

LABOUR

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HOMELAND — GAZANKULU — LABOUR

1990 — 1993

Gold mine charged with bias

~~SOWETAN~~
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Sowetan
27/3/91

THE Fumani gold mine in Gazankulu has been rocked by allegations of racial bias.

Black workers have accused the mine management of discrimination, citing differing treatment afforded a white and black worker accused of theft.

At the weekend, black miner Philemon Sithole was arrested by mine security for allegedly stealing a bar of gold.

Mine management immediately referred the case to the Malamulele magistrates court, where a case of theft is pending against Sithole.

Soon after, a white supervisor was arrested by security guards who found him in possession of various mine property. But management did

not prosecute, saying the man was checking out the vigilance of security guards.

Last week, suspicion about the man again surfaced when he allegedly slapped a labourer.

Management later appealed to workers to forget the incident.

Racial

Allegations of racial discrimination have also been levelled at management at the headquarters of the Giyani-based Gazankulu Development Corporation, which owns the mine.

The alleged theft incidents have aggravated other grievances among black workers.

They allege, for example, that blacks with B

Comms are regarded as assistant accountants while whites with no degrees are above them.

GDC managing director Mr Don le Roux denied allegations of racial discrimination.

He said that management conducted independent hearings in the cases involving the white worker and Mr Sithole and that each case was treated according to its merits.

"The hearings were conducted in terms of strict procedures and the issues were resolved to the best satisfaction of everyone concerned," said Le Roux.

He also strongly denied allegations that whites without the necessary qualifications were placed above black staff with degrees. - Sapa

Homelands split on labour legislation

THE Gazankulu government has passed a Labour Relations Bill requiring compulsory registration of unions and the location of union head offices in the homeland, Cosatu revealed this week.

In a document released at its LRA press briefing, the federation said it appeared to have persuaded the homeland to delay promulgation until it saw Cosatu's proposals on the Bill.

It also said Lebowa had drafted a "problematic" labour Bill very similar to South Africa's 1988 LRA, but had asked Cosatu to comment on it.

Although its final aim is incorporation of homeland workers under the central state, Cosatu is pushing for labour law deals with homeland governments as an interim

measure. Other developments revealed in the document include:

● Following last year's mass protest action, Bophuthatswana had agreed to meet Cosatu on its controversial Industrial Relations Act.

● kwaNdebele had drafted a statute containing "a number of problems", but had asked Cosatu to participate in a Labour Advisory Council.

● kaNgwane, the most advanced of the homelands, was considering asking Pretoria if it could fall under South African law.

● Following last year's strike wave, QwaQwa had agreed not to change its pre-1988 LRA without consulting Cosatu.

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what 22/2-28/2/91.

Public servants must take stand - ANC

A COMMANDER of Umkhonto we Sizwe, Mr Collins Chavani, urged delegates attending the annual general meeting of the Gazankulu Public Servants Association at the weekend to consider identifying with a political organisation.

Speaking on Gapsa's role in the new South Africa, Chavani said: "As public servants you must form democratic non-racial structures that are

in keeping with a new South Africa".

He added that public servants should not be deterred by acts that prohibited them from active political participation.

"It is only in a democratic country where people have a vote and can influence decisions

that we can expect public servants to abstain from politics," he said.

The Gapsa general meeting that was attended by 300 delegates was due to reach a crucial stage yesterday when motions will be tabled before winding up.

It is expected that one of the motions will question the association's

stance on the Ximoko Progressive Party led by Gazankulu chief minister, Prof Hudson Ntswanisi.

It is believed the motion could trigger controversy because although the majority of the membership is believed to be identifying with the ANC, there are those members who support Ximoko, the

PAC as well as those who maintain a neutral political stance.

It is the first time that Gapsa, whose theme during the meeting was "The place and role of a public servant in the present political scenario towards a new South Africa", has been called in its 11 years of existence to take a political stand. - Sapa

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Sowetan 10/12/90

Gazankulu teachers face dismissal threat

New Nation (hearing nation) 27/7-28/90

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TENSION is mounting between teachers and the Gazankulu education department over a circular from the authorities instructing that about 64 teaching posts be withdrawn.

This action and many others against teachers has prompted the Lawyers for Human Rights in the Northern Transvaal to initiate legal action against the department.

According to PUPILS FORUM's sources, the circular made no mention of the reasons why the posts were to be withdrawn.

The schools affected are IK Nxumalo, Giyani, Risinga, Lemana and Bankuna High Schools.

In what is seen as a "total onslaught" on teachers involved in progressive structures, one teacher, Wilson Mabasa, of Risinga High School was dismissed without reasons being given. Prior to his dismissal,

Mabasa was taken by police from school premises on several occasions.

He is a founder member of the Giyani Progressive Teachers Congress and of Parents-Teachers and Students Association (PTSA). He is also active in the SA Youth Congress.

Another two teachers, David Mathebula and Vincent Mabasa, also members of the teacher organisation, have been transferred from Risinga High School to other schools away from their homes.

This sparked off dissatisfaction among teachers and students, with a class boycott being declared in at least one school, Risinga High School.

There are also allegations of nepotism around the dismissal and transfer of teachers. Risinga High headmaster Suzan Mona is the wife of Gazankulu's deputy director-

general of education, Nelson Mona, and Mabasa's dismissal letter says that queries about the dismissal are to be directed to him.

The headmaster is reported to be hostile to progressive structures and has refused to recognise the Student Representative Council and the PTSA.

In the meantime, the lawyer handling the case, Seth Nthai, has played a role in averting a class boycott in the other four schools, undertaking to fight the dismissals and transfers in court.

The teacher organisation is also trying to clinch a meeting with Gazankulu education and culture minister Edward Mhinga to discuss the issue.

Giyani Circuit inspector WD Shirilele denied there had been instructions to withdraw some teachers' posts. However, he did say that some schools had some "unnecessary" posts.

Fears of the dissatisfaction spreading to other areas and leading to a complete standstill in schooling in the homeland are also mounting.

If this took place, it would mean that the academic year would be totally lost. About two months of schooling were already lost during unrest in February and March this year.

16 000 heeded stayaway in Gazankulu

Guard shot in

A WHITE security guard was shot and wounded in the neck yesterday when between 8 000 and 10 000 marchers returned to Mangaung township after a lawful protest in Bloemfontein.

Police liaison officer for the area Major George Moorcroft said full details of the shooting were not available but it had been said that the shot came from the crowd.

He said the march from Fort Street to Hanger, St Georges, West Burger and Fountain streets had been peaceful.

The marchers were near Batho Village on their way back to the black area when the security guard was shot.

Meanwhile, about 16 000 people yesterday heeded a stayaway call in two major centres in Gazankulu.

In the homeland's capital of

Spokane 23/8/90

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Giyani, about 10 000 people, some coming from adjacent villages, marched to the local police station to present two sets of petitions.

One called on Chief Minister Hudson Ntshwisi to resign and the other, addressed to President F.W. de Klerk, called for the release of all those in detention and for a halt to "threats" against Mkhonto we Sizwe chief of staff Chris Hani.

In Mangaung, rumours were rife that three people had been shot in the industrial area of Oosende, but Moorcroft could not confirm this.

Several firms had large-scale ab-

senteism as workers feared for the safety of their homes after the houses of people who had tried to go to work were stoned.

Staff who did get through the barricades were fearful of what they would find when they returned home later.

The township roads were littered with stones and other obstacles as groups of youths gathered to ensure workers heeded the ANC/UDF/Co-satu alliance's call for a massive stayaway to protest the "continued

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SAPA

Guard shot after march

of its leaders, including leaders of the South African Communist Party.

Several protesters were arrested in Cape Town yesterday during an "illegal" demonstration. Among those arrested were Miss Cheryl Carolus, an executive member of the African

National Congress, and Mr Trevor Manuel.

The group demonstrated at Culcemborg on the Foreshore against

Section 29 of the Internal Security Act and carried placards demanding that Ms Shirley Gunn and other political prisoners be released.

A police spokesman confirmed last night confirmed the arrests in O-

wald Pirow Street but was unable to confirm the names or the number of other people arrested.

In Soweto about 500 youths marched on the Diepkloof police station in Soweto yesterday and began stoning vehicles and buildings.

A police spokesman said members of the Soweto Riot Squad were called in to disperse the mob and nine youths were arrested. - Sapa.

Detained workers face jobs hitches

SD Nxumalo 10/5/90

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SEVERAL Gazankulu civil servants who failed to beat an ultimatum to return to work last month as they were in detention have allegedly been told they had dismissed themselves.

Some of them, released from detention under the State of Emergency after the April 12 deadline, were told by government officials they would have to re-apply for their jobs as they did not heed the ultimatum.

The activists were detained at the height of the recent unrest follow-

By SY MAKARINGE

ing demands that Chief Minister Hudson Ntsanwisi resign.

Mr Robert Malavi, a magistrate at Malamulele who spent 26 days in detention and released 11 days after the ultimatum, said this week he was forced to re-apply for his job after he had been told he had dismissed himself.

He had done so on the advice of colleagues in the Gazankulu Public Servants Association. But the acting minister of justice, Mr SD Nxumalo, refused to renew his appointment

as a magistrate.

"My career is uncertain as I'm no longer allowed to preside over cases. I'm just rotting away in the office, with nothing to do. There is pressure that I must resign as the authorities regard me as an ANC supporter," he said.

He said this was an arbitrary action and he would not take the matter lying down.

Nxumalo said there was concern in the homeland as cases involving public violence arising from the six-week unrest were presided over by white magistrates.

Mr Thomas Nxumalo, another civil servant who has just been released, said although his April salary was deposited into his bank account, he was told he would have to re-apply for his job

Meanwhile, Ntsanwisi said yesterday that all civil servants who did not return to work on or before April 12 were automatically dismissed in terms of the Gazankulu Public Servants Act.

He said those who were in detention at the time the ultimatum lapsed had an opportunity to re-apply if they so wished.

Class boycott to end today

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By NKOPANE MAKOBANE



NTSANWISI

TEACHERS and pupils at Letaba in Gazankulu are to end their nine-week class boycott and return to school today.

The decision was taken at the weekend at a meeting in Tzaneen arranged jointly by the Letaba Teachers' Union, the Tzaneen Education Co-ordinating Committee, the Nkowankowa Civic

Association and the Tzaneen Youth Congress. Chairman of both the NCA and the TECC, Mr Lawrence Mushwana, said although it had been agreed the boycott should end, there were three demands still to be met by the education authorities.

These are the resignation of the homeland's Chief Minister, Professor Hudson Ntsanwisi, the release of detained teachers and pupils and the withdrawal of the South African Defence Force from the area.

He said the boycott was ended because it had dragged on for too long and if it went on indefinitely it would be detrimental to pupils.

It was also taken into account the authorities had met some of the demands.

These include the establishment of student representative councils, the doing away with community schools, the scrapping of external examinations for standards 4 and 7, the re-admission of matric failures and the admission of pupils at colleges.

Mushwana said, how-

SCHOOLS CRISIS



Stweten 25/4/90

ever, that many student activists were still reluctant to return to school.

Some had expressed fears that by going back they would make it easier for security forces members to detain them.

"It is for this reason that yesterday we submitted a petition to the circuit inspector's offices in Nkowankowa.

Demands

"It demands that the education officials liaise with the police to give assurances there would be no further detentions when pupils and teachers return to school.

"The children have lost too much time and should be given the chance to catch up," said Mushwana.

The class boycott in Gazankulu started on February 19.

Since last month several pupils and teachers have been detained, including Mr Phosakwa Mashele, an organiser of the National Council of Trade Unions in Tzaneen. He is also a member of the local education co-ordinating committee.

No pay for strikers in Gazankulu

1/6

Sowetan 23/4/90

By MATHATHA TSEDU

GAZANKULU civil servants who participated in the six weeks stay away which ended last week will not be paid for the period of the strike, according to a decision of the homeland's commission.

In a statement released to the media, the information division said those employees with enough leave days would be al-

lowed to complete leave forms for the specific period.

Those without leave due to them would apply for leave without pay.

In addition, those who resumed work after April 17, a day before the stay away was called off by the Giyani Youth Congress "shall be required to apply for reinstatement," the statement said.

Those who resumed work after April 12 were to be re-instated "without prejudice to the rights".

The statement said the stand of not paying the workers was regretted by the government.

It was a decision taken as a concession by the government "in the interest of reconciliation and normalisation" and it was hoped that civil servants would respond "in like spirit".

The Giyani Youth Congress has called on the chief minister, Professor Hudson Ntsanwisi to pay all the workers unconditionally.

MPs have also sent a petition calling on Ntsanwisi to pay the civil servants.

Observers say the pay factor could fuel a new work stoppage and division among workers.



Prof Ntsanwisi

Police act after boycott

By Mathatha Tsedu

A MAJOR police crackdown is underway in Gazankulu, amidst uncertainty over the two-weeks stayaway by government workers.

The latest victim of the crackdown is Azapo branch vice-chairman in Nkowankowa and member of the Tzaneen Education Crisis Committee, Mr Phosakuwa Mashele. (116)

Mashele, who is also co-ordinator of the National Council of Trade Unions in Tzaneen, was picked up by police at his home on Friday morning, according to his wife.

Reports from the capital Giyani, the scene of the large scale stayaway by civil servants over the past two weeks, said a house belonging to the chief minister's chauffeur, was attacked and damaged by arsonists at the weekend.

The stayaway was to continue until the Chief Minister, Professor Hudson Ntsanwisi, resigned.

Ntsanwisi last week announced an indefinite suspension of all sittings of the homeland's Legislative Assembly, thereby frustrating moves by MPs to force him to resign.

Reliable sources said white officials had been brought in to prepare salary cheques for policemen, nurses and Cabinet Ministers.

Other officials also on a stayaway were not on the salary list, the sources said.

In Venda, the scene of a massive funeral on Saturday for Mrs Elsie Makuya, spokesmen for the United Democratic Front, announced that a march would be made on the homeland's parliament on Friday when this year's session begins.

Lebowa public servants stop work to demand books

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PIETERSBURG.— Lebowa public servants in the homeland's capital of Lebowakgomo are to start an indefinite work stayaway today to press demands for the provision of books for school pupils, according to a call made at the weekend.

The decision, taken at a meeting of the Lebowakgomo Civic Association on Thursday night, does not affect other areas, according to an LCA spokesman, Mr Godfrey Selepe.

The decision was, however, strongly contested at a meeting to launch a public servants' union on Saturday.

More than 1 000 civil servants argued that the LCA decision was taken without consulta-

tions and that a proper work stayaway should be organised to involve all workers employed by the Lebowa government.

Mr Selepe said the LCA wanted Chief Minister Mr Nelson Ramodike to rescind a decision not to hire more teachers, provide books for pupils, build more classes and provide special classes for laboratories and libraries.

In Seshego, school pupils from four high schools marched to the local circuit office on Friday to demand books and more teachers. Mr Ramodike could not be reached for comment yesterday.

In nearby Gazankulu, a major police crackdown is under way following the indefinite

suspension of all sittings of the homeland's legislative assembly.

More than 200 people have been detained since Thursday, sources said.

Reports from Gazankulu capital Giyani, the scene of a large-scale stayaway by civil servants for the past two weeks, said a house belonging to Chief Minister Hudson Ntsewis's chauffeur was attacked by arsonists at the weekend.

It was unclear on Sunday whether the work stayaway by government employees, which was to continue until Mr Ntsewis resigned, would continue.

In Venda, the scene of a massive funeral on

Saturday for Mrs Elsie Makuya, a spokesperson for the UDF announced that people would march on the homeland's parliament on Friday when this year's session begins.

It was also announced that a consumer boycott of shops in Louis Trichardt would begin on April 1 and end on June 1 to protest at the conservative policies of the town council and its white inhabitants.

● In Johannesburg yesterday a Foreign Affairs spokesman said SA troops had completed their withdrawal from Ciskei but would be ready and available at short notice to re-enter Ciskei if the homeland requested help. — Sapa

Stayaway sequel to shooting



Sowetan
A WEEK-long work stayaway started in Messina yesterday following the shooting on Saturday night of a 15-year-old boy.

The decision was taken at a public meeting at the Nancefield township hall attended by more than 1 000 residents.

The residents also decided on a boycott of all white-owned businesses in the town and the township.

Shops remained closed in Messina yesterday with only one garage operating.

Customers were served by the white owner.

A white-owned shop near Nancefield was looted yesterday morning after the owner was lured to answer the telephone which is situated at the back of the shop, residents said.

Police later arrived and dispersed the crowd. Meanwhile six people

13/3/90
By MATHATHA
TSEDU

arrested on Friday night for allegedly burning a car and stoning a policeman's house made a brief appearance in the Messina Magistrate's Court yesterday.

A scuffle broke out between some of the accused and the police when the former were loaded into a police van after the hearing ended.

The case was postponed to March 23 but they will appear in court again today for a bail application, according to their attorney, Mr Saad Cachalia.

Rubbish

The funeral of the youth who died on Saturday night, Wilson Nedambale, will be held on Saturday morning, according to Messina Action Committee chaplain, Reverend Lesiba Matsaung.

* In Gazankulu, the stayaway by government employees continued for the second week running yesterday. The stayaway, called by several youth congresses in the area, is in support for a demand for the resignation of the Chief Minister, Professor Hudson Ntsanwisi.

Meanwhile, as the rubbish accumulated in various parts of the homeland due to the stayaway, the Nkowa-Nkowa branch of Azapo last week launched a clean-up campaign in the township.

Branch chairman, Mr Phosakuwa Machele, said several business people had assigned their trucks to assist in the campaign.

He said similar action was to be initiated in other areas, including the capital, Giyani.

Prisoners may be freed soon

A SIGNIFICANT number of political prisoners are to be freed from Robben Island soon, according to Mr Dullah Omar.

Sowetan 13/3/90
Omar, Western Cape president of the National Association of Democratic Lawyers and vice-president of the United Democratic Front, said on Monday the general understanding in the "democratic movement" was that the government "has no other alternative but to release a significant number of political prisoners and to end all political trials".

Stayaway (116)

YOUTH leaders in Gazankulu at the weekend called on all civil servants to stay away from work from today until Chief Minister Hudson Ntsanwisi resigned.

Unnamed Giyani Youth Congress leaders said March 19, the day Ntsanwisi was expected to step down at a special session of the Legislative Assembly, was too far off. - Sapa. *something 5/17/90*

SADRAMPO

Troops sent to Giyani as youth's body found

Sowetan
2/12/90
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A large contingent of soldiers was deployed in Giyani, the capital of Gazankulu, as a stayaway by thousands of workers entered its second day yesterday.

By SY MAKARINGE

A spokesperson for the South African Defence Force in Pretoria confirmed yesterday that troops were

sent to Giyani "at the request and in support of the Gazankulu police" **● To page 2**

P.T.O.

'Many farmers exploit refugees'

By Winnie Graham

Relief workers assisting starving Mozambicans who arrive in Gazankulu and kaNgwane have confirmed that South African farmers exploit the jobless and desperate refugees.

Three sources in the two Eastern Transvaal homelands say they have been told of many instances where farmers recruit labour "only to call in the army just before pay day to prevent payment of wages".

Father Angelo Matordes, a Catholic priest who works among the refugees, says they do not have permission to work in the homelands or in SA. When they are offered work, however, they snatch at the opportunity — but have no comeback when things go wrong. Refugees do not complain because they are afraid of repatriation.

DESPERATE TO FIND WORK

"Farmers are not allowed to employ Mozambicans," he says. "If they are caught, they can be fined R1 000. However, there is no known case of a farmer being prosecuted."

Mr Sam Nzima, a former photographer and now a prominent figure doing refugee work in Gazankulu, says refugees know they are not allowed to work in SA or the homelands but are so desperate that they take any job they can find.

"We know of a Brits farmer who collected refugees in the Eastern Transvaal to work on his farm and, at the end of the second month, called the police to remove 'illegal migrants'," he says.

22/9/81
"They were repatriated to Mozambique and the farmer got two months' free labour."

The refugees are subject to exploitation because they have no unions to determine their rights or wages, says Mr Nzima.

A Kiepersol farmer, he adds, employed a group of refugees to pick bananas, offering them R2,50 each a day. They accepted the offer because it was better than nothing — yet even in job-creation projects in Gazankulu, people earn a minimum of R5 to R7 a day.

Mr Nzima says the refugees are often not willing to lodge complaints because they are afraid of being detected and repatriated to Mozambique, where it is difficult to find food.

Mr Claude Mahoudeau, a representative of the French medical organisation Medecins Sans Frontieres, which is helping to develop an assistance programme for the refugees in kaNgwane, says there are many stories of farmers "informing the Defence Force of the presence of refugees on their properties". The reports, however, usually follow after the men's usefulness has ceased.

"They are repatriated before receiving their wages," he says.

Mr Mahoudeau fears that refugees are becoming a political tool. "On the one hand the refugees are proof to the black population that Mozambique made the wrong political choice, and on the other, they have become the scapegoat to be exploited by the white population."

Gazankulu plans to survey labour

By Dirk Nel,
Northern Transvaal,
Bureau

116 27/1/83

A committee representing Letaba farmers and the Gazankulu Government has asked the Human Sciences Research Council to survey the labour position in the region.

An HSRC research team will interview about 200 farmers and workers between January 31 and February 4.

The co-operation committee, formed in December 1981, has identified problems and explored common ground with a view to launching mutual projects in the region.

Water resources, labour matters, infrastructure and agriculture have been found to be areas where co-operation is possible.

The committee's chairman, Mr Kobus Jordaan, who is Commissioner-General for Gazankulu, has appealed to farmers to help the HSRC by supplying accurate information, which would not benefit only the Letaba region, but be of value to the country's agricultural sector in general.

Gazankulu exhibit a success

By Shirley Woodgate

The Gazankulu exhibit at the Rand Show has had early signs of success. More than 50 inquiries, some from Thai and Italian businessmen, about investment possibilities in the homeland have been discussed with officials of the Shangaan/Tsonga Development Corporation.

This is the first time Gazankulu has exhibited at the show. Mr Piet Bezuidenhout, head of the small industries division of the corporation, said that while it was too early to gauge how many of the industrialists would eventually establish themselves in Gazankulu, he was highly optimistic about several interviews he had conducted in the past week.

Inquiries have mainly centred around labour-intensive industries in the timber and textile sector.

Mr Bezuidenhout said that the Tzaneen area, with its big pine and bluegum plantations, had attracted interest from furniture manufacturers.

Among the exhibitors are industrialists already established in Gazankulu.

Willem gets gold cup for top Angus bull

By Cheryl Robertson

The Chamber of Mines Supreme Champion Beef Gold Cup was awarded to Mr Willem Barnard for his Angus bull on the final judging day for cattle at the Rand Show on Saturday.

The runner-up, a Brahman bull owned by Mr L Labuschagne, gained the Denis Mosenthal Trophy.

Dairy cattle also featured and breeders Mr Paul de Villiers and Mr Hugo de Villiers took the Warwick Gold Cup for the champion pedigree dairy on show.

Runner-up was an Ayrshire cow belonging to Mr P F Delpont who re-

ceived the Phillips Perpetual Challenge Trophy Gold Medal.

The Dual-Purpose Trophy went to Mr G S Greyling for his Simmentaler bull, with a shorthorn bull of Mr Fred Dell as runner-up.

Mr Ewen Fergusson, the British ambassador, officially opened the show in the main arena. He addressed about 1 000 members of the public and 400 invited guests including the Mayor of Johannesburg, Mr Alan Gadd, and his wife, and other mayors from the Reef.

After the opening ceremony came the judging of the supreme champion inter-breed horse, finally won by Lynette Blackie and her purebred Welsh pony, Zlwelgemeend Vada Societv

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Ser 11/4/83

28 JUNE 1983

1696

TUESDAY, 28 JUNE 1983

+ Indicates translated version.

Handwritten: Hansard 28/6/83
Q. 61. 1696
National states: persons employed
906. Mr R. A. F. SWART asked the
Minister of Co-operation and Development.

How many Blacks in each national state were employed in undertakings established (a) on an agency basis and (b) by development corporations for national states as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION AND DEVELOPMENT.

(a) National State Employment as at 31/3/83

KwaZulu	9 578
QwaQwa	2 391
Lebowa	4 267
Gazankulu	1 316
KaNgwane	310
KwaNdebele	—

Since the 1982/83 financial year the Corporation for Economic Development only made loans available to the Bophuthatswana National Development Corporation and the Ciskei National Development Corporation and not to specific individual industrialists and for this reason figures for Bophuthatswana and Ciskei was not readily available. However as at 31/3/1982 the employment created was 17 731 for Bophuthatswana and 5 221 for Ciskei as at the date the Corporation for Economic Development was still involved in industrial activities at the request of the Governments concerned.

(b) National State Employment as at 31/3/83

KwaZulu	10 967
QwaQwa	1 019

1697

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1698

as in areas not allocated to a specific National State

Lebowa	6 342
Gazankulu	3 513
KaNgwane	2 195

Irrespective of the figures in (b) above the Economic Development Corporation has created 22 831 job opportunities in the Agriculture and Transport activities in Bophuthatswana, Transkei and Ciskei as well

National States: Investments

807 Mr R. A. F. SWART asked the Minister of Co-operation and Development

What amounts were invested by (a) the State and (b) foreign agencies in the industrial sector in each of the national states in the 1981-'82 financial year?

The MINISTER OF CO-OPERATION AND DEVELOPMENT

National State (a) State (b) Foreign Concerns (c) Overseas Companies

National State	(a) State	(b) Foreign Concerns	(c) Overseas Companies
KwaZulu	R 26 221 712	R 11 753 000	R 1 041 600
QwaQwa	2 285 553	110 400	—
Lebowa	2 317 798	1 020 400	—
Gazankulu	1 543 673	168 100	—
KaNgwane	754 951	—	—

It is not clear what is meant by foreign agencies. Therefor the amounts given in (b) above represent total contribution by White industrialists overseas and local while the amount mentioned in (c) above represents only the contribution from overseas companies

Company moves to 'homeland'

By STEVEN FRIEDMAN
Labour Correspondent

YET another company which recognises an emerging trade union is to close down a plant in a city and move to a black "homeland"

The company is Pinetown's biggest chemical employer, NCS Plastics, which is closing down its packaging division and re-opening it in Gazankulu. Its move has been sharply attacked by the Chemical Workers Industrial Union, which is recognised at the Pinetown plant

Last year, NCS and the CWIU negotiated the first agreement between an employer and an emerging union granting women workers paid maternity leave

The union says 212 of NCS's 270 Pinetown workers will lose their jobs and charges that the company "must now be marked as one of apartheid's backers and a full supporter of thebantustanisation of our country"

The company says the move is part of "an overall re-organisation programme". It says it and CWIU have reached agreement on all aspects of the programme except severance pay for retrenched workers. The NCS says it has made a "generous" severance pay offer, but that

CWIU members have rejected it.

Unions fear a growing number of companies are moving from cities to homelands, where unions have no official bargaining rights and often face tough anti-union measures

They charge that companies are moving to "escape unionisation", but the firms say they are taking advantage of the incentives which the Government offers if they move to "decentralisation areas"

In its statement, the union slams these incentives, saying that taxpayers, most of whom are black, are forced to finance measures which cost them jobs.

"At the same time the urban areas with established infrastructure and settled communities like Pinetown have their jobs ripped out of them, leaving only the black scars of unsolvable unemployment," it charges.

A company statement said it had a subsidiary which operated in Mkhulu, Gazankulu, and had decided to transfer its packaging operations to that area from the end of May. The Pinetown plant would be used immediately after the closure by the company's Resins Division.

It said it told the CWIU of its decision in January and has been negotiating with it since then.

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27/48

saau ou

'He's not on our side'

C. P. v. r. o.
2/7/87
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GAZANKULU Legislative Assembly Speaker Chief Samuel Mohlaba this week came under fire from the the Black General Workers' Union for allegedly siding with management in a wage dispute.

The chief was called in by Busaf management this week to address bus factory workers who had downed tools since Friday in demand of a 14 percent increase and the recognition of their union.

He is alleged to have told the workers to accept management's offer of a 15-cent-a-shift increase because "15 cents a shift is better than nothing".

Management said it could not meet the workers' 14 percent demand because of the present economic situation.

The union says the chief is "deserting his flock."

Chief Mohlaba could not be reached for comment.

SA cash will cut Gazankulu jobless

116
7/1/76
STAR
By Tembi Mbobo

Unemployment in Gazankulu, in the Northern Transvaal, is expected to be reduced considerably this year as a result of the South African Government making available R7 803 470 for an employment creation programme and for self-built housing schemes.

About 700 job creation projects have been identified and will be financed with about R7,5 million from the South African Government and R850 000 from the national state itself.

The projects, which were identified mainly by local communities and approved by the Gazankulu Government, include the construction of classrooms, health visiting points and sanitation facilities, veld rehabilitation, clearing of roads, brickmaking, the provision of sports facilities and the building of dams.

In a statement released by the Department of the Chief Minister and Economic Affairs in Giyani, the Gazankulu Government commended the Shangaan/Tsonga Development Corporation, churches and other organisations for the role they had played, and continued to play, in creating employment opportunities within Gazankulu with State financial assistance.

WOMEN AND WORKERS SCARED OF LOSING THEIR 15 CENTS AN-HOUR JOBS

Wages of Fear

206 116

3/1/53

CONSTRUCTION bosses are cashing in on the Government's homelands policy by paying Gazankulu labourers — many of them women — desperate for work in an area almost devoid of industry — as little as 15c an hour for a 10-hour day on building sites in the capital, Giyani.

A Sunday Tribune investigation into employment conditions in the 10-year-old Shangaan homelands next to the Kruger National Park showed this week that men and

women — forced by apartheid's grand plan to live there — are so desperate for work that they accept employment without entering into any prior wage agreement with employers. There is no statutory minimum wage in the homeland.

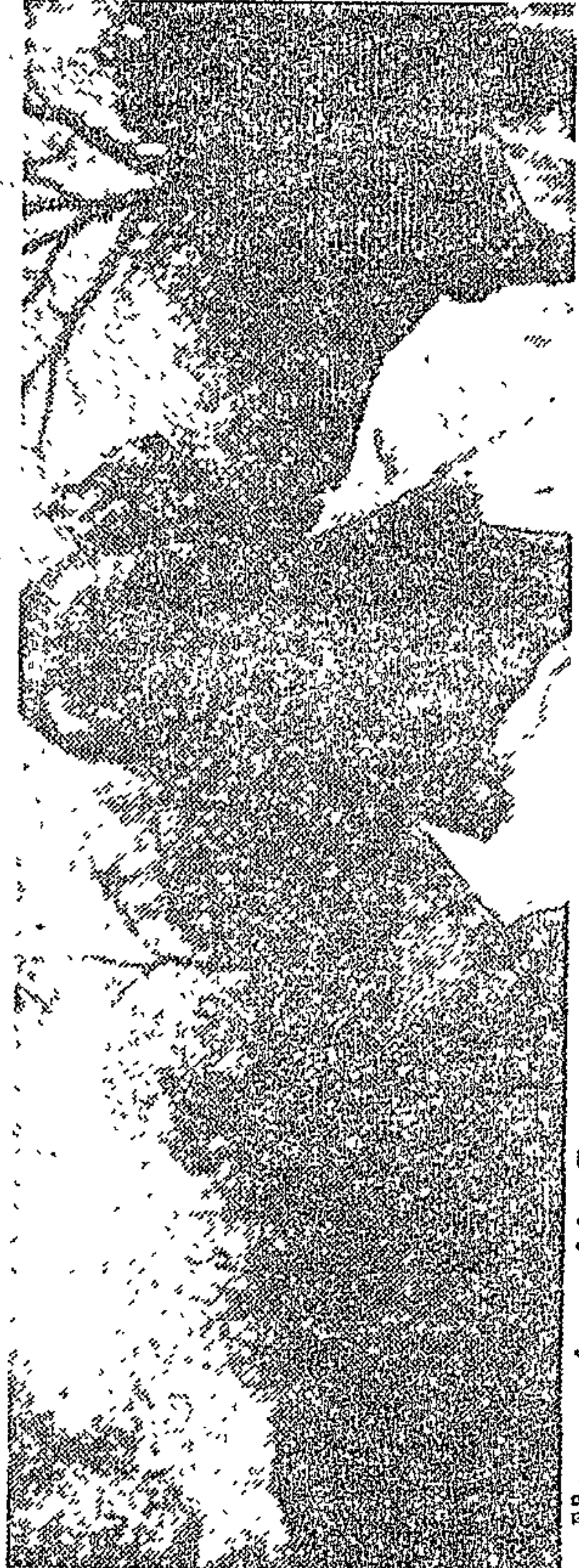
The main employers of building labourers in Gazankulu are two South African-ovner companies, Murray and Roberts Construction and Dey and De Jager, and the Shangaan and Tsonga Development Corporation.

These three organisations are engaged in the erection of ministerial houses, cabinet buildings, and houses which are to be sold to Giyani residents.

Women labourers include widows and many whose husbands are migrant workers. They carry bricks, mix cement and push wheelbarrows filled with rubble and building materials.

Some who work for Murray and Roberts told the Tribune this week they had not been told how much they would be paid. A widow and mother of four, Mrs Sarah Ramulwala, employed by the Development Corporation, said she was paid R20 a month. When the

Sarah Ramulwala, employed by the Shangaan Tsonga Development Corporation, says she earns R20 a month.



Men employed by Dey and De Jager ... some earn as little as 25c an hour.

construction industry in South Africa's white metropolitan areas earn a minimum 81c an hour. He would not allow the Sunday Tribune to speak to workers.

His superior, Mr Duncan Barry, said: "That is just the general level of wages in the area. I go along with you that something needs to be done about it."

Mr Eric Field, of the company's Johannesburg

office, said: "We employ these people in response to a need rather than out of necessity. Our alternative would be to mechanise, but there is a need and we believe we must take account of the social implications. We have been asked to use human hands wherever this is possible."

But Gazankulu's Chief Minister, Professor Hudson Ntantwi — whose Gov-


ernment pays labourers a minimum 18c an hour — said angrily: "These firms are capitalising and getting in where they can. When we called for tenders they quoted as if they were using labour from Johannesburg — there they use local labour at 15c an hour."

He expressed dismay and disbelief when told that one woman labourer claimed to earn only R20 a month, and promised to investigate. Many of the women the Sunday Tribune spoke to refused to give their names. They said through an interpreter that they were frightened of losing their jobs, because even a wage of 15c an hour was better than nothing.

He said the building of the seven ministers houses each cost his Government R115 000.

Gazankulu teachers to get their back pay

CP Correspondent

C/P Men 5/11/92 (116) 
THE Gazankulu teachers whose expulsion sparked a row between the ANC and the homeland's Department of Education have been reinstated and will be paid for the time they were expelled by the homeland government.

This is according to Gazankulu Education Department director-general SDC Vukela.

The teachers - Rodwell Mashaba, Joseph Maswanganyi and Knowly Chawane - were dismissed in September.

The reason given for their dismissal was their conviction for public violence by the Giyani Regional Court.

The Malamulele branch of the ANC staged a march after their dismissal and handed a petition to the homeland authorities stating that the ANC believed they were being dismissed because of their ANC membership.

NECC 112 116
demands

college
CIPNEN 5/1/92
is opened

by **BENSON NTLEMO**

HERE has still been no response to the National Education Co-ordinating Committee's demand that the Gazankulu Department of Education drop the "impossible" conditions attached to the reopening of Tivumbeni College of Education.

Gazankulu education director SDC Vukela said the committee would get a reply when education minister EPP Mhinga returns from his holiday later this month.

Three weeks ago about 200 people supported an NECC march to the department to present a memorandum demanding:

- The unconditional reopening of Tivumbeni College;
- A stop to the alleged harassment of teachers;
- Recognition of the South African Democratic Teachers' Union; and
- The reopening of hostels closed in 1991.

The college was closed after the student body staged a sit-in and demanded that Prof Hudson Ntsanwisi resign as chancellor.

Lesson in finance

CP Correspondent

TEACHERS in adult education centres in Gazankulu have not been paid since September last year. Angry teachers told City Press this week they had tried several times to get their money, but all they got were promises.

Acting Director-General of Education in Gazankulu, EM Mona, said organisers running the centres ignored their budgets and employed too many people. He added the department would try to solve the problem.

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CIPRES 21-2192

Join up or starve

CP Correspondent

116

UNEMPLOYED residents in Gazankulu's Makona village claim they are being forced to join the Ximoko Progressive Party to get jobs under the Drought Relief Project. *CP Press 2/2/92*

Residents claim their chief, Gazankulu Work Minister SWD Nxumalo, is indirectly forcing them to join Ximoko.

Angry residents told City Press this week they were told at a recent community meeting that only those women who joined the Gazankulu Women's Association (GWA), the main section of the Ximoko Progressive Party, will be considered for the jobs.

"A list has been compiled of people who are members of GWA and who are forced to pay a

R5 joining fee if they hope to get jobs," said a resident who wanted to remain anonymous.

Dijana Tribal Authorities sources confirmed the residents' story.

The South African government funds the Drought Relief Project in Gazankulu in order to provide relief in drought-stricken areas.

In another controversial move, the local community hall at Makona is being used free of charge by the XPP while the ANC and other organisations must pay R100 to hold meetings there.

Nxumalo, who represents the XPP in Codesa's peace committee, said the XPP was exempted because it had given the tribal authority funds to help with the renovation of the hall.

**DEPARTEMENT VAN STREEK- EN
GRONDSAKE**

No. 1691

19 Junie 1992

KOMMISSIE VAN ONDERSOEK NA DIE DISPUTE TUSSEN DIE REGERINGS, PLAASLIKE REGERINGS, TRADISIONELE LEIERS EN DIE MENSE VAN GAZANKULU EN LEBOWA IN VERBAND MET DIE ONDERSKEIE GEBIEDE WAAROO HULLE WETGEWENDE VERGADERINGS EN STAMOWERHEDE JURISDIKSIE HET

Hierby word vir algemene inligting bekendgemaak dat dit die Staatspresident behaag het om sy Edele P. J. Rabie, DVD, voormalige Hoofregter van Suid-Afrika, as Voorsitter en enigste lid van 'n Kommissie van Onderzoek na die dispute tussen die Regerings, Plaaslike Regerings, Tradisionele Leiers en die mense van Gazankulu en Lebowa in verband met die onderskeie gebiede waaroor hulle Wetgewende Vergaderings en Stamowerhede jurisdiksie het.

Die Kommissie se opdrag lui soos volg:

Om ondersoek in te stel, verslag en aanbevelings te doen oor die dispute tussen die Regerings, Plaaslike Regerings, Tradisionele Leiers en die mense van Gazankulu en Lebowa in verband met die onderskeie gebiede waaroor hulle Wetgewende Vergaderings en Stamowerhede jurisdiksie het, met die oog op die oplossing van die dispute.

SUID-AFRIKAANSE RESERWEBANK

No. 1692

19 Junie 1992

WET OP DEPOSITONEMENDE INSTELLINGS, 1990
MINIMUM RESERWESALDO WAT DEUR DEPOSITONEMENDE INSTELLINGS IN STAND GEHOU MOET WORD

Ingevolge artikel 71 (3) (b) van die Wet op Depositonemende Instellings, 1990 (Wet No. 94 van 1990), maak ek hierby bekend dat die President van die Suid-Afrikaanse Reserwebank, kragtens artikel 71 (3) (a) van genoemde Wet en met die instemming van die Minister van Finansies en van Handel en Nywerheid, vir die doeleindes van artikel 71 (2) van genoemde Wet met ingang van 21 Julie 1992 'n verdere persentasie van 1 persent van 'n depositonemende instelling se korttermynverpligtings teenoor die publiek vasgestel het, benewens die persentasie van 4 persent wat by Goewermentskennisgewing No. 632 van 22 Maart 1991 afgekondig is.

Die kredietsaldo wat deur 'n depositonemende instelling gehandhaaf sal moet word uit hoofde van die bovermelde vasstelling van genoemde verdere 1 persent moet aldus gehandhaaf word in 'n spesiale depositorekening by die Suid-Afrikaanse Reserwebank, en rente teen 'n koers van 'n halfpersent laer as die koers van toepassing ten opsigte van die jongste weeklikse tenderuitgifte van 91-dae Skatkiswissels sal aan die depositonemende instelling betaal word op die daaglikse kredietsaldo's in sodanige spesiale depositorekening.

J. H. VAN GREUNING,

Registrateur van Depositonemende Instellings.

**DEPARTMENT OF REGIONAL AND LAND
AFFAIRS**

No. 1691

19 June 1992

APPOINTMENT OF COMMISSION OF INQUIRY INTO THE DISPUTES BETWEEN THE GOVERNMENTS, LOCAL GOVERNMENTS, TRADITIONAL LEADERS AND PEOPLE OF GAZANKULU AND LEBOWA REGARDING THE RESPECTIVE AREAS OVER WHICH THEIR LEGISLATIVE ASSEMBLIES AND TRIBAL AUTHORITIES HAVE JURISDICTION

It is hereby notified for general information that the State President has been pleased to appoint the Honourable P. J. Rabie, DMS, former Chief Justice of South Africa, as Chairman and sole member of a Commission of Inquiry into the disputes between the Governments, Local Governments, Traditional Leaders and people of Gazankulu and Lebowa regarding the respective areas over which their Legislative Assemblies and Tribal Authorities have jurisdiction.

The Commission's terms of reference are as follows:

To investigate into, report on and make recommendations regarding the disputes between the Governments, Local Governments, Traditional Leaders and people of Gazankulu and Lebowa regarding the respective areas over which their Legislative Assemblies and Tribal Authorities have jurisdiction with the view of resolving the disputes.

SOUTH AFRICAN RESERVE BANK

No. 1692

19 June 1992

DEPOSIT-TAKING INSTITUTIONS ACT, 1990

MINIMUM RESERVE BALANCE REQUIRED TO BE MAINTAINED BY DEPOSIT-TAKING INSTITUTIONS

In terms of section 71 (3) (b) of the Deposit-taking Institutions Act, 1990 (Act No. 94 of 1990), I hereby give notice that the Governor of the South African Reserve Bank has, under section 71 (3) (a) of the said Act and with the concurrence of the Minister of Finance and of Trade and Industry, for the purposes of section 71 (2) of the said Act determined with effect from 21 July 1992 a further percentage of 1 per cent of a deposit-taking institution's short-term liabilities to the public, in addition to the percentage of 4 per cent published under Government Notice No. 632 of 22 March 1991.

The credit balance a deposit-taking institution will be required to maintain by virtue of the above-mentioned determination of the said further 1 per cent shall be so maintained in a special deposit account with the South African Reserve Bank, and interest at a rate of half a per cent below the rate applicable in respect of the latest weekly tender issue of 91-day Treasury bills shall be paid to the deposit-taking institution on the daily credit balances in such a special deposit account.

J. H. VAN GREUNING,

Registrar of Deposit-taking Institutions.

focus on education

Sawetan 2/10/92

THE South African Democratic Teachers Union can count among its achievements a recognition agreement with the Department of Education and Training - but its Northern Transvaal region does not attach much importance to this "achievement".

Since the beginning of the year, Sadtu's Northern Transvaal region has been involved in a war of words with its employer bodies, particularly Lebowa's department of education, Gazankulu and to a lesser degree Venda.

The region's relationship with these departments can hardly be termed cordial. Venda's education department created a compliant relationship by recognising the union before it issued its strike threat.

While pupils are busy with last minute preparations for examinations, Sadtu has dropped a bombshell: stop misconduct, lift suspensions on teachers and reinstate dismissed teachers or we go on strike on October 6.

The impending strike could not have come at a more inconvenient time. Examinations for all pupils, including matriculants, are less than three weeks away. Having gone through disruptions due to mass action activities, pupils could be facing year-end examinations ill-prepared.

The union's regional executive committee held numerous council meetings this year in an attempt to sort out issues that have plagued them for the better part of the year. Among these, in particular, is the constant claim that teachers are being harassed and victimised by the Lebowa education authorities because of their union activities.

The union this year adopted several resolutions designed to pressurise Lebowa into agreeing to recognition terms but all in vain. Some measures included eviction of "reactionary" principals and inspectors, boycotts of businesses owned by "unsympathetic" cabinet ministers and a threatened "chalkdown" when schools reopened in July.

In retaliation, Lebowa's Legislative Assembly passed a resolution stating that its Public Service Act and Education Act did not provide for the recognition of a teachers trade union.

Venda became the second homeland to recognise Sadtu. Transkei was the first. After the union gained recognition from the homeland's department of education, regional organiser Mr Western Mkazi was optimistic that Lebowa had no choice but to recognise the union's Northern Transvaal region.

Since February, after the Giyani summit on exclusion and admissions at tertiary institutions, Sadtu, together with Sasco and NECC, have been involved in a war of words with Lebowa and Gazankulu's education authorities. The authorities were condemned for the closure of colleges and were labelled as intransigent and

Sadtu this has been embroiled in a war of words with the education departments of Lebowa and Gazankulu. With examinations rapidly approaching, a strike is threatening in Lebowa. **Don Seokane** looks at the issues involved in the dispute:



Mr Nelson Ramodike

uncaring about the education of the black child.

Lebowa's education authorities retaliated by branding Sadtu part of a serious educational problem for denying children the right to an education through its stayaway actions. For its part, Lebowa said it remained committed to its policy of "no work, no pay" popularised by Chief Minister Nelson Ramodike as "chequedown".

In a hard-hitting statement, the homeland's education department said it wished to advise Sadtu that if the union wanted to actively participate in politics, it should look for a convenient political forum such as Codesa. However, Lebowa's education department has since changed its position and indicated its willingness to recognise the teachers union and Gazankulu has already scheduled a meeting to discuss recognition and other demands.

Lebowa's change of heart meant that pupils

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The crunch will come on October 6 when it will be seen whether Lebowa can avoid the embarrassment of a strike and all the accusations that will come out of it.

could heave a sigh of relief. The shift, it was thought, would avert a strike since union officials had previously stated that a signed recognition agreement would make it easier to negotiate other demands.

The rope tightening around Lebowa and Gazankulu was expected to be slackened pending the outcome of a meeting on October 5. Instead, the union reiterated its threat of a "chalkdown" on October 6.

Union officials disclosed that members were not happy with the union being granted recognition while some teachers were serving suspensions, others were being charged with misconduct and some had been dismissed.

Since then, the union's aim has been diverted from simply acquiring recognition to demands that charges against teachers be withdrawn and suspensions lifted before any agreement with Lebowa can be signed.

But the crunch will come on October 6 when it will be seen whether Lebowa can avoid the embarrassment of a strike and all the accusations that will come out of it. Last year Sadtu went on a marathon strike and a "chequedown-chalkdown" policy was implemented.

Now it remains to be seen whether teachers can still make sacrifices for their pay-packets.

Fired homeland teachers fight on

IT is a month after the Gazankulu Education Department promised to take action against principal Bertha Mlasi, but nothing has happened.

He fired 10 teachers. (116)

Angry teachers at Holapondo High told City Press that the dismissals were politically motivated: Mlasi was angry with them because they objected to the school taking part in cultural activities organised by the Ximoko-affiliated Gazankulu Youth Movement as part of its Year of the Youth programme. *City Press 1/1/92*

They objected because examinations were "just around the corner".

Xhamavunga circuit inspector KR Myakayaka said only the Minister could dismiss teachers.

Acting Director General for Education EM Mona said the sackings would be investigated.

CITY PRESS 17/11/93

New teachers hunt for jobs

By **BENSON NTLEMO**

THE Gazankulu Department of Education has failed to create new posts for hundreds of newly qualified teachers from three colleges of education.

Hundreds of new teachers have found themselves stranded,

frantically looking for schools where they could push out unqualified teachers and take up posts.

Angry teachers told City Press this week they had contacted the circuit offices in Giyani and were told that even if they could locate themselves in some of the schools, they would not be paid until April.

Those who had not got

posts said they were told that the government would create new posts in April.

Director-general for education in Gazankulu, SDC Vukela, confirmed no new posts were created for the newly qualified teachers.

Vukela attributed his department's failure to under-funding and said he hoped new posts would be created by April.

Political comment and newsbills by K Sibya, headlines and sub-editing by B Kheswa, both of 2 Herb St, New Doornfontein, Johannesburg.

Cosatu hits election trail

By FERAL HAJFAJEE

THE Congress of South African Trade Unions will hold a special congress in September this year. Economic and political developments are too fluid to hold off policy changes until next year's scheduled congress, the federation decided at its weekend central executive committee (CEC) meeting.

Until then, though, next month's campaigns conference is likely to make far-reaching decisions on mass action campaigns to give muscle to the federation's political and economic programme.

The biggest campaign is likely to focus on Cosatu's election strategy. The federation decided at the weekend "to participate in the African National Congress election structures" and also to devise a voter education programme specifically for its members.

W/Mail 12/3 - 18/3/93.

Voter education will be taken to the factory floor and Cosatu will ask employers to grant paid leave to shop stewards skilled in voter education.

The federation is also likely to second skilled officials to the trail a few months before elections and will decide on other resources to be made available for voter education.

But delegates warned that Cosatu should "ensure that ... participation in this process should not lead to the weakening of the trade union movement".

To ensure that workers' interests were accommodated, the campaign should be "transparent ... simple ... straightforward", noted delegates.

Particular attention will be given to training farmworkers and domestic workers, who are more susceptible to undue influence by their employers.

The CEC did not give its unqualified support to the federation's planned Reconstruction Accord. Instead, the meeting adopted it as a working document and provides that "the campaigns conference be mandated to adopt the main pillars of such a reconstruction programme"

The programme will be linked "to daily struggles ... around issues of housing, electrification, restructuring local government, democratising the SABC, fighting VAT/tax increases".

Delegates to the CEC also outlined a number of principles on negotiations. These include an immediate election date, an independent electoral commission to oversee elections and an independent board to control the SABC.

Through the ANC, Cosatu is also likely to fight entrenched rights of veto for minority groups and any efforts to secure the "entrenchment of the current senior layer of the civil service".

The federation also demands that homelands be dismantled by the time an interim government is elected.

Other labour-focused decisions taken by the CEC include the co-ordination of strike activity in the public service to be planned at a meeting tomorrow, and plans to establish a single service sector union.

The new union would be formed by a merger between the National Education Health and Allied Workers' Union and the federation's municipal and domestic worker affiliates.

LABOUR BRIEFS

Gazankulu workers teargassed

GAZANKULU police teargassed workers at a plastic manufacturing factory, Multi Knit 2000, during a strike for union recognition on Tuesday. Managing director Tommy Rogers said the action was the "last straw" and that 360 workers had been dismissed.

He stressed that the problem stemmed from the Gazankulu government's ban on unions in the homeland. "We have been to the government with union officials about these matters and it was understood that there was no way we could do anything until the new South Africa was sorted out," said Rogers.

Pay dispute at SABC

THE South African Broadcasting Staff Association (Sabsa) declared a dispute with the SABC this week for "continued bad faith demonstrated by the corporation during salary negotiations".

Sabsa, which represents 1 650 members, said no agreement could be reached on salaries and changes to basic working conditions after four meetings. The SABC this week increased its wage offer to 7.5 percent.

Reports from Sapa

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W/Mail 12/3 - 18/3/93.

W/ mail

LABOUR BRIEFS

12/3 - 18/3/93

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LABOUR BRIEFS

19/3-25/3/93

FW rapped over knuckles

THE Public Servants League this week said the government could afford a 12 percent increase for public sector workers — seven percentage points above the government's offer.

The conservative staff association also warned its members to prepare for a programme of action.

The league spoke with a new voice when it called President FW de Klerk's involvement in wage negotiations "unreasonable and unprofessional".

this week when the homeland security forces used live ammunition to disperse dismissed workers, the Chemical Workers' Industrial Union has alleged.

The company on the other hand said that the 610 dismissed workers threatened to kill replacement labourers who applied for their jobs.

Managing director Tommy Rogers also claimed that the dismissed workers carried petrol bombs, whips and stones. The security forces had been called in for protection, he said.

Rogers added that workers had participated in five illegal strikes in 18 months and had received several warnings before being dismissed.

Reports from Sapa

Police 'fired on workers'

STRIFE continued at the Multi-Knit 2 000 company in Gazankulu

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Future government may act on affirmative action

S/Times (Russ) 16/5/93

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By DON ROBERTSON

AFFIRMATIVE action practised by large employers is not meeting the requirements that a future government might demand and legislation to correct this might soon be introduced.

This warning comes from a new survey conducted by the Steel and Engineering Industries Federation of SA (Seifsa).

A policy based on equal opportunity, practised by most companies, rather than preferential treatment for disadvantaged

groups, is not acceptable, says the report.

The industry lost over 110 000 workers between 1989 and December 1992 and now stands at about 350 000 people, largely because of the drastic turn the economy has taken.

But the report, conducted by the Innes Labour Bureau, finds that

the equal opportunity option "is not strictly speaking an affirmative policy, but rather a policy of non-discrimination. As such it does not meet the requirements which a future government is likely to demand from companies".

Seifsa companies, according to the report, do not seem to be paying enough attention to this aspect and if legal requirements are instituted, some companies might find it difficult to employ skilled black labour.

Affirmative action has become a major issue for businesses with SA moving into a new political dispensation.

The International Labour Organisation (ILO) which drafted the Affirmative Action Employment Bill in Namibia, is investigating the possibility of a similar one in SA.

The demand for affirmative action stems from the very low level of involvement of blacks in ownership and management of companies, says the report. In 1991, only 2% of assets in the private sector were owned by blacks, while 90% of managerial positions were held by whites.

A total of 39% of the survey respondents had affirmative action policies in operation, but 55% did not. The emphasis, however, is on equal opportunity programmes, rather than preferential treatment schemes and these might not be suitable.

AT FIRST blush Apple Computer's stance on returning to SA is curious. The company has clearly wanted back in for some time. Jackie Robinson, the Apple executive charged with preparing for re-entry, has publicly voiced frustration that Apple's rivals — most recently Digital Equipment Corp — have been stealing a march, yet have gone largely unpunished by state and local sanctions. This raises the question: why is the company still waiting until the ANC formally calls off the boycotters?

Robinson's answer is that Apple prides itself on its social consciousness and wants to do things properly. That's probably true. But nobody's saying Digital is acting irresponsibly. Indeed, Tim Smith, executive director of the Interfaith Centre on Corporate Responsibility, a church-based coalition that has been in the vanguard of the sanctions movement, stopped not far short of lauding Digital and others for going back in a letter to the New York Times last week.

The obvious inference is that Digital and the rest have been willing to do something Apple still finds distasteful. And what might that be? Well, it is now a matter of public record that Digital, in addition to pledging scholarships and training for black South Africans, has agreed to form a partnership with newly created Bhekisizwe Computer Systems, whose principal shareholder is the ANC-aligned Thebe Investment Corp.

As Peter Chaveas, director of the State Department office of southern African affairs, explained to a Washington business group on Thursday: "Digital has returned in close collaboration with the ANC which helped them with some of their political problems." In other words, the company had acquired — for a consideration — the functional equivalent of a papal indulgence exempting it from the wrath of people like Smith.

This puts the ANC's continued reluctance to call off sanctions in an interesting light. It suggests that at

Will the masses benefit from Thebe investment schemes?

By Simon Barber

SIMON BARBER in Washington

least some in the movement see the policy less as a "weapon" to force concessions from the government — as ANC president Nelson Mandela described it in Philadelphia earlier this month — than as a means to win concessions of a different kind from foreign investors. In which case, one begins to wonder whether the policy, in one form or other, will ever be terminated, even when the ANC is formally in power.

In an interview with the Washington Post, Eugene Nyati, an economist who heads the Centre for African Studies in Johannesburg, recently described Thebe's activities thus: "Basically, you have a company that is saying 'if you want to be kosher with the incoming government, come into partnership with us.'" He added: "It's easy to see how that opens up a window for structural corruption."

Easy indeed, but how troubling? One way to answer that question is to ask how many US firms that might have invested may be turned away by the need to grease the wheels. At this stage, probably not very many. Apple will no doubt do the necessary before long. "Large multinationals do business in a lot of hair-raising places," explains Dan O'Flaherty, director of the Washington-based National Foreign Trade Council.

In other words, they are grown-ups and have long factored into their calculations the special "philanthropic" costs of doing business in

countries like the new SA. And if the price gets too high, they can always refer their hosts to the Foreign Corrupt Practices Act which makes it illegal for US companies to bribe foreign officials: sorry, chaps, but our law forbids us from being as generous as you, and we, might like. More worrying is the effect of such deal-making on South Africans and the kind of culture it fosters.

No one disputes the need for the previously disenfranchised to get a substantial equity stake in their country as soon as possible. But

problems arise when a small elite uses its power and leverage to hog the newly available stake for itself, and when access to the stake starts to be seen too exclusively as an entitlement to redress past injustice, without attached responsibilities.

If restrictions on investment remain in place and are exploited in such a way as to enrich a small ring of politically well-connected entrepreneurs, the ANC will have to face charges that it deliberately stood in the way of desperately needed economic growth for personal gain. The obligation to grant favours to selected individuals and entities may not, as noted, be an immediate disincentive to investors, but the barriers to entry that create that obligation most assuredly are.

For every fortunate insider who benefits from the mandatory joint ventures, training opportunities or scholarships, there will be thousands kept in poverty and unemployment by policies designed to advance the chosen few. In that respect the new SA will look very much like the old.

At the same time, little is as corrosive, socially or economically, as the ethos of entitlement. SA will have scant chance of success if its new elites operate on the principle that, as victims, they are owed. Here, the American experience is instructive. For years, prominent leaders like the Rev Jesse Jackson have used charges of racism and discrimination backed by boycott threats to

squeeze concessions — racial hiring quotas, money, franchises and other special dispensations — out of US corporations.

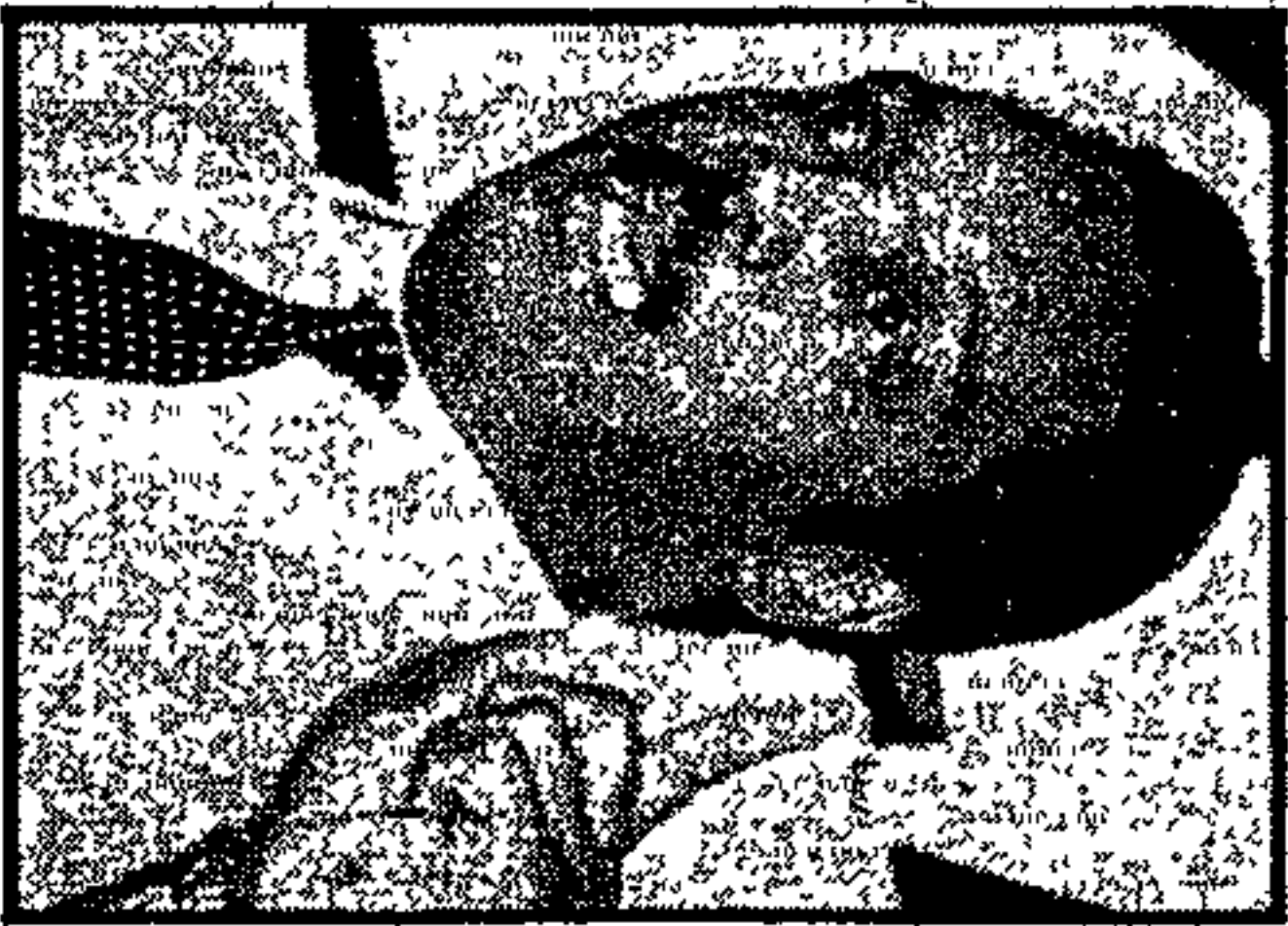
The deal recently cut between the Denny's restaurant chain and the Rev Benjamin Chavis, director of the National Association for the Advancement of Coloured People, is a typical transaction. In return for the NAACP absorbing it of racist practices (the accusation was not without merit), Denny's agreed to grant franchises to black businessmen on generous terms and to appoint more black managers.

The fact that Denny's had it coming is beside the point. The message broadcast by this, and so many other such pacts, (and reinforced by policies like affirmative action and contract set-asides) is that blacks cannot succeed unless they receive the preferential treatment that is their due as a historically oppressed minority. This notion, internalised by both whites and blacks, is deeply destructive, not to mention self-perpetuating. Whites get it into their heads that blacks will never prosper without them; blacks come to view failure as their historically determined lot and that, without some kind of magical redemption that somehow never comes, their own efforts to break out of the cycle of dependency are doomed.

Now this, it sometimes seems, suits leaders like Jackson and Chavis just fine. If their constituents were to succeed, they would be out of work. The "struggle" that empowers them would be over. Furthermore, they would lose their claim on the larger society and the ability that flows from that claim to win privileges for the elite of which they are a part.

Will the truly disadvantaged benefit from the Denny's deal? They seldom have from such arrangements in the past — single teenage mothers and high school dropouts do not get jobs, let alone franchises, under even the most affirmative of affirmative action schemes — and they are unlikely to be any luckier this time.

The masses are the fodder their leaders and their cronies use to enrich themselves. If there is an echo here of what the ANC and Thebe are up to, pray that it is a false one.



□ JACKSON

Hopes that exams still on

Sowetan 11/9/92

■ **NO FEARS** Gazankulu may recognise

union even if it has insufficient numbers:

By Don Seokane

THE GAZANKULU AND LEBOWA governments yesterday expressed the hope that Standard 10 examinations will not be affected by the strike as talks with the South African Democratic Teachers' Union might produce a solution.

The Sadtu strike in the Northern Transvaal, which entered its fourth week on Monday, has crippled education in both homelands with schooling virtually brought to a halt.

Despite the suspension of the strike nationwide, Sadtu regional organiser Mr Weston Mkazi said the teachers' strike in the region had different demands from those of other regions. (152)

The teachers' two key demands are union recognition in Gazankulu and the refunding of pay deductions made during the 1991 and 1992 strikes in Lebowa. (116)

The union enjoys recognition in Venda and Lebowa. Gazankulu education spokesman Mr SG Ngobeni said Sadtu had satisfied three requirements for recognition. He added that although the union did not have

a 50-plus majority of membership, sufficient union membership existed for recognition.

Gazankulu has a teaching force of 11 000 and Sadtu's membership was less than half. Ngobeni said there were no fears that the coming pupils' examinations might be affected as the recognition might be granted in two weeks' time.

Memorandum of agreement

He added that a technical committee was busy preparing a memorandum of agreement.

Lebowa education spokesman Mr SF Seroka said although too much teaching time had been lost, the department hoped that the strike could be resolved before examinations start.

Seroka, who refused to comment on the progress of the talks with Sadtu on the refunding of pay deductions, said the strike would obviously have a negative impact on Standard 10 examination results.

He added that there were no fears that the strike might affect the writing of the examinations as negotiations were still continuing.

NEWS Retrenchment of teachers sparks trouble ●

Star 27/10/93

Row looms up north

By John Phadu

A ROW is brewing between the South African Democratic Teachers' Union and the Gazankulu government over the proposed retrenchment of 2 500 temporary teachers.

Sadtu regional chairman Mr Machike Thobejane said yesterday the proposed retrenchments were caused by financial mismanagement in Gazankulu.

He said they had information that

Gazankulu, like Lebowa, had gone to Pretoria to ask for additional funds but their request was turned down

"Why do they retrench 2 500 teachers when the homeland has a shortage of teachers?" he asked.

Gazankulu spokesman for the Department of Education, Mr SDS Bukela, confirmed yesterday that 2 500 temporary teachers were to be retrenched. (116)

"We are going to retrench temporary teachers as soon as we get the

qualified ones. The teachers might be given a 24-hour notice according to the contract," said Bukela.

He denied Sadtu's claim that the homeland was retrenching the teachers because it had financial problems.

The homeland is on record as having said if the teachers are not retrenched, it would cost them an additional estimated R80 million by the end of next April.

The Northern Transvaal region of Sadtu will hold a meeting on Saturday.

Now Gazankulu's accounts criticised

By BARRY STREEK
Political Staff

THE accounts of another homeland government, Gazankulu, were strongly criticised yesterday by auditor-general Mr Henri Kluever.

Audits of the homeland's accounts "did not in all respects conform to generally

accepted auditing standards" because of a serious staff shortage, Mr Kluever said in his report, tabled in Parliament yesterday, on its accounts for the 1990/91 financial year.

His criticisms follow the publication earlier this month of highly critical re-

ports by commissions of inquiry into financial maladministration in Lebowa and KwaNdebele.

There also have been reports of financial mismanagement in QwaQwa and the four "independent" homelands.

The homelands are to be reincorporated into South

Africa by the April 27 election.

The auditor-general's report on Gazankulu said that although the paymaster-general's account was reconciled to Department of Finance records, several material errors and omissions were uncovered during the audit.

Farewell gifts to the value of R12 850 had been given to a former director-general of the Department of the Chief Minister.

It was "not possible to furnish an opinion as to the true state of the financial affairs of the government for the 1990/91 financial year", the auditor-general said.

115
18/12/93

Gazankulu party in poll

GIYANI. — Gazankulu's Ximoko Progressive Party would go it alone in the April 27 election next year, it announced yesterday.

General secretary Mr Eddie Ngobeni said the party had decided against aligning itself with the National Party or the African National Congress as this would disturb party unity.

Mr Ngobeni said it had not been

decided which party Ximoko would support if it failed to win a parliamentary seat.

(115)
Some believe it would vote for the National Party as both parties favour a federal government.

~~CT 31/12/93~~
The Ximoko Progressive Party opposed the ANC's stance that parties that entered into an alliance with it should campaign under the ANC banner, Mr Ngobeni said. — Sapa