Government's proposed pension Bill, which has closed four Huletts sugar mills, continued as labour unrest hit three provinces.

By STEVEN FRIEDMAN

Johnson Tiles in Olifantsfontein fired nearly 300 workers as a strike at the plant continued and Triomf's Chloorkop fertiliser plant, where 500 strikers were fired on Monday, was still relying on schoolboy help to keep deliveries running and unionists claimed workers were being forced to collect their pay

Springs's biggest non-mining employer, Telephone Manufacturers of SA, which fired 1 500 strikers on Monday, yesterday reported only 60 applications for re-employment

A new strike was reported yesterday at Boksburg North electrical company Stone-Stamcor, where about 70 workers downed tools in support of pay demands

And a representative of the Federation of South African Trade Unions said the company's management was refusing to negotiate with Fosatu

A company spokesman confirmed the strike but refused to comment further

And worker sources reported a strike by about 150 at another Boksburg metal factory, L and F Metter, in protest against dismissals

A company spokesman said the strike had lasted "only two hours" and had been settled Not all 150 workers were involved, he said

At CDA, the plant came to a virtual standstill again as workers, who had returned to work yesterday morning in response to a call by Fosatu's National Union of Motor Assembly and Rubber Workers, walked out again before lunchtime

A company statement said workers who did not report today would be replaced by others tomorrow Recruitment of new workers to replace those who did not return would begin on Thursday morning, it said

NUMARW's general secretary, Mr Fred Sauls, said that the union had advised workers to return because only two of the five dismissals which sparked the strikes had not been resolved

"But management has said they will not investigate cases which the police are also investigating and workers are demanding that the fired workers be reinstated before they resume work

"We believe this has nothing to do with it and we call on management to process the dismissals and thus end the dispute"

A company spokesman said that one of the cases was no longer under police investigation and could now be resolved and that CDA had asked police to speed up the other "But we cannot preempt a police investigation", he said

At Huletts, the National Union of Sugar Refining and Manufacturing Employees was due to report back to workers today on attempts to resolve the dispute at the industry's industrial council

At Triomf, a spokesman for the Council of Unions of South Africa's (Cusa) SA Chemical Workers Union, which claims majority membership at the plant, alleged that company officials were "forcibly bussing workers to the plant and making them collect their pay"

"They will then presumably be sent back to the homelands," he said

Recruiting

A company spokesman said Triomf was recruiting new labour, but that it was still relying on white schoolboys to help it load fertiliser and expected to do so until the end of the week

At TMSA, a company spokesman said 200 of the company's 1 600 black workers were back and that 60 had asked for re-employment Despite the sackings, it is understood that management is hoping that strikers would seek re-employment

A Fosatu spokesman said workers were still refusing to return until their demand that three sacked colleagues be reinstated was met

At Johnson Tiles, where workers struck in protest at dismissals which they saw as "victimisation" of shop stewards of Cusa's Building, Construction and Allied Workers Union, the strike entered its second day yesterday

Union general-secretary Mr Frank Mohlala said all the nearly 800 black workers were involved and that they were refusing to return until their demands were met that a union shop-steward be reinstated and that two foreman accused of being hostile to the union be sacked

The company's managing director, Mr Keith Dixon, said, however, that only about 300 workers were involved and that they had been fired

He denied union allegations that its members were victimised "Only one man has been dismissed — for reasons unconnected with union work We are not anti-union and will deal with any reasonably representative union," he said

While supervisors may have made anti-union statements, these were not company policy, Mr Dixon said

Argus 7/10/81 (152) (181) (192) (166) (166) (300)

CDA workers return, other strikes abate

Argus Correspondent

JOHANNESBURG — The countrywide strikes appeared to be abating today as almost 2 900 workers returned to work at the large CDA motor plant in East London and disputes elsewhere were being resolved

Management at CDA reversed its decision to dismiss 414 hourly paid workers and its back-to-work deadlines and this morning a majority of workers were reported back at work

Officials in the Huletts group — whose four Natal sugar mills are closed as a result of strikes by about 2 000 workers over pensions grievances — were hopeful the dispute would be resolved this week

At Stamcor in Boksburg there was a work stoppage over pay demands, but the dispute was settled yesterday

About 150 workers at L and F Metter, also in Boksburg struck briefly, but returned to work when management reinstated a dismissed worker

About 160 workers at the Boksburg Foundry returned to work today after a dispute centring on the promotion of a shop steward.

Back to work for some but more unrest erupts

CT 8/10/81 (192) (140A) (189) (193) (31) (152) (300) (186) (139)

Own Correspondent

JOHANNESBURG — The current wave of labour unrest which has hit several centres seemed on the wane yesterday as thousands of workers involved in major strikes returned to work or were expected to return either last night or this morning

However, unrest broke out at another East London plant yesterday and employer sources were apprehensive that it could spread further

Some 2 600 workers returned to work at CDA, the Mercedes Benz manufacturing plant in East London, and it was hoped that 2 000 striking workers at four Huletts sugar mills in Natal would also return

But workers at an Epol plant in East London went on strike yesterday following a demand that their pension contributions be paid out to them

A spokesman for Huletts said yesterday 2 000 workers at its four Natal sugar mills were still on strike in protest against the government's proposed pensions legislation But proposals decided on at a meeting of a sub committee of the Industrial Council for the sugar industry earlier this week were being communicated to them

He said the company had agreed temporarily to suspend worker pension contributions while the issue was being investigated further by the industrial council

Meanwhile, a short stoppage occurred at the Huletts refinery in Rossburgh while worker representatives discussed the pensions issue with management All 1 100 workers downed tools but returned to work later the spokesman said

At CDA, normal production continued throughout the day after a series of strikes over the past week

A joint union-management committee had completed its investigation into three of the five disputes about disciplinary actions taken before the strikes broke out

In a fourth case, the worker concerned had failed to appear and the fifth was subject to a police investigation following the filing of assault charges

A spokesman for Telephone Manufacturers of SA in Springs, which fired 1 600 strikers on Monday, said yesterday about 250 workers had returned

"Several hundred" prospective new employees had come to the plant and were being interviewed

He said the company would take back all 1 400 strikers but not 200 workers who were fired after ignoring an ultimatum to return to work last week.

A union spokesman said yesterday nearly 400 workers at Johnson Tiles in Olifantsfontein who were fired after striking were prepared to return to work — provided a union shop steward, whose dismissal sparked off the strike, was reinstated

He claimed the entire work force of nearly 400 had been dismisssed and fewer than 20 workers had returned

Mrs Emma Mashinini, secretary of the Commercial, Catering and Allied Workers Union said yesterday about 150 workers at three Game Stores in Durban who went on strike last week had still not returned

Ev Post 8/10/81 (192)

Workers in place of 180 strikers being recruited

Post Reporters

ABOUT 180 postal workers on strike at the North End and Sydenham engineering yards have been deemed to have "dismissed themselves" and the recruitment of a new labour force has begun

This was learnt today from the Regional Director of the General Post Office, Mr G de Korte

The strike began this week after members of the workers' liaison committee were dismissed

Mr De Korte said the workers, by not reporting for duty, "had not kept to their side of the contract, and had thus dismissed themselves"

The Post Office had had no problem recruiting new workers and some of them had already started working

Workers claimed that members of the liaison committee were dismissed because of their membership of the General Workers Union of South Africa (Gwusa)

At the SA Bottling Company some 250 workers on strike since early this week have still not returned to work

The acting manager of the firm, Mr J de Wet, today again said he had no comment to make

The spokesman for the Gwusa could not be reached for comment on the strikes

In East London, a strike at the giant Mercedes Benz manufacturing plant, CDA, ended yesterday, but industrial unrest continues to simmmer in the city

The entire black workforce of about 200 at the dog-food firm, Epol, stopped work yesterday, demanding the return of their pension fund contributions They returned to work today

Epol's director of operations, Mr A T Hambly, said that workers would have the choice of having their pension contributions paid out next Friday or of remaining in the fund

At the motor component manufacturing firm of TFM in East London the entire black staff walked out They will be rehired from tomorrow if they so choose

The TFM walkout came after seven workers were dismissed yesterday morning They had complained about overtime in the paint-shop department

Star 8/10/81

Delight at acquittal of Toyota workers

Trade unionists yesterday expressed "delight" at the acquittal of four former employees of the Toyota Marketing Company in Sandton who had been charged under a rarely-used section of the Riotous Assemblies Act

A spokesman for Fosatu's Metal and Allied Workers Union said the Johannesburg magistrate's judgment "brought home the fact that workers strike because they are aggrieved, not because they are intimidated"

Mr Charles Ngobese, Mr Johannes Ngwenya, Mr Wilfred Sihlangu and Mr Obed Mabaso, all of Alexandra township, had pleaded not guilty to charges under section 10 of the Riotous Assemblies Act

In terms of this section it is an offence to try to compel anybody not to do what he is legally entitled to do

It was alleged the men tried to prevent workers from going to work during a stoppage at the Toyota plant in January.

As the first case in many years under the so-called "anti-picketing" section of the Act the case aroused widespread interest in labour circles

Mr C J Ecksteen acquitted Mr Ngwenya and Mr Sihlangu because none of the eight State witnesses gave evidence of "noteworthy value"

Although Mr Ngobese and Mr Mabaso were unsatisfactory in giving evidence this did not strengthen the State's case against them, the magistrate held

DD 8/10/81 (192)

CDA workers go back

EAST LONDON — It was believed that the possible incorporation into the Ciskei of Berlin and pineapple lands in the white corridor was again being considered by the Van der Walt Commission, the city councillor in charge of the industrial portfolio, Mr Donald Card, said yesterday

At the same time workers at two more companies on the West Bank — Epol and TFM — went out on strike

A spokesman for CDA said there had been a normal absenteeism rate at the plant yesterday He said there were several attempts at intimidation to prevent workers from entering the factory but these had "soon petered out"

He said an attempt to overcome the effects of the strike would be made through overtime work "But before the strike there was already a backlog of several weeks, particularly Mercedes-Benz passenger vehicles, and we hope to remedy this situation by the second quarter of next year"

He said the joint management — National Union of Motor Assembly and Rubber Workers' grievance committee had successfully resolved three of the cases it had investigated but that the case of Mr Today Dayimani would not be looked into until the police had completed their investigations following the laying of a complaint by the technical foreman, Mr L Pierskalla

At Epol the entire dayshift refused to work yesterday morning, demanding the return of their pension fund contributions Management from East London and from the head office in Johannesburg were busy discussing the situation last night and deciding what measures to take

Officials of the African Food and Canning Workers' Union (AFCWU) which claims the membership of the majority of black workers at the firm, said over 200 workers were involved but a spokesman for Epol said there were 150 The AFCWU officials said workers were also complaining about their working conditions

At TFM, which supplies components to the motor industry, the entire black workforce of 55 walked out following the dismissal of seven workers yesterday morning

Mr R Alford, the managing director of TFM, said the seven workers had been discharged because they had not been productive and, despite repeated warnings, had not fallen into line He said the others who had walked out had discharged themselves but he would be prepared to start reemploying them today

Several workers said there had been a grievance about overtime between a foreman and the paint-shop department They said when they asked to speak to management, Mr Alford had sided with the foreman and dismissed the seven workers in that department

They said the rest of the workforce had walked out yesterday morning after management had failed to substantiate the dismissals, but Mr Alford said the liaison committee had been informed, in front of the entire workforce, of the reasons why

2 000 Natal sugar workers end strike over pensions

Star 8/10/87

Labour Reporter

About 2 000 workers ended their strikes at four Huletts sugar mills in Natal today after reaching agreement with management on pension contributions

The workforces at Darnall, Amatikulu, Mount Edgecombe and Felixton went on strike a week ago with workers demanding immediate pension payouts

But in a settlement reached this week management agreed to suspend temporarily any further pension deductions from pay cheques and to continue negotiating worker demands for refunding pension contributions

The Huletts refinery near Durban was hit by a brief work stoppage yesterday, also over pension demands

Talks continued today at East London's large CDA car plant where 3 300 workers have been involved in a number of work stoppages.

An appeal board, established to discuss worker dismissals which sparked off the strike, yesterday examined several cases. The board was temporarily suspended pending review of two other dismissals.

The Epol firm in East London was hit by a one-day pension strike yesterday when about 235 workers downed tools.

Another East London firm, TFM, which handles motor products, had a work stoppage after about 50 workers downed tools in sympathy with seven of their colleagues who had been dismissed, reportedly for being unproductive.

At the Telephone Manufacturers of SA (Temsa) in Springs and at Triomf's Kempton Park fertiliser plant, managements continued today to recruit new workforces after more than 2 000 workers had been dismissed.

● See Page 9 for more labour news.

Strikes at East London firms settled

EAST LONDON — Managements at both Epol and TFM expressed confidence yesterday that their strike-hit factories would resume production today

Both factories were hit by strikes on Wednesday and were not working yesterday

At the Epol factory, where about 150 workers downed tools in demand of the return of their pension fund contributions, it was agreed to resume work today.

The branch manager of the factory, Mr R Kreusch, said that following talks between the management and the African Food and Canning Workers Union (AFCWU) yesterday it was agreed to end the strike

"I think the workers were concerned about their pension fund being transferred automatically to another company if they leave us"

At the TFM motor component factory, where the entire workforce of 55 went on strike over the dismissal of seven workers on Wednesday morning, work is also expected to return to normal today

The managing director of the factory, Mr R Alford, said most of the workers had returned for work yesterday

Mr Alford said on Wednesday that those who had walked out had dismissed themselves, but that he would re-employ those who wanted to return to work

"Almost all the workers came back today and after discussions it was decided there would be no work today and they could come back tomorrow to start work," Mr Alford said.

Meanwhile, there was a full workforce turnout at Car Distributors Assembly (CDA) yesterday with all sections of the plant working normally

A spokesman for the company said the only absenteeism from the factory was "the normal dozen or so off work that one can expect in a factory that employs close on 3 000 workers"

Meanwhile, a spokesman for Huletts said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the government's pension legislation had returned to work

This came after the firm had agreed to suspend their pension contributions pending further negotiations over the issue.

On the Reef, the dispute between the Building, Construction and Allied Workers' Union and Johnson Tiles, a British multinational, took a new turn when several workers accused the company of sending police, and administration board officials to their hostel to arrest them on Tuesday night

The workers were among those fired on Monday after striking over the dismissal of a union shop steward whom they believe has been victimised

A police spokesman yesterday confirmed that policemen had gone to the hostel to assist board officials in a "general search" of the Johnson workers, but said no attempt had been made to arrest anyone — DDR

Sacked strikers refuse to accept their dismissal

Ev Post 9/10/87

~~152~~ ~~182~~ ~~139~~ ~~107~~ ~~207~~ 192

Post Reporters

WHILE SA Bottling is hiring staff to replace the 250 workers who are on strike, workers claimed today that had not been dismissed

Striking workers confirmed they had been told to collect their pay yesterday but were adamant that they could not be dismissed until the managing director, Mr P H Gutsche, returned from his overseas trip next week

They have refused to collect their pay

Meanwhile, SA Bottling management continued to keep a tight-lipped silence on the situation

The acting manager, Mr J de Wet, who has consistently refused to comment on the strike, could again not be reached today

A spokesman for the striking workers told the Evening Post that yesterday management had told them to collect their wages

He said they would not go back to work, or accept the money, before the company met the General Workers Union (Gwusa) to discuss the strike

They also refused to speak to Mr De Wet, saying they would discuss the strike only with Mr P H Gutsche SA Bottling will not recognise Gwusa

The union said today it was willing to discuss the issues

Although the plant was reported to have struggled with deliveries earlier in the week, several large trucks were seen leaving the plant today

The strikers said two busloads of black workers were brought in from the townships on Wednesday

Of the original 250 on strike only one had returned to work and she slept at the plant, they said

Some of the workers' complaints were that

- They were told they would not receive year-end bonuses
- They had never been told their hourly rate of pay They are demanding R2,50 an hour
- Coloured workers were being trained to replace blacks

Meanwhile, in East London production was back to normal at TFM Motor Components and Epol Dog Food today after both factories were hit by strikes on Wednesday and were not working yesterday

About 150 workers at Epol downed tools on Wednesday demanding the return of their pension fund contributions

The branch manager of the factory, Mr R Kreusch, said today after talks between management and officials of the African Food and Canning Workers Union yesterday it was agreed the workers would return to work today

The company's director of operations Mr A T Hambly, said yesterday those workers who still wished to withdraw from the company's pension scheme by Friday next week could do so

Mr Kreusch said all workers had returned today and production was proceeding normally

It was incorrectly stated in yesterday's Evening Post that the workers had returned yesterday

At TFM Motor Components 55 workers who downed tools after the dismissal of seven paint shop workers were re-employed today

A spokesman for the company, Mr J Melton, said production had returned to normal White employees had completed essential tasks yesterday and production had not been seriously affected by the strike

THE STRIKE SITUATION

Strike fortnight leaves its mark on SA industr

EXPRESS 11·10·81 (192)

IN THE last two weeks more than 20 strikes have swept across South Africa and this week alone, 2 000 of 7 000 workers involved in work stoppages were sacked.

In an escalating wave of strike action that has gripped the country, the East London plant of Mercedes Benz Manufacturer Car Distributors' Assembly, was brought to a virtual standstill on Tuesday by its third strike in less than a week.

And three of the biggest sugar mills in Natal and Zululand, owned by the Huletts group, were forced to close for a day.

Since mid-September, a battery of country-wide strikes has been reported.

By CHARLOTTE BAUER

● On September 22 more than 2 000 Black workers at Anglo-American's Scaw Metals plant in Wadeville went on strike

The strike ended after management re-instated a Black worker who was fired after assaulting a White

● Following a wage dispute about 150 workers downed tools at a Grinaker construction site in Sarnia, Natal

● On September 23, 10 striking workers at a Captain Dorego fish and chips outlet in Johannesburg returned to work after they were promised R5-a-week bonuses

● Five days later more than 100 workers stopped work at Game discount stores in Durban, demanding higher wages This resulted in the dismissal of 141 striking workers

● On the same day about 400 metal workers at the Dorbyl Railway Products plant in Boksburg went on strike for an across-the-board increase

They conditionally returned to work two days later.

● Striking stevedores employed by the South African Stevedores Services Company in Durban agreed to return to work after a shutdown at the docks

The decision by the 950-strong workforce to return to work was conditional upon management meeting their liason committee to discuss grievances

● 230 workers at the SA Bottling Company in Port Elizabeth agreed to return to work after a walk-out over higher wage demands

● More than 500 workers went on strike at Power Steel in Wadeville, Germiston, demanding the re-instatement of a colleague they claim was unfairly dismissed

They later returned to work.

● Workers at the Dorbyl plant in Boksburg downed tools for the second time in a week after their demands for an across-the-board increase were refused by management

● On October 1 about 800 workers employed by the Sappi Paper Mill in Zululand refused to go on duty for the morning shift because they were dissatisfied with the new pension scheme

● At the milling firm, H Lewis and Company, a Tongaat group subsidiary, in Kempton Park, about 560 workers most of them members of the African Food and Canning Workers' Union downed tools in protest at the dismissal of a colleague. All were fired

● On the same day 700 workers quit the Car Distributors' Assembly plant in East London.

The action followed the dismissal of a fellow worker

● In Natal 800 Hulett's workers downed tools The strike was sparked by protracted disputes involving pending pension fund legislation

● Striking workers at Telephone Manufacturers of SA in Springs caused the factory to be closed The company sacked about 1 500 men

Black unions — spearhead of change

Express 11·10·81

JOHN KANE-BERMAN REVIEWS WORKER POWER IN 1981 — AND THE CHANGING ATTITUDES OF MANAGEMENTS

JUST two-thirds of the way through, 1981 is already well on the way to being another "year of the worker" — like 1980.

There have been at least 115 reported strikes by Black workers, while Black unions report that new members are flooding in faster than ever before

At the same time, rivalry between Black unions is hotting up, with militant new groups poaching members from moderate unions

More and more union leaders are talking of the need to become involved in broader community — as opposed to strictly factory — issues, while some even joined in public political protests against the Republic Day "festivities"

Not only are Black workers becoming increasingly conscious of their potential power as workers, employers are also now more sharply aware of it than ever before

The hardline anti-union stance of the vast majority of employers so evident only a year ago is slowly beginning to

As Brian Matthew, executive director of the Midlands Chamber of Industries in strike-prone Port Elizabeth, puts it "A wall has been built across the river We've opened one sluice gate to reduce some of the pressure, but kept all the others closed So it's inevitable that all the pressure will now come through this one opening"

What Black unions have achieved, they have won against tremendous odds

Recently, for instance, the Chemical Workers' Industrial Union has been squaring up for a battle against Colgate-Palmolive in Boksburg

The union, which is affiliated to the non-racial Federation of Soth African Trade Unions (Fosatu), had been trying for a year to be recognised by Colgate

But the company would not agree to bargain about wages at plant level, arguing that this must take place in the industrial council for the chemical industry

The company finally acceded to the union's demands after an overwhelming vote by the workers to strike in their support

The significance of this was first ever in South Africa — spread right across the meat industry in Cape Town in support of worker demands in one factory

The recent strike in the motor industry in Port Elizabeth was another step down this road, for workers at General Motors and Ford downed tools in support of workers at Firestone, having earlier refused to handle Firestone tyres in the motor assembly plants

Consumer boycotts also have precedents, the most successful being the boycott of Fattis and Monis products to back the Food and Canning Workers' Union's demand in 1979

The company gave in after the boycott — which had backing among Black organisations all over the country, including Chief Gatsha Buthelezi's Inkatha movement — began to affect its share price adversely

Success breeds success in the union movement

Mrs Maggie Magubane, whose Fosatu-affiliated Sweet, Food, and Allied Workers' Union recently signed a historic agreement with Kellogg in Springs in terms of which the union will in

● Last year's municipal workers strike brought the issue of industrial unrest into every White home in Johannesburg This year the number of strikes has increased as workers realised their potential for change

be eroded by worker power

Unions are finding access to factories easier than in the past, while the number of companies that have signed recognition agreements with Black unions has jumped from only two in 1979 to about 70

Also significant is the fact that managements are becoming steadily less willing to toe the Government's line in handling Black unions

At least one company ignored a specific urgent request by the Minister of Manpower, Mr Fanie Botha, not to recognise an unregistered Black union

There is a growing trend among managements to regard a union's standing on the factory floor as the main criterion in deciding whether or not to recognise it, not whether it has official approval from Pretoria

Growing numbers of employers seem to feel they simply cannot wait while Pretoria tries to sort out the mess it has made of the post-Wiehahn industrial law

But although there is a new realism abroad among some employers, they are also profoundly worried that Blacks, denied political, but now granted economic rights, will use trade unions as political instruments

that the company capitulated to the threat of a strike before the union had to call a strike to demonstrate its strength

Before a strike was due to start, a nation-wide boycott of Colgate products had been set in motion by Fosatu to back the union's demands, and thousands of "boycott Colgate-Palmolive" stickers were distributed with lists of the company's products.

Acting Transvaal branch secretary of the union, Chris Bonner, said Colgate could be highly vulnerable to the boycott since it was operating in an intensively competitive market

And the union had decided on a strike levy on its 3 000 members across the country to help its Colgate members during the strike

Officials and shop stewards of other Fosatu unions on the increasingly-militant East Rand reported at the time that their members were wearing boycott stickers on their overalls in other factories — sparking, they claimed, fears among other companies that a Colgate strike could spill into their own factories

Solidarity across factories is one of the significant new trends among Black workers Last year, a sympathy strike — the

future be consulted over retrenchments, says "Workers and my township neighbours read or hear about our agreement and then come and ask us to help them organise a union that works like our union"

The two main exponents of "community-linked unionism" are outside the main groupings.

They are the Motor Assembly Components Workers' Union of SA (Macwusa), which is based in Port Elizabeth but now expanding to the Sigma motor plant in Pretoria, and the SA Allied Workers' Union (Saawu), whose power-base is East London

Both say factory issues cannot be divorced from community issues

Illustrating what "community-linked unionism" implies, Macwusa's Sipho Pityana says that if slum and disease conditions in the townships make a worker ill so that he takes sick leave, the employer must be aware of these community problems

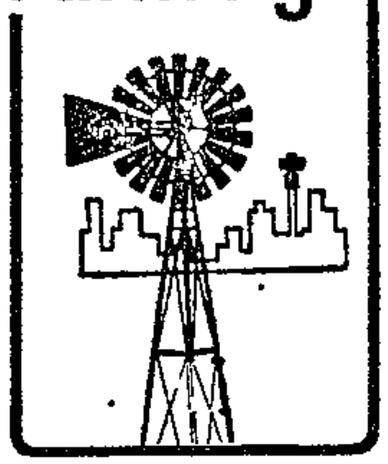
Both Saawu and Macwusa suffer severe harassment with more than 200 — mainly Saawu — members or officials having been detained without trial at one or other time this year

Even so, they are growing

11/10/81 Express

Hannes Ferguson

Farming



ADE engine cost hotly contested

Who is to blame for SA's tractor crisis?

(192) Star 12/10/81

Tractors have suddenly become more precious than gold Who is the villain in the piece? Who is fleecing the farmer today, the urban consumer next through higher food and fibre prices?

There are three candidates for the title

- The ADE diesel engine factory at Atlantis — that pet project of the Industrial Development Corporation,
- The half-dozen or so tractor manufacturers who have to put the ADE diesel engine in their tractors;
- The Board of Trade and Industry, the government's industrial planning instrument.

Where do all of them stand?

Atlantis, of course, is a social and cultural marvel besides being a town growing around an engine plant

As a result of the diesel engine project, job opportunities for ultimately about 70 000 coloured people are being created

Thousands of neat white houses, modern shopping centres, in fact a whole metropolis is transforming the coloured people's image of themselves

Good and fine, who is paying for it?

Here Mr H H Beckurts, managing director of ADE, pleads for a sense of proportion.

ADE, he said, produced premium quality diesel engines for tractors and trucks at a price about 15 percent higher than equivalent imported engines The only reason for the price difference was the limited volume of production compared with giant engine plants overseas This had to be offset against local job creation and security from boycott threats

But the engine represented only about 25 percent of the value of a completed tractor and the total price increase because of the ADE engine would be at the utmost five percent, Mr Beckurts said

This estimate is being hotly contested by the tractor manufacturers

John Deere say that the ADE engine will cost them at least 50 percent more than the French-built John Deere engine they have been importing to put into their German-built John Deere tractors sold in South Africa

Ford concurs

Even Massey Ferguson, who have been using the British-built Perkins engine now being manufactured under licence at Atlantis, say the Beckurts estimate is far too low.

So do the Vetsak people — they market the popular Fiat tractor

They say in a chorus that they are going to put up their tractor prices by about 20 percent because they have to put in the ADE engine

Can so many Frenchmen be wrong?

Yes they are, says Malcomess, who with their Landini tractors have only a small fraction of the market.

They may drag their feet in implementing the 20 percent price rise.

Having used Perkins engines in their Italian tractors from the start, they are at present making no change whatever in their models or prices They will have to absorb the ADE price increase — which presumably would have been above their means had the ADE engine really been so much more expensive.

So, apart from the Landini for the time being, 20 percent is the law Where does this percentage come from.

Its origin is not far to seek. The price of goods made under the umbrella of a protective tariff is determined by the level of protection This is elementary economics

As recommended by the Board of Trade and Industries, the Government imposed an import duty of 40 percent on tractors imported with other than ADE engines and 30 percent for trucks For locally assembled tractors and trucks, it will be an excise duty instead of an import duty, also at 40 and 30 percent

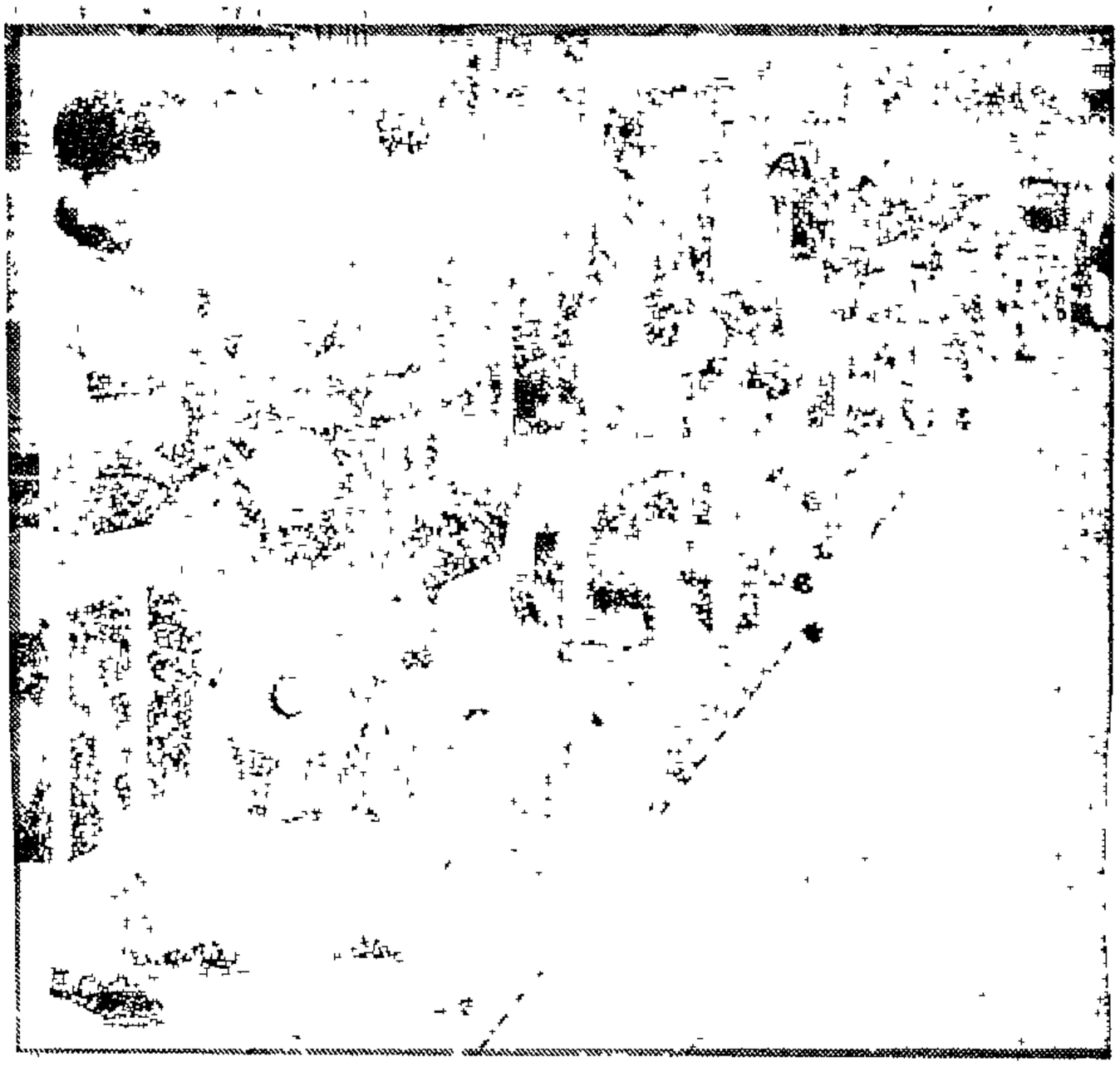
Faced with realities, the Board of Trade and Industries has relented somewhat For those models of tractors built for engine types ADE cannot yet make, they have given a duty rebate of half, so that the effective protection is 20 percent Now all put up their prices by 20 percent

For the present, the Government has created a cartel. The higher prices customers had to pay was almost a Government imposed levy, farmers complained.

According to a spokesman for the Board of Trade and Industries, their import duty recommendations had been made without any consultation with either the Department of Agriculture or the SA Agricultural Union.

Farmers felt that the Government had been riding roughshod over them Then the Deputy-Minister of Finance, Mr Danie Steyn, came along and told the Pretoria Press Club that the Government would not allow farmers to be recompensed in their product prices for their extra outlay for

FARMING COLUMN



The Perkins-type tractor engine assembly line at ADE.

Star 12/10/81

Tempers flared.

Eventually, some real co-operation may return. Around the 20 percent mark, individual firms will have to sort out their pecking order.

At the top end of the market will be the top problems, as usual. John Deere, for instance, built its reputation partly on an excellent John Deere engine design. While the ADE engine need not be inferior, John Deere has to rebuild its image to some extent. It is trying to do so by superb conversion engineering, but the process will take some time.

Vetsak, which has no parent company and distributes the Fiat tractor on a contract basis, might find itself at a disadvantage.

Out of the 20 percent price rise, increased engine costs must be financed as well as the development of new tractor assembly facilities and overseas inflation in parts prices.

ADE alleges that tractor manufacturers will be able to pay in two or three years for the capital costs of assembly facilities.

This may or may not be so, but farmers fear that part of the 20 percent levy paid by tractor and truck buyers may simply go into extra profits. Government protection, they say, kills competition.

For future competition in this market, the part played by the smallest of the tractor manufacturers, Deutz, may be crucial.

They have achieved a market penetration of only 3 percent with tractors fitted with air-cooled engines of a highly practical modular design of which many were sold to the State.

Instead of bowing out with the advent of ADE, they have acquired substantial financing in Britain and Germany and have set up both an engine assembly and tractor assembly line in Maritzburg.

Enabled by the design of their engine, they expect to manufacture diesel engines with a local content more or less on par with ADE on an economical basis with a small volume.

Experts comment that even under the protection of the 20 percent levy, production volume could only be marginally profitable. This might provide a powerful incentive to try and undercut engine and tractor prices quoted by competitors.

With powerful overseas financial backing Deutz could well send some shivers of competition though the complacent tractor industry

Star 12/10/81

Firms hit as labour unrest continues

Star 13/10/81

Labour Reporter

About 100 workers at the Uitenhage motor components firm, Motoravia, went on strike yesterday over wage demands and union recognition

A spokesman for the Fosatu-affiliated Transport and General Workers Union said the union had a majority representation at the plant Workers also demanded better wages, he said

The SA Bottling Company plant in nearby Port Elizabeth continued today to take on a new workforce after the dismissal last week of about 250 workers

A worker delegation was expected to meet management at Johnson Tiles in Olifantsfontein after dismissal of about 600 workers earlier this month

A union spokesman said workers hoped to return to work tomorrow if the dismissed employees were taken on again

About 1 000 black employees of the Natal Tanning Extract Company at Melmoth were on strike today over proposed pensions legislation

And in Maritzburg, 120 Huletts Aluminium workers struck for some hours yesterday, also over the pensions issue

Springs strike: hundreds re-apply after unrest

Labour Reporter

ABOUT half the 1 600 workers fired after a strike at Telephone Manufacturers of SA (TMSA) at Springs ten days ago have applied for re-employment, a management spokesman said yesterday

The strike led to a ban on meetings in Springs over the weekend and the arrest of nine workers, allegedly as a result of violent incidents in KwaThema township A spokesman for the Federation of SA Trade Unions said Fosatu unionists were attempting to secure bail for the arrested workers

Meanwhile, two more brief work stoppages were reported from Durban and a union spokesman said the 150 workers fired after striking at Game Discount World in that city two weeks ago were still refusing to return to work

And our Port Elizabeth correspondent reports that about 180 workers at Motor Via, a components firm which supplies the Volkswagen plant, struck yesterday in support of demands for recognition of Fosatu's Transport and General Workers Union.

This is the third strike concerning recognition in Port Elizabeth in the past eight days.

A TMSA spokesman said yesterday that about 900 black workers were now working at the company Just under 800 of them were fired strikers who had applied for re-employment

He claimed that there had been about 1 000 workers outside the factory gate yesterday morning seeking employment

The spokesman added, however, that "the situation is dynamic and it is not possible to predict how things will look tomorrow"

In Durban, about 200 workers at stevedoring company Grindrod Cotts stopped work to discuss their demand that their pension money be refunded to them and the general secretary of the SA Allied Workers' Union (Saawu), Mr Sam Kikine, said they had struck in support of this demand

But the company's managing director, Mr F Ross, said workers had not gone on strike but had stopped work in order to continue discussions with management on their pension demands. They had returned to work during the morning.

"We have been discussing the pension issue with our works council and will continue to hold talks," Mr Ross said

A second firm, Pinetown-based Ridgeview Quarries, was hit by a strike by about 100 workers yesterday

Mr Kikine said the workers were striking because they had not received a promised wage increase and to back a demand for the firm to recognise Saawu

A management spokesman said late yesterday that the strike had been resolved

Star 14/10/81

A slow return to work

Labour Reporter

Workers are slowly returning to the Natal Tanning Extract Company in Melmoth where about 800 workers went on strike yesterday. But most strikers were still out.

The company's managing director, Mr Bill Zeller, said issues about working conditions had been "ironed out," but excessive wage demands were unacceptable

About 100 drivers at the Motorvia car components firm in Uitenhage continued their strike today over pay and union recognition. A meeting with management is expected today.

At the Johnson Tiles factory at Olifantsfontein, where hundreds were dismissed after a strike, workers queued for jobs today.

Gwusa organiser released

EV Post 15/10/81

(137) (92)

Post Reporter

AN organiser for the General Workers Union (Gwusa), Mr Themba Duze, was released this morning after two days in police detention, but the six SA Bottling workers held at the same time are still in custody

Meanwhile employees at the Imperial Cold Storage polony factory at Aloes returned to work today

About 180 workers, most of them truck drivers, at the convoy firm of Motorvia in Uitenhage were still on strike today — contrary to reports that they would return today

The Port Elizabeth general manager of ICS, Mr P W du Toit, said the work stoppage at the firm had ended

Star 15/10/81

Workers refuse to join union and lose jobs

Labour Reporter

Twenty-six workers at the United Tobacco Company in Industria, Johannesburg, lost their jobs today for refusing to join a union

Because of a closed shop agreement in the tobacco industry, workers are required to belong to a trade union and, in the case of UTC, this is the Tucsa-affiliated African Tobacco Workers Union.

A company spokesman said today that 22 workers were considered to have "dismissed themselves" for not joining the union, one worker was of pensionable age and allowed to collect his pension and two had not yet turned up to collect their pay

Only one of the 27 workers who faced dismissal relented and joined the union yesterday

The workers had told The Star they did not want to belong to the union because they had never met its officials and felt it had no effect at UTC

At the Huletts Aluminium plant in Maritzburg a strike by about 800 workers continued early today while management held talks with the Fosatu affiliated Metal and Allied Workers Union

Work was only going on in a few areas of the plant, a Huletts spokesman said Workers have demanded the reinstatement of 130 workers who resigned on Monday in order to receive their pension contributions

At the Motorvia Components firm in Uitenhage, about 100 drivers were still out on strike over issues of wages and recognition of the Fosatu-affiliated Transport and General Workers Union

The union was holding a report-back to workers today on yesterday's talks with management

The workforce at Natal Tanning in Melmoth was reported to be returning to work following a wage dispute by 800 workers this week

A spokesman for the Motor Assembly and Components Workers' Union in Port Elizabeth said today they had no reports of any further Security Police detentions of members since yesterday's dawn arrest of about 18 workers, including a union organiser Mr Themba Duze

GENERAL NEWS

Striking workers arrested in East Cape

Star 15/10/81

Labour Reporter

Production stopped yesterday morning at Huletts Aluminium plant in Maritzburg when about 200 early-shift workers downed tools

The workers, who were demanding that management pay them out their pension contributions, stayed on the premises

Officials of the Fosatu-affiliated Metal and Allied Workers' Union went to the factory to discuss the dispute with the workers

Huletts Aluminium was also hit by a work stoppage over pensions on Monday and 80 workers resigned to receive their contributions. Later they were joined by another 130 workers

Four Huletts sugar mills in Natal, as well as Huletts Refinery near Durban, were hit by pension unrest earlier this month

About 800 workers at Natal Tanning in Melmoth started returning to work yesterday after striking last Friday over wage demands. Several were charged by police and later fined for conducting an illegal meeting

In the Motorvia dispute at Uitenhage officials of the Fosatu-affiliated Transport and General Workers' Union talked to about 100 drivers about their grievances

And, yesterday, in Port Elizabeth at least 18 workers were detained by Security Police, apparently for "intimidating" other workers

Police confirmed the arrest of Mr Themba Duze, an organiser of the Motor Assembly and Components Workers' Union in connection with recent strikes at two Post Office branches and the SA Bottling Company

A strike by about 300 workers at Imperial Cold Storage, Addo, over wage demands was also reported yesterday

At Johnson Tiles in Olifants fontein, former workers started streaming back to the plant on Tuesday afternoon to reapply for their old jobs after a strike on October 5 over union recognition

A company spokesman said many of the 260 workers were taken on again but some were not because vacancies had already been filled by newly recruited labour

Mr J Joubert, Personnel manager at Johnson Tiles, said the firm was not anti-union but would deal only with unions that were representative of the workforce

Massive growth of Sigma plant

Star 19/10/81 (192)

Own Correspondent

Pretoria's biggest motor manufacturer is planning a massive R323-million expansion programme which will dramatically boost the industry in the city.

The Sigma motor corporation in Silverton has already embarked on the firs phase of the programme — a R37-million investment over the next 12 months

The plan is likely to create thousands of more job opportunites By the end of the decade it is anticipated that the corporation will employ more than 8 000 people in Pretoria At present it provides jobs for about 6 000

Sigma's director of manufacturing, Mr Ray Clarke, said that the expansion programme would increase the size of the Pretoria plant — already the city's largest industrial site — by a third and step up production by about 30 percent

During the first phase R16-million will be spent on buildings and R21-million on equipment.

This will allow the city plant to increase passenger - vehicle output by 100 cars a day

"We are increasing the paint plant by 13 200 sq m, plant 1 and 2 are increasing by 6 000 sq m, a new administration building will have a floor space of 3 600 sq m, the ablution block will be increased by 3 000 sq m and the cafeteria by 1 000 sq m," he said

The paint plant is the final step of the first stage of the expansion programme and will be built by December next year.

	PORTUGAL	ENGLAND
WINE	80	120
CLOTH.	90	100

R100m E

Ev. Post 17/10/81 (63) (192)

Weekend Post Reporter

THE Eastern Cape motor industry is to receive a powerful shot in the arm with a huge R100 million expansion scheme to be launched in East London by the UCDD Group, which produces Mercedes-Benz cars and other vehicles.

The injection of such massive capital is seen as a boost to confidence in the area, and a move likely to attract further investment and industry

The further R100 million is also to be invested in other parts of the country, making UCDD one of the biggest concerns in the South African motor industry, and one of the country's largest private companies

The UCDD wages bill in East London is at present R16 million a year, and its total contribution to regional economy in excess of R50 million The expansion will provide about 1 900 new jobs

Weekend Post was told today that the five-year programme will more than double the car production capacity at the group's East London plant at a cost of some R47 million

This will facilitate substantial increases in Mercedes-Benz car sales and the introduction of the new Honda car range, which will come on to the market late next year

A further R19 million will be spent boosting by 70% commercial vehicle capacity at East London to push monthly production up from the present 600 units to 1 000 by 1984

The installation of additional general infrastructural facilities will cost R27,5 million, including R10,2 million for a new paint shop and pre-treatment plant

A further R100 million will provide for

- Almost doubling the capacity of the group's operation at a cost of R14,7 million, including R11,5-million for a new parts warehouse in Pinetown, which will be the base of UCDD's nation-wide parts network
- Expansion of the commercial vehicle engine, gearbox and axle re-manufacturing plant in Johannesburg at a cost of R3,8-million
- A R10,3 million expansion of the group's Pretoria head office and departmental expansion
- Investment of R50 million by dealer organisations in working capital to prepare for an anticipated growth surge
- A further investment by dealers in land and buildings of R25 million

UCDD's chief executive, Mr Morris Shenker, said it was the group's intention to maintain and expand the share of Mercedes-Benz market in the big car market and to reinforce its position as the leader in the heavy truck sector

"We also believe the new Honda car will fill an important market gap, and our dealers are eagerly awaiting its introduction"

Mr Shenker said UCDD was confident of a growing market for cars and commercials in South Africa over the medium to long term

The key features of UCDD's planning are

- Its determination to obtain a 40% share of the heavy truck market (22% at present) by 1984, with annual sales of 12 000 units
- Its commitment to increase production of Mercedes-Benz cars from 900 a month in 1981 to 1 200 per month in 1982
- The introduction of the small Honda car in late 1982
- The phased expansion of the dealer network over the period

Moves to expand production of the Mercedes-Benz cars will result in a substantial increase in monthly unit output This is an urgent priority in view of the accumulated demand following the successful launch of the new Mercedes-Benz range of cars earlier this year

The programme, which will be financed out of UCDD's own funds, represents a firm belief on the part of its shareholders, who include Daimler-Benz AG of Germany, in the longer-term strength of the South African economy and a substantial commitment to growth in the motor industry

Of the estimated 1 900 new jobs created by the expansion programme most of them will be in East London, where the UCDD plant is already one of the largest employers

UCDD's East London wage and salary (including bonuses and employee benefits) is about R16 million a year The company spends a further R31,6 million a year on local content purchases, rates and utilities in the Border/Ciskei area and pays freight and wharfage charges to East London port authorities of some R8,5-million a year

Its total contribution to the regional economy each year, therefore, is more than R50 million

The Mercedes-Benz dealer organisation, which currently has collective assets of about R100 million in plant and equipment alone, will increase this by 50% during the next five years to about R150 million

Increased investment in land and buildings will also be required to accommodate the anticipated growth in Mercedes-Benz vehicle sales and the new Honda franchise

(192) 17/10/81

Cape boost

Star 16/10/81

Strikers reach agreement

Labour Reporter

Several countrywide wage disputes were resolved yesterday

At Federated Timbers in Witbank 218 workers returned to their jobs

They had sought an increase in the minimum wage implemented at the beginning of the month which amounted to a 23 percent increase, according to a company spokesman

At Imperial Cold Storage in Addo 300 workers settled for an 80c an hour wage agreement They originally asked for R1

About 100 drivers at the Motorvia firm in Uitenhage agreed yesterday afternoon to return to work after management expressed its willingness to discuss wage demands with the Fosatu-affiliated Transport and General Workers' Union next week

At Natal Tanning in Melmoth most of the 600 workers at the agricultural estate returned to work while management expected a return of the 200 workers at the factory itself.

Bottling plant back to normal production

Ev Post 16/10/81

By GRANT AUBIN

THE SA Bottling plant was back to normal production today and the firm was building up to a full labour force Mr P H Gutsche, managing director said today

In a management statement on the situation at the plant where 250 workers struck two weeks ago, Mr Gutsche said he was anticipating some of the workers would return and would be engaged on merit

Strikes at SA Bottling began on September 25, when all weekly paid workers and two salary-paid workers walked off the job

After discussions with management the strikers returned to work and were paid for the full day while on strike

On October 6 workers once again went on strike

"There were many reluctant strikers, but they followed after being intimidated by a group of instigators," he said

The strikers gave their reason as the employment of five coloured workers standing in for absent employees

It was alleged that they were paid at a higher rate

"This is totally incorrect, as they were paid at the normal rate," said Mr Gutsche

Strikers also alleged that they were being used to train the coloured workers who would then replace them This was also denied by Mr Gutsche

In his absence overseas workers were given an ultimatum to return to work or be fired

Meanwhile, 80 to 100 of the 180 workers who were out on strike at Motorvia in Uitenhage returned to work yesterday A spokesman said Bloemfontein-based convoy drivers were expected back on Monday

About 200 strikers at Imperial Cold Storage at Aloes also returned to work yesterday

In East London striking workers at Johnson and Johnson decided at a mass meeting today not to return to work until a dismissed worker was re-instated

The workers downed tools yesterday in protest against the dismissal of the worker

The companys' personnel director, Mr Wayne Munro, was today unable to say how many were involved in the strike but a spokesman for the South African Allied Workers Union (Saawu) said more than 600 workers were involved and production was at a standstill

The striking workers held a meeting with SAAWU officials this morning

Striker's death: no-one to blame

(152) (192)

KPM 1.10.81

By SAM MASEKO

A PRETORIA inquest magistrate yesterday found no-one was responsible for the death of a Sigma Motor Corporation striker, Mr Paulus Mahlangu, 25, who was shot dead last April

No evidence was given and no witnesses were called

The magistrate, Mr R J van der Merwe, said various people had made statements and the court was satisfied that the police had thoroughly investigated the case

A legal representative of the Mahlangu family, Mr M Brassley, indicated he wanted witnesses called to testify so they could be cross-examined, but was overruled by the magistrate

Mr Mahlangu, of Mamelodi, an employee of the Sigma plant, was allegedly shot by a woman motorist on April 15 during the Sigma Motor Corporation two-week strike over pay

Police said at the time Sigma strikers were rocking cars on their way home from the plant when Mr Mahlangu was shot

Union jubilant as strike ends

THE National Union of Motor and Rubber Workers' Union of South Africa (Numorosa) has hailed the settlement of the strike at the Car Distributors Assembly (CDA) in East London as a feather in the cap of the union.

C. Herald 17/10/81 (192)

This is in spite of the fact that one of the main causes for the walkout by 2 600 African and coloured workers from the plant that assembles Mercedes Benz vehicles has not been settled yet

The walkout started after Mr Today Dayimani was dismissed following an alleged fight with a employee

The branch organiser of the union, Mr C Fazzie, spent more than 40 hours negotiating with management He was aided by his regional secretary from Port Elizabeth, Les Kettledas, local chairman Sydney Nyengane and executive members Kenny Post man and Michael Matroos

BEAUTIFULLY

Afterwards he said 'We have settled this dispute beautifully but we could not proceed with these two cases as there is litigation pending

The technical foreman involved with Mr Dayimani, Mr L Pierskalla, has laid charges and police are investigating Management felt they could not proceed with the matter until the police have completed their investigations

'The case of Mr Macanda is also being investigated by police as charges of assault have been laid

'Other than these two cases, our union has settled all complaints Everyone is back on the job and everything is fine,' Mr Fazzie said

VIOLENCE

He praised both management and the workers for their attitudes in the tense affair where violence and intimidation had been alleged, at certain stages, and police were known to have been on standby

'Management really listened to us fairly and the workers' behaviour was exemplary'

Mr Fazzie also rejected any suggestions that the African and coloured workers were not completely united

'Ours is a non-racial union We stood as one and I have not come across any division As one young worker said at the meeting, quoting Paul, 'If one of the fingers is injured the hand is injured' This was the attitude in this affair, from which, I must say, the union has come out with flying colours We have learnt a lot about negotiating settlements.'

Mercedes R200-m boost for industry

S. Times 18/10/81 (192)

IN an impressive display of confidence in the future of the South African economy, Mercedes-Benz is to channel R200-million into its local manufacturing facilities in a massive expansion drive.

The five-year programme will be financed by UCDD and its dealer organisation, South African manufacturers and distributors of Mercedes-Benz cars and commercial vehicles

A major shareholder in UCDD is Daimler-Benz AG of Germany

The investment programme will make UCDD, which currently has collective assets of R100-million in plant and equipment alone, one of the largest firms in the motor industry and one of the country's largest private companies

The programme involves

- More than doubling car production capacity at the group's East London plant at a cost of R47-million to cater for substantial increases in Mercedes-Benz car sales and the introduction of the new Honda car range, which comes on to the market late next year
- A 70% increase in commercial vehicle production capacity at East London to push monthly unit production up from the present 600 to 1 000 by 1984 This arm of the expansion will cost R19-million
- Installation of additional general infrastructural facilities worth R27,5-million, including a R10,2-million new paint shop and pre-treatment plant
- Almost doubling the capacity of the group's parts operation at a cost of R14,7-million, including R11,5-million on a new parts warehouse in Pinetown, which will be the base of UCDD's nationwide parts network

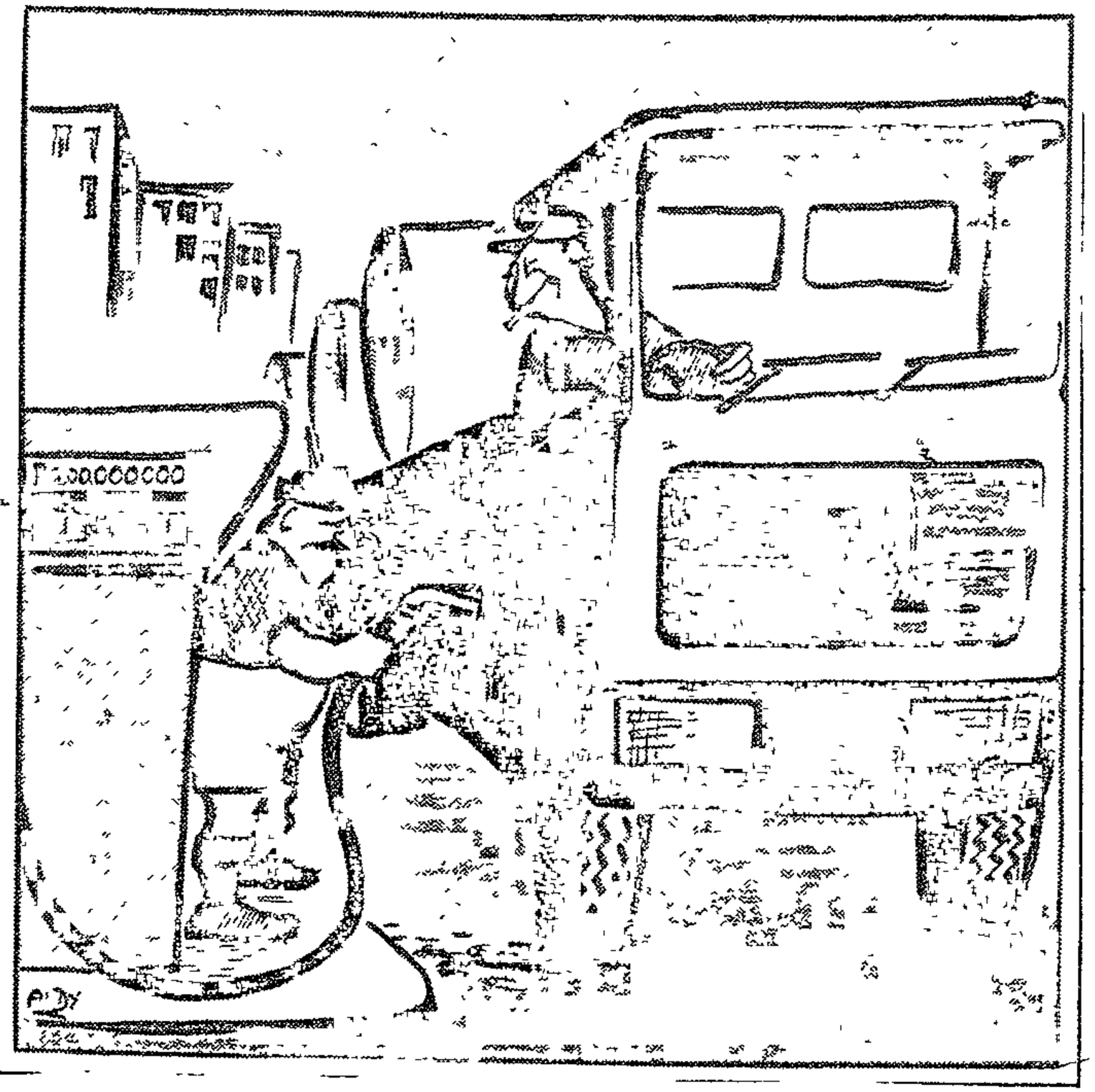
By Jude Sin Spear

- A R3,8-million expansion of the commercial vehicle engine, gearbox and axle re-manufacturing plant in Johannesburg
- A R10,3-million expansion of the group's Pretoria head office and departmental expansion
- A R50-million investment by the dealer organisation in incremental working capital in preparation for the coming growth surge.
- A further R25-million investment by dealers in land and buildings.

UCDD's chief executive, Morris Shenker, tells Business Times that it is the group's intention to maintain and expand Mercedes-Benz's market share in the large-car market and to reinforce its position as the leader in the heavy-truck market.

"We also believe that the exciting new Honda car will fill an important market gap, and our dealers are eagerly awaiting its introduction Honda cars have enjoyed outstanding success in other countries, and I have no

To Page 3



Motor firm bids for bigger slice of the South African marke

MERCEDES PLANS R200m EXPANSION

S. Tribune 18/10/81

192

By Mike Peirson
Finance Editor

A HUGE R200 million five-year expansion plan aimed at giving Mercedes-Benz a chance to grab a larger slice of the South African motor and trucking cake was announced this week.

The money being provided through the umbrella UCDD Group, will be spent in East London, Pinetown, Johannesburg and Pretoria and provide an estimated 1 900 new jobs.

Car production capacity at East London will be doubled with the injection of R47-million which will help to meet demand for both Mercedes cars and the new Honda car range to be introduced late next year.

The commercial vehicle production will be upped by 70 percent in East London with a further R19 million. It should mean a monthly output of 1 000 by 1984, as against 600 now.

Pinetown will get an R11,5 million new parts warehouse which will be the base of UCDD's nationwide parts network. Total amount to be spent there is R14,7 million.

The commercial vehicle engine gearbox and axle remanufacturing plant in Johannesburg is due to get R3,8-million and some R10 million will go on improvements to the group's Pretoria head office and departmental expansion.

The plans also include:

- Installation of additional general infrastructural facilities (R27,5 million) including R10,2 million on a new paint shop and pretreatment plant.
- A R50-million investment by the dealer organisation in incremental working capital in preparation for the coming growth surge.
- A further R25 million investment by dealers in land and buildings.

UCDD chief executive Morris Shenker said the group intends to expand the Mercedes-Benz share in the large car market and to re-inforce its position as the leader in the heavy truck market.

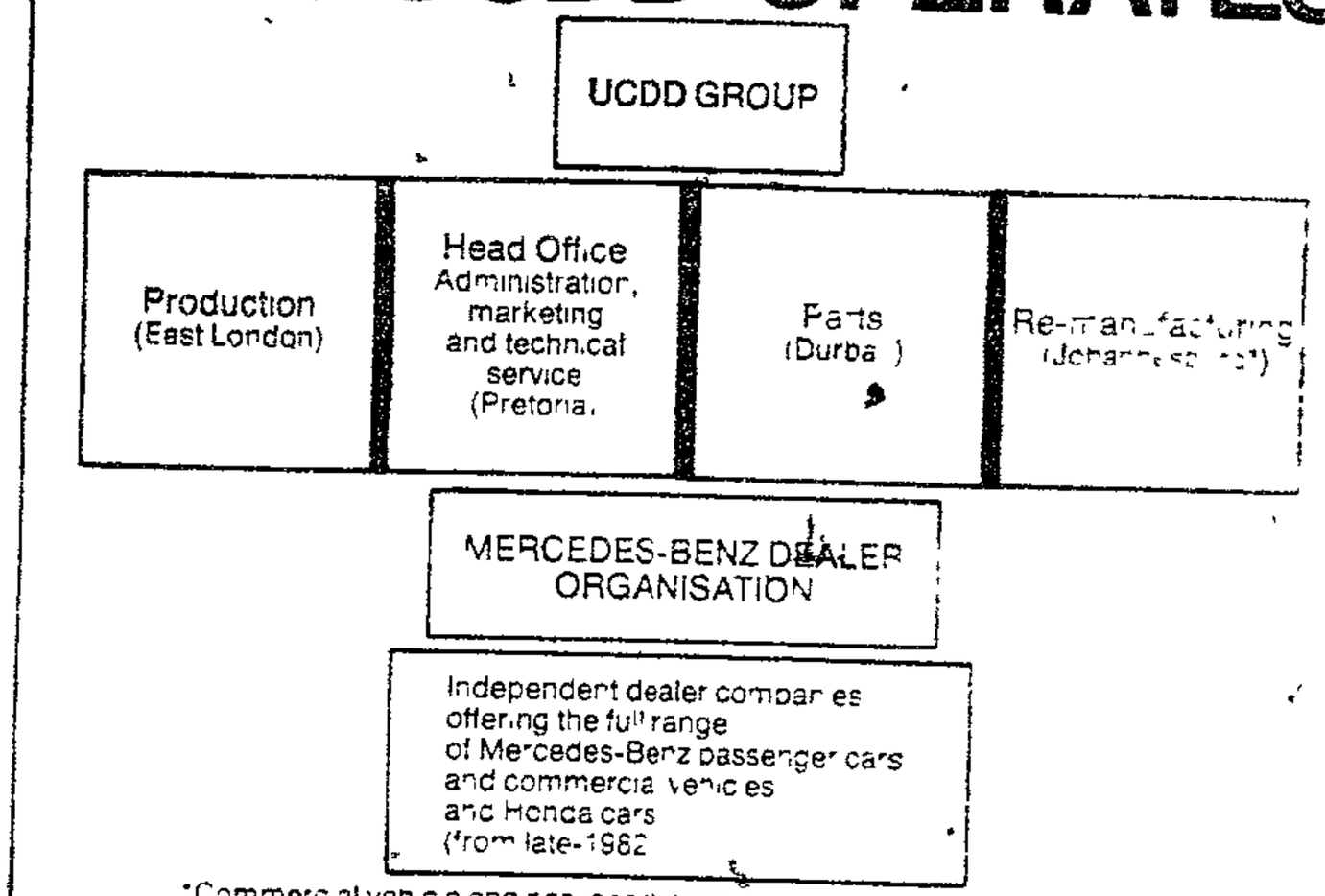
He is determined the group will obtain 40 percent of the heavy truck sector (5 000 kg and above) by 1984 with annual sales of 12 000 units.

The investment programme, to be financed out of UCDD's own funds, will make it one of the biggest firms in the SA motor industry and one of the country's largest private companies.

Most of the new jobs will be in East London where the wage and salary bill (including bonuses and other benefits) is about R16-million a year. The company spends a further R31,6 million a year on local content purchases, rates and utilities in the Border/Ciskei area and pays freight and wharfage charges to East London port authorities of some R8,5-million a year.

The Mercedes dealer organisation which has collective assets, of some R100-million in plant and equipment alone, will increase this by 50 percent during the next five years to about R150-million.

HOW UCDD OPERATES



*Commercial vehicle engines, gearboxes, axles and other sub-assemblies

Bottling firm re-employs several workers

Ev Post 19/10/81

142

Post Reporters

THE managing director of SA Bottling Company, Mr P H Gutsche said today that several workers who had been on strike had been re-employed

But a spokesman for the General Workers Union of South Africa (Gwusa) and the Motor and Components Workers' Union of South Africa (Macwusa), said the 250 workers were still on strike

He did not know of any workers being re-employed

Mr Gutsche said he could not reveal the number of re-employed workers or their names

Last week Mr Gutsche said in a statement that striking workers would be re-employed on merit

Strikes at SA Bottling began on September 25, when all weekly-paid workers and two salary-paid workers walked out

After discussions with management, the strikers returned to work and were paid for the full day while on strike On October 6, workers once again went on strike

A spokesman for Gwusa said a meeting would be held later this week as weekend meetings had been banned

Meanwhile, 80 to 100 of the 180 workers at the Motorvia plant in Uitenhage have gone back to work A spokesman for the company said the rest of the workers, based in Bloemfontein were expected back today

In East London, striking Johnson & Johnson workers decided at a meeting yesterday not to return to work until a woman who was dismissed last week had been reinstated

About 600 Johnson & Johnson workers downed tools on Thursday after the dismissal of Mrs Eunice Tempi, who allegedly stole two toilet rolls

The Johnson and Johnson management agreed to institute an appeal committee to investigate the dismissal, provided the workers returned this morning

A South African Allied Workers' Union (Saawu) official said this morning that union organisers would meet representatives of the companys' management today to tell them the decision taken at yesterday's meeting

m expansior

DD 19/10/81 (192)

DA

More than 1 000 new jobs to be created

EAST LONDON — Nearly R100 million is to be spent on expanding the Car Distributors Assembly (CDA) plant here — creating more than 1 000 new jobs.

This is part of the R122,3 million expansion package announced at the weekend by the Pretoria-based United Car and Diesel Distributors (UCDD) group, of which CDA is the manufacturing arm.

The dealer organisation is to invest a further R75 million.

The expansion programme over the next five years is to be undertaken by UCDD and its dealer organisation, manufacturers and distributors of Mercedes-Benz cars and commercial vehicles in South Africa

The investment in the West Bank plant will see passenger car production there more than doubled at a cost of R47 million to cater for the substantial increase in Mercedes-Benz car sales and the introduction of the new Honda car range late next year This will create most of the 1 900 jobs which will result from the total investment

The East London expansion programme also includes

- A 70 per cent increase in commercial vehicle production capacity (R19 million) to push monthly unit production up from the present 600 to 1 000 by 1984
- The installation of additional general infrastructural facilities (R27,5 million), which includes R10,2 million for a new paint shop and pre-treatment plant

Group expansion and investment outside East London includes

- Almost doubling the capacity of the group's parts operation (R14,7 million), which includes R11,5 million on a new parts warehouse in Pinetown, which will be the base of UCDD's nation-wide parts network
- Expanding the commercial vehicle engine, gearbox and axle remanufacturing plant in Johannesburg at a cost of R3,8 million
- Expanding the group's Pretoria head office and other departmental expansion (R10,3 million)
- Investment by the dealer organisation in incremental working capital to prepare for the coming growth surge (R50 million)
- A further investment by dealers of R25 million in land and buildings

UCDD's chief executive, Mr Morris Shenker, said it was the group's intention to maintain and expand the Mercedes-Benz market share in the large car market and to reinforce its position as the leader in the heavy truck market

"We also believe the exciting new Honda car will fill an important market gap and our dealers are eagerly awaiting its introduction," Mr Shenker said

Honda cars had enjoyed outstanding success in other countries and there was no doubt they would be equally well accepted in South Africa

Mr Shenker said UCDD

By
DAVID DENISON
Business Editor

was confident the car and commercial market in South Africa would grow over the medium to long term

He said the key features of UCDD's planning were its determination to obtain a 40 per cent share of the heavy truck market (5 000 kg and above) by 1984 with annual sales of 12 000 units (it has an estimated 22 per cent of the market at present), its commitment to increase the production of Mercedes-Benz cars from 900 a month this year to 1 200 a month next year; the introduction of the small Honda car late next year, and the phased expansion of the dealer network.

He said moves to expand production of Mercedes-Benz cars would result in a substantial increase in monthly unit output.

That was an urgent priority in view of the accumulated demand that had developed following the successful launch of the new Mercedes-Benz range of cars earlier this year

The investment programme, which will be financed out of UCDD's own resources, will make the group one of the biggest companies in the South African motor industry.

Mr Shenker said the programme represented a firm belief on the part of UCDD shareholders, which include Daimler-Benz AG of Germany, in the longer-term strength of the South African economy and a substantial commitment to growth in the South African motor industry.

The expansion programme will create an estimated 1 900 new jobs — most of them in East London where the CDA plant is already one of the largest employers of labour in the Border.

CDA's East London wage and salary bill (including bonuses and employee benefits) is about R16 million a year

The company spends a further R31,6 million a year on local content purchases, rates and utilities in the Border-Ciskei area, and pays freight and wharfage charges of some R8,5 million a year to East London's port authorities

Its total contribution to the regional economy therefore exceeds R50 million

The Mercedes-Benz dealer organisation, which currently has collective assets of some R100 million in plant and equipment alone, will increase that by 50 per cent over the next five years to some R150 million

Increased investment in land and buildings also will be required to accommodate the anticipated growth in Mercedes-Benz vehicle sales and the new Honda franchise

Editorial opinion, page 8.

Boost seen as confidence in area

EAST LONDON — The news that a R100 million expansion scheme is to be launched in East London by the UCDD group was welcomed yesterday by the chairman of the industrial portfolio in the City Council, Mr Donald Card

The expansion by the company would provide about 1 900 new jobs in the area

Mr Card said he was thrilled by the news "I expected that there would be expansions by local firms and I am glad to see that the company concerned has confidence in the area We have been preaching about this same confidence for the past year now since it became clear that the government is going to do something to boost the economy here," he said

The chairman of the Border Chamber of Industries, Mr J A. Rich, said he was delighted that a local company was showing confidence in the region and it was hoped that this confidence would be noted

He said the fact that new jobs would be created by the expansions was a boost to the fight against unemployment in the area

The mayor, Mr Errol Spring, and the chairman of the East London Chamber of Commerce, Mr Tony Selley, could not be contacted for comment — DDR

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19/10/81

:n by FRANK JEANS

Canadians in grader market bid

Star 20/10/81

(192)

Hubert Davies Heavy Equipment is driving strongly into the construction-grader market through a link-up with one of the world's leading manufacturers, Champion Road Machinery of Canada.

With the Champion muscle behind it, HDHE will make and market the 740A grader and move into a capital-equipment sector of which Caterpillar and Galion are leaders

The South African grader market with an estimated 450 units each at R100 000 is valued at R45-million and Hubert Davies is aiming at R8-million of this each year.

VOID

Previously, Hubert Davies, part of the Blue Circle group, had the franchise for the graders of Wabco of America, but when this company broke away from this equipment sector, there was a void to be filled.

Champion was a natural for HEDE as it produces the world's biggest grader with a weight of 100 tons and is the only company in the world which specialises in the manufacture of graders and components.

It has 70 percent of the Canadian grader market and after only three years on the American scene, has notched up a 16 percent share.

Mr Bob du Toit, Hubert Davies chief says: "The association with Champion fits neatly into our existing manufacturing and countrywide marketing operations

MANUFACTURE

"We will go into comprehensive local manufacture immediately

"This will not be difficult for Hubert Davies as we have been manufacturing a wide range of construction equipment including graders In fact, we will aim for an early 70 percent local content"

The first Champion machines are expected to be on the market by Christmas

All 180 drivers back at work

Ev Post 20/10/87

Motovia

Post Reporters

THE strike at the Uitenhage turn of Motovia which is involved in the delivery of new vehicles to the rest of the country, is over because 130 drivers returning from Bloemfontein failed to support the strikers

A spokesman for the company said today that all 180 drivers who were on strike were back at work yesterday

"Everything is back to normal" he said

The strike began last week when 130 drivers demanded the company recognise the Transport and General Workers Union They also wanted higher pay A meeting between management and union representatives will be held tomorrow to discuss both issues

The managing director at SA Bottling, Mr P R Gutsche, said today that re-employment of some of the 250 workers deemed to have "dismissed themselves" after striking three weeks ago, would continue "on merit and subject to the availability of vacancies"

Seven workers who went on strike at SA Bottling are to appear in court on November 10 on charges of intimidation

A spokesman for the General Workers Union of South Africa (Gwusa), to which most SA Bottling workers belong, said today he was still trying to arrange a meeting with the firm's management to discuss re-employment

Star 20/10/81

59 appear under riots Act after strikes

(192)

Labour Reporter

Fifty-nine workers appeared yesterday in the Port Elizabeth Magistrate's Court under the Riotous Assemblies Act after recent labour unrest in the area

The case was postponed to next week

The 59 along with 24 other workers were held by police in connection with strikes at two post office yards and at the SA Bottling Company

In both disputes workers were dismissed — 180 at the post office and 250 at SA Bottling

The other 24 appeared on Friday and their case was also postponed

In the Security Police swoop last week, an organiser of the Motor Assembly and Component Workers Union, Mr Themba Duze, was held for two days and later released without being charged.

● In Uitenhage last week charges against five union shop stewards of participating in an illegal strike were dropped However, charges of intimidation under the Riotous Assemblies Act were postponed to next Monday

The men are being charged in connection with the Dorbyl motor components firm dispute from earlier this year

Strikers go back pending new round of meetings

Ev Post 21/11/87 (192)

By MOKONE MOLETE

THE 400 workers at Feltex rubber factory in Korsten, Port Elizabeth who went on strike yesterday after demanding that they be paid their pension fund contributions, have resumed work pending the outcome of a meeting between management and one of the trade unions, a union spokesman said

Workers at the factory said they wanted to withdraw from the pension fund but were told by management that they had to resign before the money would be paid out

At about 1pm yesterday workers downed tools after refusing an ultimatum from management to resume work or leave

The company public relations manager, Mr S Thompson described talks held between the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) as "fruitful"

A spokesman for Numarwosa, which is affiliated to Fosatum, said there would be further talks between the union and management as "nothing final has been decided yet"

Mr Thompson said according to clock card records 97% of workers who struck yesterday were at work today

Meanwhile, the Transport and General Workers' Union at the Motorma plant in Uitenhage will hold a meeting with management today to discuss demands that led to a strike last week

The managing director at the SA Bottling Company, Mr P R Gutsche, said that re-employment of the 250 who went on strike three weeks ago and were deemed to have 'dismissed' themselves, was continuing 'on merit and subject to the availability of vacancies"

New EL strike as 2 plants go back to work

Post 23/10/81

By SANDRA SMITH

EAST LONDON — A strike broke out at Dunlop Flooring here today but workers at the toiletry factory of Johnson & Johnson and at the dispute-ridden Car Distributors Assembly (CDA) returned today

In a statement, the general manager of Dunlop Flooring, Mr N Yeadon, said members of the workers' liaison committee approached the firm's management yesterday and asked for employees' pension contributions to be paid out

After the company's policy was explained to the workers, they left the factory, "thereby terminating their employment with us", Mr Yeadon said

Recruitment, including selective re-employment, would begin next Wednesday, he said

At the troubled CDA plant, which builds the range of Mercedes-Benz vehicles marketed in South Africa, 321 workers in the stores returned to work after being addressed by shop stewards of the National Union of Motor and Rubber Workers of South Africa (Numarwosa)

It is the second time this month a work stoppage has occurred at the factory

A company spokesman, Mr Richard Wagner, said 250 workers stopped work yesterday afternoon after demanding the re-instatement of a man who was dismissed

The workers clocked in this morning, but only agreed to start work after it was decided that union representatives would discuss the issue with members of management

Striking Johnson & Johnson workers decided this morning to return to work today

The company's managing director, Mr Richard Cox, yesterday gave the workers an ultimatum to return to work today, or lose their jobs

After a meeting between management representatives and officials of the South African Allied Workers Union (Saawu) yesterday, the union said it would recommend that the workers return to their jobs today

TRACTORS FM 23/10/81

Import motor poser

(192)

A costly anomaly has emerged from government's plan to protect Atlantis Diesel Engines (ADE) certain types of tractors powered by engines which ADE cannot as yet supply will be subject to a 20% excise duty

This move to protect a non-existent local production will cost farmers around R20m next year It was presumably imposed to deter them from buying large tractors with imported engines Otherwise these would have been cheaper than smaller models with less powerful motors from ADE

It was originally decreed that tractor manufacturers should switch to ADE this month However, the plant is not yet able to manufacture its complete range and about 40% of tractors will still have to be fitted with imports By the end of next year ADE should be able to supply about 80% of the local tractor engine market

Chairman of the SA Tractor Manufacturers Association Wally Rautenbach says the duty is a revenue windfall which government should put towards a tax relief scheme for farmers to help offset increased tractor prices

He estimates that fitting ADE engines to tractors will push up prices by an average of 21% and that doesn't include the general inflation rate of about 14% With next year's sales expected to be 13 500 units, ADE products should add R44m to the cost of tractors

An engine in an imported tractor accounts for only about 10% of the total vehicle cost But the ADE equivalent will cost more, and overseas manufacturers will not deduct the full cost of the missing engines from the tractors they supply to the local companies

Added to this, the local companies have had to spend large sums on re-engineering their vehicles to take the local product Thus the high price for ADE protection

Government is aware of this and has imposed a 40% duty on any tractor fitted with an imported power unit which can be supplied by ADE

Sales this year should hit 23 500 units and beat the all-time record of 19 200 in 1975

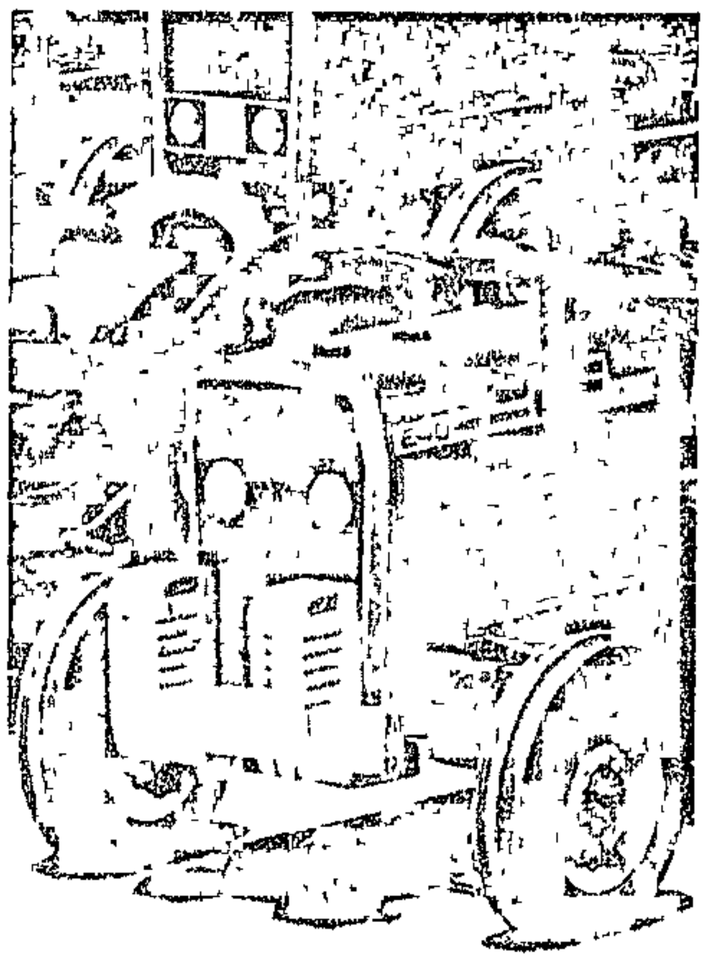
This is due to two successive good farming years and to pre-buying before the price rises resulting from the switch to locally-made engines

Rautenbach reckons that the impending price increases will add about 4 000 units which would otherwise have been sold next year to 1981 sales

The company which stands to gain most from the ADE project is Federale subsidiary Fedmech which produces Massey Ferguson (MF) tractors MF and Ford both with a market share of about 24% are currently in a neck-to-neck race for market leadership

MF tractors are fitted with Perkins diesel engines, a make chosen by ADE for local production

MF sources say the extra cost of fitting ADE engines to their tractors will be somewhat less than the average 21% claimed by the rest of the industry As the market is highly competitive with price parity between equivalent models of different makes the new dispensation should give Fedmech bigger margins to spend on sales promotion or simply to retain as extra profit



Tractors for sale ... heavy excise duty

It is, no doubt, with this satisfying awareness that Fedmech officially opened its new tractor assembly plant in Vereeniging this week

258 and 750 lose jobs

DD 24/10/81 (192)

EAST LONDON — About 750 workers have lost their jobs following strikes at two local companies

At Dunlop Flooring about 500 workers went out on strike on Thursday demanding their pension contributions back and at Car Distributors Assembly (CDA) 258 workers walked out of their jobs yesterday over the dismissal of a fellow-employee

In both cases management has regarded the workers as having dismissed themselves and will be recruiting to fill their places

Dunlop workers approached their management on Thursday with the request that their pension monies be paid back to them

Mr N Yeadon, the general manager of the company, said the company's policy was explained to the workers

"The employees then elected to leave the factory, thereby terminating their employment with us," he said "Recruitment, including selective re-employment, will commence on Wednesday next week."

At a mass meeting yesterday workers resolved to send a delegation of officials from the South African Allied Workers Union (Saawu), which claims to represent roughly half of the workforce, and five Dunlop workers to meet with management

258 workers from two departments at CDA — stores and cut and sew — walked off their jobs yesterday afternoon and a spokesman for the company said recruitment to replace them would start immediately

Problems in these departments began on Thursday after a sorter in the stores department, who had been on probation, was not confirmed to the permanent staff and was paid off

The management spokesman said these departments had downed tools on Thursday in protest over his dismissal They again downed tools yesterday morning but returned to work after the tea break at 10 am

Following a meeting between the union and management it was agreed by both parties that the man's work performance had not measured up to standard and that the decision should remain

The union informed the workers of the decision at lunch time and the 258 workers did not return to their jobs after the break

The management spokesman said all other sections at the plant appeared to be working normally yesterday

EL firms to start filling vacant jobs

W/ Post 24/10/81

Weekend Post Reporter

RECRUITING will begin next week to fill 750 jobs vacated by strikers at two East London plants

At Car Distributors Assembly (CDA) 258 workers who walked out yesterday afternoon for the second time this week were declared by the company to have dismissed themselves

A further 500 workers who downed tools at Dunlop Flooring on Thursday were being treated the same way

The workers at Dunlop wanted their pension contributions back

At CDA the workers walked out after the management refused to promote a probationer to the permanent staff The man's work was not up to standard the management said

Star 26/10/89

Tongaat dispute workers fired

Labour Reporter

About 200 municipal workers in Tongaat were dismissed on Friday following a dispute involving a municipal foreman

On Thursday about 100 town electrical workers went on strike after calling for the dismissal of the foreman Workers in other municipal departments also joined the dispute

Tongaat's town clerk, Mr V Parkhouse, confirmed the dismissals and said new workers would be taken on, although former workers were allowed to reapply for work

In another labour incident at the CDA motor assembly plant in East London workers were all reported to be on the job again following a dispute late last week in which about 250 protested the dismissal of a colleague

The CDA plant was hit earlier this month by a strike by about 1 600

EL car plant strikers return

E. Post 26/10/81

Post Reporter

THE giant East London motor manufacturing plant Car Distributor Assemblies returned to normal today with its 3 300 workers back at their posts after a series of strikes over the past fortnight

According to a spokesman for the firm 258 black and coloured workers from the stores and cut and sew sections involved in a wildcat strike on two days last week were among those who clocked in today

"In the interests of industrial peace, the company made no move to bar them from their places of work or to recruit new workers to fill their places," he said

The firm assembles the South African range of Mercedes Benz vehicles

At the Johnson and Johnson factory, hit by strikes after a woman was dismissed for alleged theft the situation has returned to normal Officials of the SA Allied Workers Union were negotiating with management, a spokesman for the union said today

In Port Elizabeth, at the firm of SA Bottling the managing director, Mr P R Gutsche, said the factory was back to full employment except for a "limited" number of key positions

DD 27/10/87

Fired strikers get jobs back

EAST LONDON — CDA workers regarded as dismissed on Friday for participating in a wildcat strike clocked in for work yesterday morning

A management spokesman said that in the interests of industrial peace the company had made no move to bar the 258 workers from their places of work or to recruit new workers to fill their places The workers, who were from the stores and cut and sew departments, downed tools on Thursday and again on Friday last week demanding the reinstatement of a probationary worker who was not confirmed to the permanent staff and was paid off.

Meanwhile, about 450 Dunlop Flooring workers elected yesterday morning not to collect their pay following their dismissal from the company on Thursday after a dispute over the pensions issue.

At the meeting the workers resolved that they would not apply for re-employment on Wednesday, the date set by management for recruitment.

The workers are to forward a letter to the company works manager demanding their unconditional reinstatement, the return of their pension contributions and the right to be represented by the union of their choice, in this case the South African Allied Workers Union (Saawu)

About 800 members of Saawu, the African Food and Canning Workers Union and the General Workers Union pledged solidarity support for the Dunlop workers at a mass meeting on Sunday

Production was back to normal at Johnson and Johnson yesterday and discussions between Saawu and management were continuing

However, it is understood that the dispute which first sparked the week-long strike — the dismissal of a cleaner for alleged theft — has not been resolved yet — DDR

Strike at Mercedes over, but city tense

Mail Reporter

WORK has returned to normal at CDA's Mercedes Benz East London plant which was hit by the latest in a series of strikes over alleged "unfair dismissals" on Friday, according to a company statement

CDA was one of two East London companies to be hit by strikes on Friday and there were unconfirmed reports of a third strike at a clothing firm

East London sources say the area is "very tense" and there are fears of more unrest

At Dunlop Flooring about 500 workers were fired after demanding the refund of their pension contributions

Dismissal

CDA has been hit by a series of strikes over alleged "unfair dismissals" Last week's strike, which involved about 250 workers, according to the company, was sparked by the dismissal of a worker

The company alleged workers struck after hearing Fosatu's National Union of Motor Assembly and Rubber Workers had reviewed the case and agreed the worker did not merit appointment to the permanent staff It announced it was recruiting new workers to replace the strikers

However, a company statement said yesterday all workers had reported for work

Star 30/10/87 (192)

Making history in SA job market

Mr Stephens Ndlovu . . "the greatest moment of my life."

By Khulu Sibiya

Former labourer Mr Stephens Ndlovu, of Tembisa, near Kempton Park has just become the first legal black spray-painter in South Africa since job reservation laws were applied in 1951

Mr Ndlovu said yesterday he never thought he would one day be counted among the country's history-makers, even if only in a modest way But he had determined early on to make his own way in life

The trade diploma awarded him made him the first black man to be recognised by the National Apprenticeship Board in terms of the Training of Artisans Act

Mr Ndlovu a father of two left school after standard six He was visibly excited when a Star team visited him at his workplace in Edenvale

'This is the greatest moment of my life I knew that one day I would make it to the top, he said

His interest in spray-painting began in 1968 when he watched a friend doing it

'That man was really enjoying what he was doing I could not help admiring him"

Mr Ndlovu's ambition is to join the union of Motor Workers and I would like to encourage other black people to take the opportunity of getting this diploma"

His employer Mr Chris Woof, said everybody in his company was proud of Mr Ndlovu 'He has shown that with perseverance everybody can achieve his goal"

Mr Woof said 'We at Intercity Datsun always advertise jobs in the papers We even provide training for people who have never been spray painters but we get a poor response'

Mr Ndlovu said he spray-painted between six and eight cars daily at work "But I never get a rest because even at home there are always people who need my services"

He obtained his diploma at Olifantsfontein

Leyland supplies ADE

RDM 30/10/81 (192) (45)

LEYLAND South Africa has supplied the first consignment of locally cast and machined flywheel and ring gear assemblies to Atlantis Diesel Engines for installation as original equipment in ADE production engines

This is part of a R40-million contract which Leyland South Africa secured for the supply of flywheel and ring gear assemblies to ADE

To meet the contract Leyland South Africa embarked on a R4-million expansion programme which involved the installation of 21 computer-controlled machine tools

Leyland will supply ADE with more than 200 000 flywheel and ring gear assemblies for use as both original equipment and replacement parts for the full range of ADE engines

WELFIT ODDY FM 30/10/81

Restricted dividends

192

Activities: *Port Elizabeth-based manufacturer of motor bodies and trailers The directors and the Oddy family control about 60% of the equity*
Chairman: *W J Oddy.*
Capital structure: *800 000 ordinaries of 50c, and 50 000 6,5% prefs of R2 Market capitalisation R2,3m*
Financial: *Year to June 30 1981 Borrowings long- and medium-term, R638 000, net short-term, R903 000 Debt.equity ratio 26,5% Current ratio 1,9 Group cash flow R1,4m Capital commitments R541 000*
Share market: *Price 285c (1980-81. high, 285c, low, 130c, trading volume last quarter, 9 400 shares) Yields 55,3% on earnings, 3,5% on dividend Cover 15,8. PE ratio. 1,8*

	'78	'79	'80	'81
Return on cap (%)	2,6	8,0	18,7	29,0
Turnover (Rm).	6,6	9,6	13,8	17,8
Pre-tax profit (loss) (R'000)	(20)	207	979	1 997
Gross margin (%)	2,3	5,1	8,5	12,0
Earnings (c)	0,7	21,1	85,1	157,6
Dividends (c)	—	5,0	7,5	10,0
Net asset value (c)	455	469	552	716

After a further substantial earnings increase last year, Welfit Oddy has joined a select band of industrial companies — five in all — which are trading at earnings multiples of less than two

With a PE ratio of 1,8, it ties for third place with Autolec, after Schus (1,68) and Aurochs (1,78) The fifth company, and the only one not in the motor sector, is Berzack where the multiple is 1,94 What is more, Welfit achieved this position despite a switch to lifo which reduced taxed profit by R84 700 (6,4%)

The factor common to all these companies is, of course, a restrictive dividend policy Welfit tops this particular league with a cover of almost 16, while Berzack's earnings are 14 times its payout The other three have covers of between five and six times

Welfit's cover has leapt from just over four in 1979, as earnings moved from 21,1c that year to 158c last year, while the dividend has merely doubled from 5c to 10c over the same period

This policy might be justified if there was some certainty that distribution would be maintained through years of lean profits in what is, after all, a highly cyclical business But, as was proved in 1978 this is not the case Then, the dividend was passed as the group temporarily operated at break-even, even though it had sufficient cash on hand to cover the R40 000 cost of an unchanged payment The directors, however, may have been concerned at the combination of a lack of profit and a four-fold increase in borrowings that year

But the present position is somewhat different Borrowings last year were reduced from R1 8m to R1,5m and, since the year end, cash resources have been bolstered by a R1 25m property sale Of this amount, R950 000 will be received in cash against registration of transfer, while the balance is due within three years

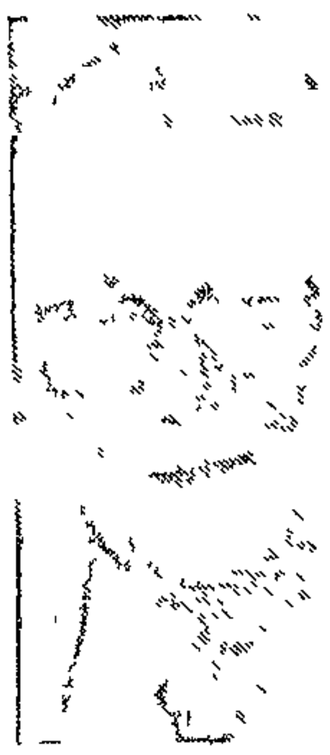
The price represents a capital profit to the group of over R700 000 and net worth per share will thus rise by 90c Part of the funds will be used to continue the group's building programme at Perseverance industrial township in Port Elizabeth, the eventual aim of which is to house all manufacturing operations in a single facility

Chairman Welfit Oddy expects a high volume of activity for the rest of 1981 but the second half's results will depend on the extent to which the motor industry is affected by the economic slowdown Trying to forecast a dividend is academic, as the share is obviously not bought for income

Brian Thompson

The Star 2/11/81

Labour unrest will continue, experts fear



Minister of Manpo S P Botha . . . his ment faces ser blems.

By Tony Davis, Labour Reporter

October was one of the worst months for labour relations in South Africa for many years More than 20 000 workers were involved in disputes affecting about 40 firms and hundreds appeared in court.

Labour experts can see no end to labour disputes in the near future and this poses serious problems for the Department of Manpower under Mr S P Botha

Hardest hit by the unrest were Durban, the East Rand, Port Elizabeth and East London

There was no single reason for the unrest although worker agitation against new pension legislation due next year started many of the disputes in the Eastern Cape and Natal

Workers fear that government pension fund legislation will freeze their contributions and they mistrust any official dealings with them

Union officials deny management claims that workers do not understand pension funds — "They do understand and they don t want any part of it" an official said

Factors

Several other factors contributed to the unrest These included

- Dismissal of workers, as at the massive CDA car assembly plant in East London where there were several stoppages when workers protested against disciplinary action by management
- The mass of new labour legislation, much of it from the Wiehahn Commission report and accompanying government White Papers

Unrest is likely to continue

to withhold their labour and accuse employers of lockouts

At the Telephone Manufacturers of SA in Springs 1 600 workers lost their jobs and at Triomf in Kempton Park 500 There were similar dismissals in the Eastern Cape

Manpower officials blame workers for being too willing to resort to the strike weapon when they have grievances

Managements have accused unions of having failed to follow recognised procedures for disputes

Several hundred workers have appeared in courts for their alleged roles in disputes

Unrest at the SA Bottling Company plant and the Post Office in Port Elizabeth resulted in many workers being charged under the Riotous Assemblies Act

And in the Ciskei 183 workers who were arrested by the homeland's Security Police are to appear in court later this month

In October several companies were hit by repeated closures

In Natal four of the Hulletts groups sugar factories were closed in September because of pension unrest They were hit again last month when about 2 000 workers at Darnall, Mount Edgecombe Felixton and Amatikulu downed tools

- Workers "flexing their muscles" and realising the strength of registered trade unionism — only allowed for black workers in 1979

Workers have often demanded the immediate reinstatement of dismissed colleagues and, when unions and managements have formed appeal boards there have been settlements

Labour experts blame managements for neglecting to tell union representatives in advance of disciplinary action

Several disputes on the East Rand resulted in mass worker dismissals although managements sometimes claimed that workers had "dismissed themselves" by refusing to work

But unionists insist that workers have a right

To Page 3, Col 7

October 'one of the worst months' in labour field

Argus 3/11/81

(192)

Argus Correspondent

JOHANNESBURG. — October was one of the worst months for labour relations in South Africa in many years More than 20 000 workers were involved in disputes affecting over 40 firms and hundreds of workers were taken to court.

Hardest hit by the unrest was Durban with more than a dozen disputes and the East Rand, Port Elizabeth and East London were also hit.

There was no one cause for the strikes and work stoppages, though worker agitation against new pension legislation next year sparked many of the disputes in the Eastern Cape and Natal.

Workers fear that Government pension fund legislation will effectively freeze their contributions and mistrust any official dealings with the funds.

Union officials deny management claims that workers do not understand pension funds 'They do understand them and they don t want any part of it,' one official said

There are several other factors contributing to the unrest. These include

- Worker dismissals such as that at the CDA car assembly plant in East London, where there were several closures when workers protested against a number of disciplinary actions taken by management
- The mass of new labour legislation, much of it from the Wiehahn Commission reports and accompanying government White papers.
- Workers 'flexing their muscles' and realising the strength of trade unionism — only allowed to black workers in 1979.
- Workers ofen demand the immediate reinstatement of dismissed colleagues and in cases where both unions and managements have sat down to form appeal boards there have been settlements

Labour experts say managements are at fault for neglecting to inform union representatives in the plant of disciplinary action in advance

MASS DISMISSALS

A number of the disputes on the East Rand saw mass worker dismissals, although managements sometimes state workers have 'dismissed themselves' by refusing to work But unionists say that workers have a right to withhold their labour and accuse companies of lock-outs.

At the Telephone Manufacturers of SA in Springs, 1 600 workers lost their jobs — and at Triomf in Kempton Park 500 Similar dismissals were also made in the Eastern Cape

Manpower officials blame workers for being too willing at times to resort to the 'strike weapon' when there are grievances.

PROCEDURES

Managements have accused unions of having failed to follow recognised procedures for disputes

Several hundred workers have appeared in courts for their alleged roles in disputes

Unrest at the SA Bottling Company plant and the post office in Port Elizabeth resulted in a number of workers being charged under the Riotous Assemblies Act.

And in the Ciskei where 183 workers were arrested by the homeland's security police, their court appearance was postponed until later this month.

MILITANCY

One union spokesman said much of the militancy during labour unrest came directly from the work place where workers were unhappy about conditions

The union was then often called in after the strike or work stoppage had already taken place, he said.

During October a number of companies were hit by repeated closures

In the case of the Huletts group in Natal, four of their sugar factories were shut in September because of pension unrest, but they were hit again last month when about 2 000 workers at Darnall, Mount Edgecombe, Felixton and Amatikulu downed tools.

Darnall workers even went out a second time last month.

Huletts Refineries and Huletts Aluminium were also hit in Natal

Management in cases of pension unrest have told workers they must resign to collect their contributions and in firms covered by the Metal Industry Pension Fund the contributions are preserved until the age of 65

Thursday, November 5, 1981

RDM 5/11/81 (145A) (151) (153) (192)

Wage accord boosts firm's productivity

By STEVEN FRIEDMAN

AN UNUSUAL wage agreement – linked to worker productivity – between an East London battery company and an unregistered trade union, has boosted productivity at the company substantially

A joint statement by Chloride (SA) and the unregistered SA Allied Workers Union yesterday spelled out the terms of the agreement and the company's managing director, Mr Don Searle hailed it as an example of how unions and management could co operate on productivity if there was 'mutual trust' between them

Chloride was the first company in East London to recognise Saawu which refuses to register with the Government

Most East London employers have resisted recognising the union, which they claim is bent on confrontation

Chloride's co-operation with Saawu on productivity is thus likely to prompt intense interest among employers

The joint statement said that when Chloride and Saawu met to negotiate wages they reached agreement not only on wage rates but on a scheme for quarterly (wage) reviews based on productivity improvements

The first wage increase in terms of the scheme had just been granted

'Task force'

In the first quarter after the agreement was signed productivity improvements had been 'minimal'

However a 'joint task force' of management and worker representatives had then been set up in the second quarter to discuss productivity issues

'During this latter period, productivity improvements became evident and a very positive trend has been maintained," the statement said

It added that when Chloride had recognised Saawu a year ago the two parties had declared our mutual commitment not only to industrial justice and peace but to productivity and growth

We stressed the importance of relationship building, which means we acknowledge and recognise each other as independent parties who each have a part to play in developing the worker-management relationship through the continued process of negotiation, consultation and communication

Mr Searle said he saw the productivity agreement as 'real and positive evidence that both parties were trying to build up the relationship"

Saawu's vice-president Mr Sisa Njikalana, said he did not wish to add to the joint statement

"Workers in this area still face a long struggle," he said

Riot police move into car factory

20/11/81 192

EVENING POST

132

PRETORIA — Riot police today moved into the BMW motor factory at Rosslyn after about 1 500 workers stopped work over a wage dispute

He said the work stoppage started at the factory yesterday afternoon because of dissatisfaction over proposed wage increases for 1982

Rumours swept through the factory yesterday of a "ridiculously low" wage increase and work in a section of the plant stopped

To prevent the situation developing into a confrontation, the workforce was sent home

Workers returned to the plant today, but did not begin work The spokesman said all was peaceful, with the workers sitting around

In terms of the agreement, a general wage increase would come into effect for the first half of next year, after which pay would be reviewed — Sapa

Data file DATAFILEA is a catalogued file on mass storage with a qualifier of,PROJFLD (PROJFLD*DATAFILEA), that is being assigned to the run by the @ASG,A statement. The @DATA,L statement is going to take images from data file DATAFILEA, apply the deletions and insertions that follow the @DATA statement, and produce an entirely new file in DATAFILEB.

No F-cycles will be produced; this occurs only when the U option is used. When the @END statement is encountered, there will be two complete files residing on mass storage, DATAFILEA and DATAFILEB. However, the @DELETE statement will delete DATAFILEA from the Master File Directory and the @FIN statement will release DATAFILEB from the run stream according to the options on the @ASG statement for that file, i.e., catalogue DATAFILEB and place all information pertaining to this file in the Master File Directory. A complete listing of the file DATAFILEB (L Option) is produced.

DD 20/11/81 (192) ~~(152)~~ (327)

Riot police patrol strike-hit car plant

JOHANNESBURG — Armed riot police entered the giant BMW car manufacturing plant in Rosslyn near here yesterday after about 1 300 black workers had gone on strike over proposed pay increases

However, there were no incidents and the police withdrew from the plant at the request of management

About half the work force returned to work yesterday afternoon, and a management spokesman said the company was hopeful that all workers would be back on Monday morning

Earlier, he said the stoppage had started on Thursday afternoon following the start of annual wage talks with an elected workers' council last week Rumours circulated that management was proposing "ridiculously low" wave increases Some workers went on strike and demanded an immediate announcement on the increases

Workers were sent home in order to "prevent the situation developing into a confrontation," while wage talks continued — DDC

Car workers are offered pay increase after work stoppage

STAR 20/11/81

(192)

Labour Reporter

About 1 300 workers at the BMW car plant in Rosslyn, Pretoria, downed tools yesterday and again this morning in a dispute over pay increases

The company has been involved in wage talks since last week with the BMW Employee Council

According to a company spokseman, there were rumours in the plant that management was going to offer only a "ridiculously low" increase for 1982

Workers in one part of the plant stopped work yesterday and called on management for an immediate announcement of increases

The stoppage spread to the rest of the plant and the workers were sent home.

They returned this morning, but did not start work.

Details about the 1982 pay increases were distributed

Management and the employee council agreed on an average 15 percent increase for the first six months for workers on grades 1-5, and 11 percent for those in grades 6 and 7

Strike-hit BMW back to normal as workers return

RDM 24/11/81

By RIAAN DE VILLIERS

ALL workers who went on strike at the giant BMW car manufacturing plant in Rosslyn last week were back at work yesterday morning

About 1 300 black workers went on strike on Thursday afternoon over proposed pay increases and the strike continued on Friday despite the announcement that new increases had been negotiated with a workers' committee

Statement

However, some workers returned to work on Friday afternoon and management hoped all the workers would be back yesterday

In a brief statement issued yesterday, the company said all workers were back and full production had been resumed

Meanwhile, workers have been on strike at Hall Longmore, a Wadeville firm, following the dismissal of a fellow worker last week

Workers went on strike on Friday after management refused to re-instate the worker during talks with a worker delegation, a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said yesterday

He said the union had recently submitted proof of majority membership among the 500 workers at the plant and the management had agreed to hold recognition talks

However management refused to discuss the dismissal with union officials yesterday morning as it claimed the union was unable to control its members and would also not allow officials to address the workers, the spokesman said

He said the union would continue efforts to resolve the dispute

It is believed workers returned to work yesterday afternoon, but this could not be confirmed

Company spokesmen were not available for comment

Unionists arrested in Bophuthatswana

STAR 25/11/81

Three officials of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers were arrested and charged in Bophuthatswana this week

The NUMARW regional secretary, Mr Taffy Adler, and two union organisers, Mr Martin Ndaba and Mr Nelson Rakau, were arrested at a meeting of BMW workers in Ga-Rankuwa on Monday night

The BMW plant, which was hit by a strike last week, is in the industrial area of Rosslyn, north of Pretoria Workers commute to it from Ga-Rankuwa, one of the territories of Bophuthatswana

According to a union spokesman, about 15 armed Bophuthatswana police carrying teargas canisters entered the church hall where the meeting was held

They searched the workers, dispersed them and arrested the three union officials

Police initially indicated the men would be charged with "illegal trading," the spokesman said But when they appeared in the Ga-Hankuwa magistrate's court yesterday morning, they were charged with attending an illegal gathering

They were released on bail, and their case was postponed until November 27

Firm denies sacked workers victimised

DAILY DISP 15/12/81 (192)

EAST LONDON — Car Distributors Assembly (CDA) have paid off 64 workers over the past week and will be retrenching several more as the various sections shut for the Christmas period, a spokesman for the company said yesterday

The spokesman denied claims by some of the retrenched workers that they had been victimised for being active in the strike which hit the company in October He also denied that management was firing workers because they were organisers for the South African Allied Workers Union (Saawu)

Workers claimed that they had been victimised because they were Saawu members The company recognises the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

The management spokesman said that of the 64 who had been retrenched, four had been guilty of specific violations of company rules and the other 60 lay-offs had been a question of "trimming"

"In the latter months of the year we were clearly under pressure to get production through so we were forced to take on extra workers," he said

"Because of the high degree of quality control needed in the manufacture of Mercedes Benz vehicles we decided to lay off those who did not meet the required standards

"We decided to wait until after the Christmas bonuses had been paid to do the trimming so the workers would not lose out"

The spokesman denied that workers had been dismissed because they were Saawu members "We don't even know who the Saawu members are — they have never identified themselves

"As for the claim that workers were victimised because they had taken part in the strike — that is pure garbage Why would we wait until December if that was our intention?"

But workers who contacted the Daily Dispatch said the names of those regarded as being the most radical during the strike had been taken down by their supervisors

The workers said they found the retrenchments a contradiction because of the massive expansions planned for CDA, the development of the Honda factory and the rising demand for Mercedes Benz vehicles

Mr Neo Ntjana said he had joined CDA in April, 1976, and knew of others who had worked longer periods who were among those laid off — but workers who had joined the factory in August had been retained

He said many of the workers who had been retrenched were Saawu members and he believed this was because management was trying to rid the factory of Saawu elements — DDR