INDUSTRIAL RELATIONS—WORKERS' ORGANISATION—GENERAL

1984

JANUARY — DEC.

Moving towards unity

134

Sowetan 5/1/84

FORTS to establish a broadly-based federation of emerging black trade unions are to be strengthened this year.

Previous efforts have been highlighted by the differences between the more mature unions, professionally organised unions and the recently established, mainly community-based unions

This year it may be possible for the more mature unions, such as the Federation of South African Trade Unions (Fosatu), Councils of Unions of South Africa (Cusa), and other independent unions, to move towards some kind of federal structure

Union leaders say that even if this unity is not achieved in the new year, it seems that there will be growing co-operation between them

The Media Workers' Association of South Africa (Mwasa), then the Writers' Association of South Africa (Wasa), was one of the first organisations to moot the idea of a federation of unions at its congress in Wilgespruit in 1979

Problems

At that congress Wasa decided that a symposium of all black unions should be convened to discuss the issue Though the symposium never materialised, the idea of trade union unity did not die

In 1981 several trade unions met in Port Elizabeth where many attempts were made towards unity but problems arose at the time when some expressed their dissatisfaction about registration and participation in the industrial councils

Unregistered unions' contention was that they would not like to unite with registered unions which preferred to bargain for workers rights on the industrial councils in their form at the time

The meeting resolved to form a committee to look into the various facets that could facilitate such a united trade union front

Walk-out

At a subsequent summit in Wilgespruit several trade unions, including the Motor Assemblies and Components Workers Union (Macwusa) staged a walk-out after the issue of registration had again become the bone of contention

On the weekend of April 9 and 10 last year another meeting involving 11 union organisations was held in Cape Town Many delegates at the meeting felt that it was high time the unions united to present a strong front to bosses and the Government

At the congress seven of the organisations agreed to form a new federation of unions representing a total of about 220 000 workers

The committee met again in Cape Town on July 1 and 2 and discussed structures, financing of the federation, a statement of general principles and demarcation between unions

Unity talks

It was agreed that if unions were going to work together in one federation, they should stop competing with each other for membership

The committee consisted of the following General Workers' Union, SA Allied Workers' Union, Commercial Catering and Allied Workers' Union, Food Canning Workers' Union and African Food and Canning Workers' Union, Fosatu, Cape Town Municipal Workers' Union, and the General and Allied Workers' Union

Four other unions organisations who attended the talks have not yet decided whether or not they will join the new federation, the largest of these being Cusa

Doubts about whether some unions will take part in future unity talks arose out of the "very little progress" that has been reported so far in achieving the main aim

It is also apparent, according to some sources, that Fosatu had different views with the Food Canning Workers Union, although others say the real problem seems to be coming from differences between older and newer emerging unions

Black Admin Board union is registered

CAPE TIMES 6/4/84

~~344~~ 134 ~~139~~

By BARRY STREEK

A TRADE union for Western Cape Administration Board (WCAB) workers in the Western Cape has been granted registration

It is the first union for black administration board workers registered in South Africa

The Assistant Industrial Registrar, Mr N D de Kock, has given formal notice in the Government Gazette that the union's application for registration has been approved

It has been registered for black workers employed in the Administration Board's Undertaking, as undertaken by the Administration Board for the Western Cape, in the magisterial districts of Goodwood and Wynberg

SUNDAY TRIBUNE, JANUARY 15, 1984

(134)

Unions are adopting a more professional approach, says

Paddy Allen

By **Mike Peirson**

A MORE pragmatic approach by the new union movement is forecast for the coming year by the vice-chairman of the Industrial Relations Practitioners' Association of South Africa (Irpasa), Paddy Allen.

Objections to structures, merely as a matter of principle, were proving increasingly irrelevant, he told me this week. The new trade unions had not only become more confident of their power and position, but also more aware of the complementary power of management. They were, consequently, displaying an increasing flexibility of approach which "bodes well for the process of accommodation".

Established unions, too, had learned from the "successes" of the new unions. Imperceptibly, some of these older unions were adopting a more "aggressive" stand, particularly on such issues as wages and retrenchments.

Although they would not become as militant as their new counterparts, Mr Allen said the indications were that these bodies might not be as "pliable" as in the past.

He explained that despite strike waves from time to time, last year had seen less of an anti-system and more of a disciplined professional approach by the more prominent newer unions. Instead of the erratic and over-emotive action of the past they had concentrated more on specific issues and concerted action.

"They appear to have realised their strength lies in building up firm representivity and establishing sound relationships rather than taking up arms merely for the sake of the battle," Mr Allen went on. "This can only, in time, result in sounder and more predictable labour relations."

It did not necessarily mean that unions would become less militant, merely that there would be a greater direction and perhaps rationality in their militancy.

The unions and their officials were becoming increasingly sophisticated, conducting more detailed and better negotiations, resulting in more advantageous and workable agreements. They were also resorting to alternative means of settling disputes, such as court action and even mediation or arbitration.

"Gradually, too, realisation is dawning that ultra-democratic decision-making not only confounds discipline, but also results in long delays in the negotiating process," Mr Allen added, "so that a strong union, if it wishes to maintain sound relationships, will have to exercise greater discipline and control over its members."

Grey areas continued to exist, however, with unions at times still using spontaneous emotive issues to gain worker support or establish presence. Yet the more established the relationship with management and the stronger the union, the less the likelihood of irrational, unpredictable action.

Mr Allen explained that 1982 had been the testing and training ground of the new union movement. During 1981 and 1982 they had enjoyed a virtually unfettered power-base.

Black workers had found, in present socio-political and past industrial inequities unique to South Africa, a ready lash with which to whip the conscience of the employer and drum up foreign disparagement of the "white exploiters".

"In management there were many who wished, in the light of this situation, to make the new system work, even in some cases to the extent of bending over backwards.

"The recession, which began in 1982, has, to some extent, restored the power balance and re-established a more practical perception of the situation Some unions have learned that power balancing is a delicate matter and that the swing of the pendulum may result in severe repercussions.

"Management on the other hand, has regained confidence and negotiations may, therefore, be tougher but more reasoned."

But Mr Allen gave this warning: "Employers would do well, however, to guard against overconfidence, as the power-base of the unions has hardly been eroded at all, but merely laid dormant until better times."

He said it spoke for the strength and impetus of new worker awareness that last year, despite the recession, the trade union movement continued to grow.

However, although strike action might not be a preferable weapon at present, and union growth might steady, there was no prospect that the wave of new unionism would recede. Present circumstances would be used to tighten up organisation and consolidate.

Three unions argue over worker loyalty

ARGUS 18/1/84

134

Labour Reporter

THREE Cape Town trade unions are arguing over the loyalty of workers at a Wetton canvas and garment factory

The argument follows workers downing tools for two hours yesterday.

In what could be a significant demarcation dispute, the SA Canvas and Rope Workers' Union plans to contest a recent reclassifation of Three Spears (Ltd) under the clothing industry

However, the recently formed and unregistered Clothing Workers' Union (Clowu) claims majority support at the factory

"One of the workers' demands when they stopped work was that Clowu should be recognised," said a Clowu spokesman

The Garment Workers' Union has said management will begin deducting subscriptions from workers' pay packets this week

Workers told reporters this week they had elected a committee to take grievances over alleged unfair dismissals to the manager of the factory

After the manager refused to meet the committee the workers stopped work between 8 45am and 11am, according to sources inside the factory.

The GWU and the Canvas and Rope Workers' Union, both Tucsa affiliates, were called to the factory by the management in an bid to settle the dispute.

The secretary of the Canvas Union, Mr Jack Heeger, said the workers were members of his union until recently, when the company had applied to the Industrial Council to be classified under the garment industry

"The workers would like to stay with us Our wage agreement is much better than the clothing industry agreement"

Workers at the factory said they were being paid less than R40 a week for cleaning and examining products. Under the canvas industry agreement, the lowest-paid workers got R50.

New provisions in Bill on unregistered unions

ARGUS 1/2/84 (134)

Labour Reporter

RECOGNITION agreements between trade unions and employer bodies outside official industrial relations machinery would have to be submitted to the Department of Manpower in terms of the Labour Relations Amendment Bill

The Bill, published today, says that unless certain information is submitted to the industrial registrar by unregistered labour organisations, recognition agreements with employers would not be upheld in a court of law

All labour organisations would have to submit to the industrial registrar their constitutions, names of officials and office-bearers and membership returns

An explanatory memorandum says it has become common for trade unions to enter into recognition agreements with employers outside the official collective bargaining machinery

These domestic agreements laid down bargaining and grievance procedures, disciplinary measures and the deduction of trade union subscriptions

"Wages and conditions of employment above the minimum prescribed in statutory wage measures are also negotiated with individual employers and the agreements arrived at are enforceable in common law, irrespective of whether the employers and employees are subject to an industrial council or conciliation board agreement"

Membership

Unregistered unions would also have to maintain membership registers, keep accounts audited by a public accountant, prepare balance sheets once a year and submit statements of income and expenditure once a year to union members

They would also have to submit membership returns to the industrial registrar annually and keep "specified documents", such as financial statements and minutes of meetings for three years

The head office of the organisation would have to be in South Africa.

Govt 'wields big stick' against unions

and politics

POLITICAL CORRESPONDENT

HOUSE OF ASSEMBLY — The accused yesterday of jeopardizing reform by declaring to "wield the big stick" against trade unions (PPP Alex Boraine) and chief Opposition Relations Spokesman Jens Bill in strong reading the Labour Amendment during its second reading before its referral to a parliamentary select committee were enacted principles at second reading. Dr Boraine said provisions contained in the labour relations and bill, both unions had been added since the March last year, agreement had been sure was form published in draft including, requirements that copies of these agreements be registered and managed by the Minister of Labour. Registered unions had to be sent to the Government for examination and the Minister of Labour was to be legal, penalties if this was not done within 30 days. This had increased the suspicion of unions who believed the gov- ernment was "out to get them" and would decide whether or not good enough facility-floor alterations this week conclusion. It had of a agreement between a major company and Years of patient labour relations, supported by production on the horizon. praegmatic accommo- dation, opposition, had produced a pattern of "This is now a labour re- the fraeile in labour peace emerging." Dr Boraine said The government should labour re- stay out of labour provid- ing the minimum labours beyond the rules and structures.

Cape Times 2/3/84 (134)

Unions oppose State 'interference' in labour

By RIAAN DE VILLIERS
Labour Reporter

TRADE unionists yesterday expressed hopes that increased State intervention in labour relations contained in the Labour Relations Amendment Bill would be removed by the parliamentary select committee to which the bill has been referred.

In a surprise move this week, the Minister of Manpower, Mr Pietie du Plessis, accepted a proposal by the Progressive Federal Party to refer the bill to a select committee before its second reading in Parliament.

Trade unionists reacted sharply to the bill when it was published for the first time earlier this year

They objected particularly to a new requirement that copies of all recognition agreements between unions and employers should be submitted to the Department of Manpower

A provision that recognition agreements would be unenforceable in the courts if the unions concerned failed to supply the department with information about their organization required in terms of the Labour Relations Act was also criticized.

In Parliament earlier this week, Mr Du Plessis accepted the PFP proposal and said it was necessary to reach the "greatest possible degree of consensus" in the sensitive labour field.

He said he was prepared to listen to MP's who as elected representatives were responsible to the voters, and he was also not prepared to make a "rubber stamp" of Parliament.

He said his acceptance of the motion did not mean he questioned the bill's contents or the motives behind it

However, because of "misunderstandings and false interpretations", it was necessary for all parties to study the bill and see that it was sound.

He denied it was aimed at clamping down on black unions.

Yesterday, a spokeswoman for the Food and Canning Workers' Union said it believed the State had no part to play in the relationship between unions and employers.

"We hope the measures involving increased State interference will be removed by the committee," she added.

Mr Dave Lewis, general secretary of the General Workers' Union, said the union remained "completely opposed" to the notion that recognition agreements should be handed in to the State

"This will be blatant interference in the process of collective bargaining"

 ARGUS 2/3/84 (134)

Unions to meet in bid for federation

Labour Reporter

REPRESENTATIVES of major independent trade unions will meet in Johannesburg this weekend to hold talks in a continuing bid for federation.

This is the third round of talks to discuss the structure of the planned federation since an important summit meeting between 13 unions last year when seven major unions committed themselves to a federation

Several other unions have since committed themselves to a federation which, if established, could represent about 300 000 workers and become one of the most significant labour bodies in South Africa.

Union sources have indicated that tensions ran high at the last round of talks in November, when some unions were unable to produce information about their areas of organisation.

However, several unions, which have attended past talks, are believed to be optimistic about the formation of the federation

Various trade unions are believed to have met with each other separately over the past few months to discuss matters of common interest

However, there still seems to be some tension between unions with a strong shop-floor base and those often described as "community-linked".

The vice-president of the South African Allied Workers Union (Saawu), Mr Sisa Njikelana, says Saawu unsuccessfully asked for a postponment of the talks until next month.

"Given the response we got, I would decline to comment until after the talks," he said.

Birth of a new labour giant?

134

City Press 4/3/84

SCORES of trade union leaders will gather in Johannesburg this weekend for another round of talks, which will be crucial to attempts to create a massive new independent labour federation.

Trade union sources have pointed out that, unless considerable progress is made at the talks, some like-minded unions could decide to cut their losses and go it alone in forming a new federation.

Unity talks between the major independent black unions have been going on for several years now, but progress so far has disappointed some worker leaders.

Among the participants this weekend are the country's two largest independent federations, Fosatu and Cusa, the two Food and Canning Workers' Unions, the General Workers' Union, Saawu and Gawu.

Fosatu has been pushing hard for the principle of "one industry, one union" to be accepted as the best way of promoting worker interests.

But, at this stage, one of the problems being experienced at the talks is still demarcation — that is, which unions organising in the same industry should be allowed to organise which factories.

This has presented problems for general workers' unions like Saawu and Gawu who have members spread thinly over a number of different industries. This means the general union might face the prospect of being swallowed up by the more powerful industrial unions in Fosatu and Cusa.

CHRIS DLAMINI: Slow progress.

Fosatu president Chris Dlamini told City Press this week that workers were becoming impatient at the slow progress.

Fosatu's central committee had taken a decision this year that, if no progress was made at the unity talks, Fosatu should seek out like-minded unions to form a larger federation.

A Cusa spokesman told City Press that his federation was playing an important mediating role to ensure there was no breakdown in the talks.

Gawu general secretary Sydney Mafumadi acknowledged differences of opnion, but added that this was to be expected.

"During the process of struggle, we develop certain perspectives which relate to our experiences. We see discussions around the issue of unity as a process which cannot be resolved overnight.

"The talks," said Mafumadi, "have reached quite an advanced stage. There has been agreement that we need to come up with one central structure."

Another point of agreement was to set up a feasibility committee to look into such a central structure.

Unions to form labour federation

134

6/3/89 Star

By Jo-Anne Collinge

The stage is set for the creation of a powerful new labour federation, comprising emerging trade unions with a mainly black membership of more than 300 000.

The announcement on the decision to form the federation came yesterday after "unity talks" held in Johannesburg at the weekend — the latest in a series of such meetings since April last year

The Commercial Catering and Allied Workers' Union, which hosted the weekend gathering, released a statement explaining the basis of the proposed organisation: "The federation planned will be one of industrially demarcated unions and will have the eventual aim of creating one union per industry

"It follows that those unions which are not demarcated along industrial lines or have not yet formed industrial unions are not seen as ready to join the federation."

Those unions had been offered observer status.

The proposed structure will accommodate member unions of two major groupings present at the talks — the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa)

Super union is a sequel to long deadlock

134

By STEVEN FRIEDMAN
Labour Correspondent

EMERGING predominantly black trade unions, representing more than 300 000 workers, are set to form a powerful new federation which would be the biggest mainly black union body the country has seen in at least 50 years.

Unionists said yesterday they believed the new federation was likely to be launched as early as September

This follows a key meeting in Johannesburg at the weekend which broke a deadlock which blocked moves towards a federation for nearly a year.

Although emerging unions decided to form such a body last April, this was delayed by differences between older, bigger, unions — who have now decided to form the federation — and newer unions with links to community groups.

At the weekend's meeting, the older unions, who have been increasingly unhappy at what they see as attempts by the "community" unions to delay the federation's launch — announced they were going ahead with the unity move

They said "community" unions appeared not to be ready for the formation of a federation and therefore offered them observer status at the meeting only

However, the three "community" unions who were present — the SA Allied Workers Union, General and Allied Workers Union and Municipal and General Workers Union — refused to accept this and left the meeting

"Community" unions say they were "expelled" from the meeting but the older unions dispute this and say they are welcome to rejoin the talks later.

This move opened the way for older unions — who between them represent the vast majority of unionised black workers and are active in most key sectors of the economy — to begin thrashing out details of the new federation.

Unions who have committed themselves to the new body are the Federation of SA Trade Unions, the Council of Unions of SA, the Food and Canning Workers Union, the General Workers Union, the Cape Town Municipal Employees Association and the Commercial, Catering and Allied Workers Union.

A union source said yesterday that the unions would meet again this month to continue unity efforts and added that a constitution for the new federation could be completed by the end of May.

This would then have to be ratified by congresses of the unions and the new body would then be launched at some time between September and December.

He said there appeared to be no major differences remaining between unions behind the federation move, despite the fact that some were active in the same industries and had been bitter rivals in the past.

Unions active in the same industry would agree not to compete and the eventual aim was that there would be only one union in each industry

A statement issued after the meeting said the majority of unions taking part believed "little progress had been achieved" since the decision to form a new federation.

This, it said, was "because some unions taking part in the talks are not yet ready or able to join a federation".

The new body would be a federation of "industrially demarcated" unions and it followed that unions which were not demarcated along industry lines or had not yet formed industrial unions were not ready to join a federation.

This is seen as a reference to the "community" unions who recruit workers in all industries and therefore compete with other emerging unions

The statement said it had been decided to ask these unions to attend as observers "until they were properly constituted along industry lines"

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"Mary had just come from Australia the Monday before and wanted to see her son and daughter and her grandchildren in Mafikeng I was supposed to go with but, at the last moment, someone else decided to go along and I had to stay home because the car was full"

Mr Ross said that the family had had another narrow escape soon after the accident

"Mary's daughter and her husband drove down from Mafikeng when they heard the news and they drove into some animal Two of the passengers ended up in hospital with serious injuries"

Major union pulls out of unity talks

134

Herald, 8/3/84

THE South African Allied Workers' Union (Saawu), which was recently banned in the Ciskei, withdrew at the weekend from the Johannesburg meeting of the feasibility committee set up to unite many of South Africa's major unions

They were accompanied by a few other unions but a majority continued with the meeting

Those who continued were the Federation of South African Trade Unions, The General Workers Union, the African Food and Canning Workers Union, Food and Canning Workers Union, The Cape Town Municipal Workers Union, Commercial and Catering Workers Union and the Council of Unions of South Africa

According to a statement issued by them, some unions which were "not ready" to form a federation were invited as observers but turned this down

However, they say "There is no hostility between unions and the offer to rejoin the talks as observers or as industrially constituted unions still stands"

It is widely known that those who stayed at the meeting don't see eye to eye with Saawu on many issues — chief among them being Saawu's links with the United Democratic Front

Father claims five cops assaulted him

A 29-year-old Mitchells Plain father, Mr Andrew Daniels of Kerrem Street, Beacon Valley claims that he was assaulted by five policemen at the Mitchells Plain police station last Wednesday when he went there to lodge a complaint

Herald 8/3/84

"Last Wednesday at 10 45 pm my wife Anny woke up when she heard a commotion in the dining room and found a window broken By the time I got out of bed I saw one of our neighbours, in the driveway begging me to get the police because she was being chased," he said

According to Mr Daniels he went to the Mitchells Plain police station but instead of having his problem solved he ran into trouble

"I explained my case to a policeman but another policeman sitting nearby interrupted and said that I did not have a case

"I asked him how that was possible and then suggested that the man who broke my window be charged with disturbing the peace but he said a charge of that nature would only be effective after midnight He accused me of talking rubbish and threatened to beat me up," said Mr Daniels

DRUNK

"I then decided to report him to a senior officer for being rude to me I asked him for his identification number and he then accused me of being drunk

"I have never touched liquor in my life," said Mr Daniels

"Anyway, the next thing I knew, this policeman grabbed me in front of my chest and pulled and tore up the piece of paper with his number on it and told me to take my goods and leave

"I didn't lay a charge against the policeman because I believed it would have been pointless

PEACE

"I have had trouble with the police before — that's why I decided to change to peace and have been a Rastafarian for the past two years

"But that doesn't give me peace from the police either When I walk alone in the street, they search me"

Mrs Cathy van Dieman of Hartebees Road, Eastridge said she was at the police station to report her husband missing when she witnessed the alleged attack on Mr Daniels

● Captain Rooi of the Mitchells Plain police station said that if Mr Daniels did not lay a charge against the police, they would have no record of such an allegation

● Details of the alleged assault were given to Captain Jan Calitz, a police liaison officer, who said an affidavit would be taken from Mr Daniels as part of their investigations

INSIDE

DETAINEES' DAY

NATIONAL Detainees' Day will be observed throughout the country on Saturday

Seminars, meetings and vigils are being held at 10 centres, and various religious denominations have been asked to offer prayers this weekend for the ever-increasing number of those who have died in detention, and for those who are presently detained or banned

Food unions look West for support

By STEVEN FRIEDMAN
Labour Correspondent

TEN local trade unions affiliated to the International Union of Food and Allied Workers (IUF) have called on Western food unions to condemn the "rising trend of repression" against trade unions in South Africa

The Geneva-based IUF represents food unions throughout the West and the call is likely to lead to a telegram campaign by these unions in protest at recent moves by the authorities against unions and unionists

Its South African committee includes members of the Federation of SA Trade Unions, Council of Unions of SA and Trade Union Council of SA

A resolution adopted by the committee this week cited the arrest of trade unionists Mr Robert Mkhize of the Commercial, Catering and Allied Workers Union and Mr "Skakes" Sikhakhane of the Food, Beverage Workers Union as evidence of stepped-up police action against unionists.

Mr Sikhakhane has been charged under the Internal Security Act and Mr Mkhize under the Intimidation Act.

The resolution also cited the banning of the SA Allied Workers Union in Ciskei and the Bophutatswana authorities' decision to ban South African unions from operating in the territory

It is understood the meeting was attended by a senior IUF official who supported the call for international food union condemnation and will take this back to the UIF's head office

RDM 9/3/84

SUPER-UNION!

300 000 workers to form massive labour federation

(134) City Press 11/3/84

By HOWARD BARRELL

SOUTH AFRICA's largest black worker federation is about to be born

That is the upshot of last weekend's trade union unity talks in Johannesburg, which brought together leaders from more than 20 unions

Political and labour observers interviewed by City Press this week hailed the unity decision as being of enormous importance They pointed out that working class politics was rapidly moving centre-stage in opposition to apartheid

The new federation is likely to be formed some time after September and embrace 300 000 workers – rivalling the huge, conservative Tucsa grouping

Unions who dedicated themselves to unity last weekend are those in the Federation of SA Trade Unions and Council of SA Union groupings, the two Food and Canning Workers' Unions, the Cape-based General Workers' Union, the Cape Town Municipal Employees' Association, and Commercial, Catering and Allied Workers Union of SA

But a cloud over the unity decision has been the alienation of the SA Allied Workers' Union, General and Allied Workers' Union, and the Municipal and General Workers' Union These unions were offered only observer status at the talks, and walked out as a result

However, unity talks convenor Emma Mashinini told City Press there was "no hostility towards these unions" and they could rejoin the unity talks later as observers – or once they had transformed themselves into industrial unions

EMMA MASHININI: "No hostility towards other unions"

Saawu president Thozamile Gqweta declined to comment on his union's exclusion

The proposed new federation will bring together unions embracing non-racial as well as black exclusivist positions

The majority view at the weekend talks was that unity had to be forged between industrial unions organising in the same industry, with the eventual aim of having only one powerful union for each industry

The general workers' unions were complicating and delaying this process, in this view

The exception was the Cape-based GWU, which restricted itself largely to three industries – transport, construction and stevedores

Interestingly, Sactu recently came out in favour of industrial unions adding that the historical role of general workers' unions was past

Bom-y:

(34)

THE house of 82-ye petrol bombed this petrol bomb attac months

An organisation calling itself the South African Suicide Squad has claimed responsibility

Mr Nqoyi, a veteran civic leader, burnt hi arm when he tried tc put out the fire

Eight Molotov cocktail were thrown into hi house in the early hours c Monday morning, bi only two exploded burning curtains, furn ture and clothes in th children's bedroom

"I thought I was dream ing I saw a big flame oni a metre away from where was sleeping Then ever body started screar ing there was chaos,

(134) S. Times 11/3/84

300 000 union members to link

By Amrit Manga

REPRESENTATIVES of more than 300 000 workers have agreed to link up and form the most powerful federation of trade unions before the end of the year

A union organiser claims that "our numbers could swell to more than 450 000 within the next six months"

Committed to the new body are the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the Food and Canning Workers Union, the General Workers Union (GWU), the Cape Town Municipal Employees Association and the Commercial Catering and Allied Workers Union (Ccawusa)

The organiser says "Workers have strongly urged a broad unity, but petty differences on principles of organisation blocked positive developments"

The major difference between the two biggest groups, Fosatu and Cusa, is ideological, and no compromise has been reached on this question

Unions have agreed not to poach members or attack their counterparts

Loet Douwes Dekker, Wits Business School's senior lecturer in industrial relations, says employer solidarity is as crucial as union solidarity in the wake of this week's development

He sees emerging trade union solidarity as an important development in industrial relations. "It will give the unions more power and influence"

(134) Hansard Q. Col. 59 Y 12/3/84

Trade unions

511 Dr A L BORAINE asked the Minister of Manpower

(1) (a) How many registered trade unions confined their membership to (i) White, (ii) Coloured/Asian and (iii) Black persons as at the latest specified date for which figures are available,

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many (i) White, (ii) Coloured and Asian and (iii) Black members did each such trade union have?

The MINISTER OF MANPOWER

(1) (a) (i) 54

(ii) 38

(iii) 19

(2) (a) 83

(b) Trade unions are required by the Labour Relations Act, 1956 to furnish the Industrial Registrar by not later than 31 March of each year with membership figures To date only a small number of the unions have submitted their figures in respect of 1983 and the information requested cannot therefore be furnished at this stage

Note The figures are as at 31 December 1983

SA needs pact internally as well, unions told

Star 13/3/84

By Joe Openshaw

A pact with Mozambique and possibly Swapo would be irrelevant unless there was an internal settlement in South Africa with political rights for all, the general secretary of the International Metalworkers' Federation said in Kempton Park today

Mr Herman Rebhan told 90 delegates from nine South African trade unions representing 160 000 metal workers "To read some newspapers you would think the signing of a peace treaty with Mozambique or a willingness to talk to Swapo signified that all this country's problem's had been solved

"Let me say clearly South Africa's problems are on the inside.

"The poverty I have seen in the townships, the continuing cruelty of the pass laws, the reinforced division of people according to colour — those are South Africa's problems, not a handful of guerillas operating from neighbouring states.

"Peace on the outside, when there is turmoil inside, means a handful of symptoms has been treated while the disease — the apartheid system and white minority rule — remains to be cured," Mr Rebhan said

"An external settlement without an internal settlement will soon be seen to be irrelevant here and overseas"

He said the behaviour of the "so-called governments of the bantustans" in passing anti-labour laws and brutally harassing unions would become the object of world concern

"I sometimes think the South African authorities must be deluding themselves if they think they can deny the right to participate to 80 percent of the population of the country and think people overseas believe that is an adavance towards democracy.

"You cannot have a little bit of democracy any more than you can be a little bit pregnant.

"Mr Botha may believe you can be 20 percent a virgin but democracy, like chastity, is all or nothing"

He said an example of political injustice was the plan to increase blacks' tax levels

"Even the most right-wing extremist in the government will remember that what sparked off the American revolution was the cry 'no taxation without representation'.

"How can it be right for a white minority government to tax people it does so little for?

"How can it be right to increase taxes for blacks when Government support for education, health, social security and pensions is so weighted in favour of the whites?"

Mr Rebhan has been on a seven-day tour of IMF affiliates here.

Bill is unacceptable, says union president

JOHANNESBURG — The South African Boilermakers' Society found the Orderly Movement and Settlement of Black Persons Bill to be "unsatisfactory and unacceptable", its president, Mr Ike van der Watt, said yesterday

The union chief, addressing the congress of the South African Co-ordinating Council of the International Metalwokers' Federation, urged other unions to make submissions to the select committee that will hear evidence on the Bill after its second reading

"It would be sad if the society were the only union to give evidence on this highly important matter," Mr Van der Watt told the congress

"I know that many workers and their unions are reluctant to become involved in matters affecting the Government I believe, however, that it is wrong not to make the voice of labour heard when legislation is involved or where the interests of workers are affected "

Although some unions had said that in the past their representations to Government were ignored, Mr Van der Watt did not think this was a reason "not to make their voices heard".

The Orderly Movement and Settlement of Black Persons Bill that was being reintroduced to Parliament was in a form "which my own union finds unsatisfactory and unacceptable and which, I am sure, few unions here will like"

"If legislation is passed which merely perpetuates the old *'dompas'* system, those unions which remain aloof from direct action will not even be able to say they tried their best to prevent that, or to steer the legislation in a more humane and rational direction," he said

The Bill as it stood made "some concessions to workers" but left out the "main issue" — that the legislation was being put through Parliament "without reference to the people whom it affects most closely".

Mr Van der Watt said it could be true that by making their voices heard now, black workers would be condoning a system which allowed them to be consulted only through their unions and not as citizens of the country.

"But I believe we should ask ourselves whether it is sensible to allow injustice to continue if we have the chance to ease the lot of the workers "

The union had already submitted written evidence and had been informed that they would have the opportunity to give evidence directly to the select committee, he said — Sapa

83 (134) non-racial unions registered

Cape Times 13/3/84

HOUSE OF ASSEMBLY — There were 83 racially mixed registered trade unions in South Africa last year, the Minister of Manpower, Mr Pietie du Plessis, said yesterday

At the same time 54 unions were registered for white members only, 38 for coloureds and Asians only and 19 for

black people only, he said in reply to a question from Dr Alex Boraine (PFP Pinelands)

He said he was not able to supply membership details of the mixed unions because "to date only a small number of the unions have submitted their figures in respect of 1983"

RDM 14/3/84

Unity call as unions start talks

By STEVEN FRIEDMAN
Labour Correspondent

TEN metal unions with sharply differing policies and belonging to three union federations began a two-day conference yesterday aimed at building permanent co-operation which could beef up union muscle in the giant metal industries

About 90 delegates from the unions — which belong to the 14 000 000-member International Metalworkers Federation (IMF) — heard the IMF's Geneva-based general secretary, Mr Herman Rebhan, urge them to build unity so they could work for political change as well as building union strength in the factories.

He delivered a sharp attack on government policies and said the IMF expected its South African affiliates to support calls for one-man-one-vote

But he also backed greater involvement by overseas unions in support of their local counterparts and said this would be easier if local unions united in an IMF council

The chairman of the IMF's local council, Mr Ike van der Watt, urged unions to co-operate in demands to employers and in fighting Bills like the Orderly Movement and Settlement of Black Persons Bill, which tightens influx control.

The conference, which is being held outside Johannesburg, brings together unions which belong to the IMF's South African co-ordinating council.

The council was revived last year after sharp divisions between the unions caused it to collapse

The conference is to discuss plans to set up a permanent administrative structure for the local IMF council, including a full-time secretary, which the IMF hopes will enable the unions to build co-operation.

These efforts seemed to have suffered a set-back yesterday when the Metal and Allied Workers Union did not arrive for the meeting's opening day

Metal unionists suggested this was the result of tensions between Mawu and other IMF unions, but Mawu's general secretary, Mr David Sibabi, denied this

He said Mawu had been involved in meetings at the metal industrial council and would attend the conference's second day.

Opening the conference, Mr Rebhan said the IMF "wanted apartheid abolished now" He rejected the government's new constitution and said the referendum was "on a par with so-called elections in the Soviet Union".

He also attacked action against unionists by "independent" homelands and said the IMF intended making this "a matter of world concern".

Mr Rebhan urged local IMF unions to take up political issues, saying "there is no easy divorce between politics and trade union work".

RAND DAILY MAIL, Thursday, March 15, 1984

Metal workers agree to key unity moves

By STEVEN FRIEDMAN
Labour Correspondent

NINE metalworker unions with 000 members yesterday agreed moves aimed at creating greater ity among them and welding hem into a significant force in the bour and political fields

The unions, which are active in the tal and motor industries and belong union groups with widely differing ities are also likely to receive -up overseas union aid

They all belong to the 14-million ber International Metalworkers' ederation, which represents metal ions throughout the West

Last year they agreed to re-establish he IMF's South African Co-Ordinating Council which had collapsed as a result f inter-union tensions

Yesterday, after a two-day conference, they announced plans to set up a permanent IMF office in Johannesburg and appointed a full-time secretary

And, in a key move, the unions decided to set up a committee which will arbitrate among them when disputes arise and also pledged not to "actively seek membership" from each other

They pledged greater unity in presenting demands to employers and also issued a declaration pledging to work for wide-ranging political change

At a Press conference the IMF's Geneva-based general secretary, Mr Herman Rebhan, said a key effect of the move would be stepped-up support for local metal unions from the IMF and important metal unions in the West

This would include, he said, pressure on multinational companies involved in disputes with IMF members, training help for local unions, and providing them with information on multinationals to help them in negotiations

The IMF would also help fund its South African council, but this was an interim move as local unions wanted the council to finance itself

The chairman of the local IMF committee, Mr Ike van der Watt, said the conference had helped remove many of the tensions between the unions

In their declaration, the unions said unity would require "effort, concessions and compromises" but said they had opted for it because "we are committed to a democratic South Africa and because we believe that unions make a unique contribution towards achieving that end"

The declaration, passed unanimously, noted that most workers "live in poverty, abysmal working conditions and a harsh social environment"

It blamed "poverty wages", influx control and race discrimination and added that "the voice of working people has been suppressed, their organisations crushed and their political rights are still being denied"

The unions pledged to work for "the total liberation of workers", a living wage "to be determined by the workers themselves", shorter working hours and an end to discrimination

Pump implant for liver cancer patient

London Bureau

LONDON — A patient with liver cancer is being successfully treated by the implanting of a small pump to deliver a continuous supply of anti-cancer drugs

The patient, a 54-year-old man, is said to be progressing well at St Mary's Hospital, in Paddington, London

A spokesman said it was the first time in Britain that a pump had been implanted in a cancer patient, although similar pumps had been used for diabetics

In America, 85% of patients responded well to the treatment, he said

The six-hour operation was carried out by Mr David Rosin, consultant surgeon, who inserted the R3 400 American-made pump into the patient's abdomen

SA can't go it alone — Pavitt

By DEBBIE REYNOLDS

DR F J DU PLESSIS was elected deputy president at the annual meeting of the South Africa Foundation yesterday

Opened by the Mayor of Johannesburg, Mr Eddy Magid, the occasion also marked the silver jubilee of the foundation, which strives to promote international understanding of South Africa

The foundation's four overseas directors, Mr Desmond Colborne from Paris, Mr Rudolf Gruber from Bonn, Mr John Chettle from Washington, and Dr Roy MacNab from London, and some 500 members attended the meeting at a Sandton hotel

In his address, the foundation's president, Mr Ted Pavitt, stressed the need for South Africa to come out of isolation

He said it was not feasible for South Africa to "go it alone" because it depended so much on international trade and goodwill

External political pressures were not going to change so it was necessary to accept and challenge the pressures

"The domestic and regional situations are the reasons why pressures on South Africa are not going to lift And, far from refusing to recognise this unpleasant fact of life, we South Africans must meet the challenge of these pressures," Mr Pavitt said

The director general of the foundation, Mr Peter Sorour, said 1983 was not a good year for South Africa overseas but some "positive and encouraging developments" had taken place

"Credit must go to the Department of Foreign Affairs and its Minister for some imaginative and successful diplomatic initiatives," he said

"Talks with Mozambique and signs of discussion about a ceasefire in SWA/Angola are heartily to be welcomed We need more face-to-face communication with our neighbours rather than hurling abuse at one another from a distance."

He said the overseas offices of the foundation were instrumental in keeping the foreign Press informed

200 000 SA metal workers link up

By Eugene Saldanha

In a move which holds serious implications for South Africa's giant metal industry, trade unions representing more than 200 000 workers yesterday committed themselves to setting up a co-ordinating council.

The decision came at the end of a two-day conference at which the 10 largest metalworkers' unions in South Africa also pledged to "establish a committee to develop guidelines to assure peaceful co-existence between SA affiliates to the International Metalworkers' Federation (IMF)".

The council will attempt to unite emerging unions as well as older and more conservative groupings such as Tucsa (Trade Union Council of South Africa).

Among those who have committed themselves to the co-ordinating council are the Boilermakers' Society of SA, Fosatu's Metal and Allied Workers' Union (Mawu), the National Automobile and Allied Workers' Union (Naawu), the Steel, Allied and Engineering Workers' Union, and the Engineering and Industrial Workers' Union.

NONRACIAL POLICY

In a declaration issued after the conference, the unions said that, because of South Africa's history, their pursuit for unity would require "concession, compromise and a will to overcome prejudice".

The unions said they noted that the voice of most working people had been suppressed, their organisations crushed, and their political rights denied.

"We commit ourselves to a nonracial policy aimed at eliminating discrimination in all aspects of labour, and in all social, economic and political matters that affect workers, and to develop greater unity in the presentation of collective bargaining."

The secretary of the IMF, Mr Herman Rebhan, who opened the conference, said the decision had been "historic".

"South African nonracial trade unions are poised for a major take-off which may even surpass what we saw in 1980/81. This co-ordinating council will, I am sure, open up a new chapter of high-level, high-pressure support from overseas for the growth of trade unions in all the metal industries in South Africa."

Mr Rebhan said the IMF would make its resources available to the council, would initially help with finance, and would arrange training programmes and "other projects which are necessary to ensure the efficient running of the council".

Port Elizabeth-based Mr Brian Fredericks will become the council's full-time secretary from May 1.

New attempt to cement inter-union links

RDM 19/3/84 (134)

THE past few days has seen another key union unity move.

The local council of the International Metalworkers Federation has set up a permanent office with a full-time secretary — Fosatu unionist Mr Brian Fredericks.

The aim is to cement co-operation between the unions who have widely differing policies and include Fosatu, Cusa and Tucsa members as well as unaffiliated unions.

The local IMF council has a stormy history of inter-union tensions

The unions, which operate in metal and motor plants, hope a new committee, which will arbitrate in disputes between them, will curb these and have agreed not to "poach" each others' members.

There are still deep differences between some unions and the IMF vision of unity across political and racial divides may still prove elusive.

But the council could become a potent force.

Co-operation on wage demands and other issues would obviously increase unions' muscle.

And IMF general secretary Mr Herman Rebhan says a functioning IMF council here will receive increased aid from major Western metal unions.

This would mean pressure on multinational companies involved in disputes with local IMF unions. The IMF represents 14-million workers, and has much potential muscle.

It will also help local union negotiators, offering them information on multinationals' labour practices which could enable them to push for gains won by unions elsewhere.

They will also receive information on health and safety, job evaluation and other issues.

If all this comes to pass, local IMF unions could begin taking up issues which have not featured in their demands up to now.

Conflicting laws 'source of strife'

By MARTINE BARKER

THE potential for conflict in South Africa was being increased by the government's entrenchment of contradictory policies concerning the control of the black population's movement, Mr Geoff Budlender, an attorney with the Legal Resources Centre in Johannesburg, told a seminar on labour law last week.

Addressing the seminar in Houhoek, Mr Budlender said the contradiction lay in the government's need for a black presence in urban areas to serve labour demands and the government's need to keep blacks out of urban areas because of the perceived threat to white security

On the one hand, influx control, based increasingly on the question of citizenship, was being entrenched, while in the arena of labour legislation, blacks were being afforded rights they never had before

Conflict would be caused by the contradiction involved in allowing blacks the rights to participate through trade unions in forming industrial councils, and thus the right to participate in creating law At the same time, they were being denied all other rights by being denied South African citizenship

Mr Budlender described three categories of citizenship applicable to blacks — South African, for non-independant homeland inhabitants, new foreigners, who were inhabitants of newly-independant homelands, and aliens who had never been South African

This last category included for example all children born after independence of Xhosa parents, who were all now Transkeian or Ciskeian citizens Conflicts would become apparent as Xhosa parents working in urban areas began trying to send their children to school

As aliens, the children would be subject to deportation for being in the area illegally

At the same time, the government was entrenching the migrant labour system, with the denial of rights that this implied The Industrial Court in one of its rulings had stated that blacks had the right to security of employment in their jobs in South Africa

While it could be expected that more and more blacks would acquire the right to live in urban areas in the wake of the Rikhoto and Komani judgments, the opposite was in fact happening

In some areas, such as KwaMashu outside Durban, black townships were being rezoned to fall outside prescribed urban areas, removing the right of the inhabitants to live and work in the city

In other areas, development in existing townships was being frozen and new adjoining townships just beyond the prescribed area were been built

Scrap GST on food — unions

Cape Times 19/3/84

By RIAAN DE VILLLIERS
Labour Reporter

A POWERFUL group of independent trade unions representing almost 300 000 workers has demanded that the government scrap General Sales Tax on all foodstuffs and basic necessities

In an open letter to the Minister of Finance, the unions state that they have been given a mandate to write the letter by their members, and warn that the members expect them to "report back to them failing a satisfactory reply"

The letter has been sent on behalf of 25 emergent unions expected to join forces in a big, new federation by the end of the year

It is an unusual move and foreshadows the increasingly active role the new union alliance may play in the future

The letter points out that the recent decision to increase GST was made without public discussion and seemingly "with no regard to its effects on ordinary people"

Listing reasons for "utterly rejecting" the increase, the letter says it represents a big cut in the income of the working class and the poor

"The working class have to spend a large part of their income on food and basic necessities, and for every R10 they now have to spend, 70 cents will be taken for tax This is intolerable," the letter states

It argues that the government can "easily raise its taxes from those who can afford to pay", such as companies and those who earn big salaries

Unemployed

It says the increase has come at the "worst possible time" for the working class and the poor Many workers are unemployed and the drought has meant that working people have had to depend on wages earned in the cities to stay alive

Instead of spending money to help the unemployed and people in the country areas, the government had put pressure on employers last year to keep wage increases down

As a result, the standard of living of workers had been forced down even before the GST increase

Rejecting reasons given by the goverment for the increase, the letter says it has spent money on help to farmers, but has done "nothing which will improve the conditions of life of ordinary people"

"As regards the war in Angola, we believe that the majority of South Africa's people want no part of it," it adds

Referring to the new system of income tax for blacks which came into operation this month, the letter says workers will be "fully justified" in asking why they should pay these taxes when they have no say in the government which is spending them

Reply

Also, these taxes weigh more heavily on the working clas than on "those who can easily afford them", it says

The letter has been sent on behalf of nine affiliates of the Federation of South African Trade Unions (Fosatu), 11 affiliates of the Council of Unions of South Africa (Cusa), and five other leading emergent unions

'We want to be in union unity plan'

By PHILLIP VAN NIEKERK

THREE trade unions expelled from talks being held to plan a new super-federation of emerging unions still want to be included in the unity moves

Representatives of the South African Allied Workers' Union (Saawu), the Municipal and General Workers' Union of South Africa (Mgwusa) and the General and Allied Workers' Union (Gawu) told a Press conference yesterday that they questioned the motives for their expulsion

The unions were excluded from a unity meeting in Johannesburg earlier this month which broke a deadlock which has held back unity moves for almost a year

Mr Sisa Njikelana, vice-president of Saawu, told yesterday's conference that they had been offered observer status at the unity meeting after "certain individuals" had maintained they were blocking progress because of the way they were structured

"We declined to accept this offer because it was not in keeping with our mandate, which was that we should be at the meeting as full participants They then moved our expulsion from the talks"

Representatives of the three unions said they had not been given a hearing at the talks to explain what steps they had taken in moving towards an industrially-based union structure

Mr Njikelana said they were reluctant to set deadlines to the process of reaching unity "We can only suspect that those individuals who are setting deadlines are deliberately trying to leave certain unions out of the unity talks"

He said they had not gone to the extent of thinking of forming their own federation and still saw themselves as part of the unity talks, which had been going on since 1981

He said they still had to report back to their members and receive a fresh mandate They were waiting to see whether the other unions would insist that they have observer status rather than full participation in the talks

134

21/3/84

RDM

Unity of unions in SA hangs in the balance

(134) Star 22/3/84

The road to union unity in South Africa has been a rocky one. Labour Reporter CAROLYN DEMPSTER examines the latest turns along the problematic path to a single progressive trade union federation.

"Union unity cannot grow out of the mechanical establishment of a federation around a conference table It has to develop organically," according to Mr Sisa Njikelana, one of the foremost figures in SAAWU, the South African Allied Workers' Union.

But it is unlikely that union unity will be allowed to develop along these lines Less than two weeks ago, this broadly-based community union which has strong support in the Eastern Cape, together with the General and Allied Workers' Union and the Municipal General and Allied Workers' Union, were ejected from the talks and the stage was set for a federation without them.

There are two perspectives as to why this happened

On the other side are ranged the Federation of South African Trade Unions, the Commercial Catering and Allied Workers' Union, the (African) Food and Canning Workers' Union, the Council of Unions of South Africa and the General Workers Union, with a potential combined membership strength of 30 000 workers.

In a joint statement released after the meeting on March 3 and 4 they stated that little progress had been made in unity moves since April 1983, because "some unions in the talks are not ready or able to join a federation

"The federation planned will be one of industrially demarcated unions with the aim of having one union per industry.

"Those unions not demarcated along industrial lines or which have not yet formed industrial unions are not yet ready to join the federation," read the statement issued by Mrs Emma Mashinini of CCAWUSA, the union hosting the talks

The three unions were offered observer status at further talks, but not full participation They chose to withdraw, leaving the impression that they could set out on an independent route towards federation

The ousting of the three has left a layer of bitterness and suspicion.

At a Press conference called to clarify the situation in Johannesburg earlier this week, the three disaffiliates re-emphasized their commitment to unity and the concept of industry-based unions

"We see the transformation of existing federations and general unions as a process that requires immense human and material resources We harbour no illusions about this Hence our reluctance to set deadlines to the process of achieving unity.

"We suspect that those individuals who are setting deadlines are deliberately trying to leave certain unions out of the talks," echoed SAAWU, GAWU and MGAWUSA

But, in spite of this, their reaction to the cold-shouldering is still pragmatic All three unions are to report back to their membership and get a mandate whether or not to continue as observers or to demand full participant status

The door has been left ajar by the five, and given the turbulent three-year history of the unity talks, a reconciliation remains a possibility

The kind of obstacles now being thrown in the path of unity are alternately of a more practical, and ideological nature

The mechanics of drawing together industry-based unions which only a few months ago were in vicious competition, is one of the more pressing problems Another is the question of who will attain a dominant role and what the ideological persuasion will be But an optimistic deadline for a federation with a conglomerate membership of over 30 000 before the end of 1984 still stands

HERMAN REBHAN

Helping SA's unions

Herman Rebhan is general secretary of the International Metalworkers' Federation (IMF) — representing 14,5m metal workers in 70 countries He was in SA last week for the revival of the SA Co-ordinating Council of the IMF The council, representing both skilled and unskilled workers across conventional union boundary lines, ground to a halt in 1981 due to differences between member unions

***FM*· How does the IMF view the revival of the council?**

Rebhan We are delighted that the council has been reconstituted and we think it will play a progressive role in the metal industry The council is trying to establish some co-ordination among metal unions

At present it has reached a certain stage of development In 1982 we eliminated some racially-based unions — the Amalgamated Engineering Union and the SA Electrical Workers Association — which were causing problems Of course, there is a lot of work to be done and there will be other problems But you have to begin somewhere

Does the IMF give aid to SA unions in the council?

Yes, the overwhelming majority of unions in the council receive aid in one form or another — sometimes for educational causes, the training of people, or aid for trips to IMF conferences We have a number of funds for different purposes I don't have budget figures for our aid to SA unions

What kind of role did the IMF play in the revival of the SA council?

We have always paid attention to the council because it is an unusual organisation in the SA context After the expulsion of the white unions we just remained patient because we knew the council would be revived

What kind of aid will the IMF be extending to the council in the future?

We will continue similar aid — maybe on a different basis We will try to co-ordinate educational and training programmes as well as research

In recent years the IMF has played a leading role in some SA disputes — like those at Alfa Romeo and Volkswagen Will it continue to do so?

Part of our job is to render solidarity assistance to our colleagues — not only in SA but in other countries as well We do this in many different ways Where multinational companies are involved, and we have strong unions in a company's home country, a certain amount of pressure is exerted We have been successful in some disputes and not so successful in others We will continue with this kind of activity

What did you say when you addressed the meeting of the SA IMF council?

I called for unity, for co-ordination, and reviewed the history of the IMF I also criticised the things that go on in SA — suppression of trade unions and human rights, the fact that there is no one-man-one-vote, and taxation without representation

Can we expect to see more IMF officials visiting SA?

There is a visa question of course Your government has to issue them There are sometimes difficulties with these things

But people will be coming down here if our affiliates request it We won't barge in on their activities but if, for example, they request experts in the fields of health and safety or collective bargaining, we will provide them

What is the IMF's view of the decision by a number of unions to form a new union federation representing 300 000 workers? Even though the decision to unite has been taken in principle some labour observers are sceptical that it will ever get off the ground

Unity is a very difficult thing as organisations have to give up their independence

But the fact that there is a certain amount of maturity in SA unions We welcome the unity talks because we think a united labour movement is always a stronger movement

What do you think of the community unions' decision not to participate in the unity talks? The SA Allied Workers' Union, the General and Allied Workers' Union, and the Municipal and General Workers' Union were involved

From what I understand these unions don't really have membership They are organisations of some kind But when push came to shove they couldn't produce membership, and so left

This is not your first visit to SA What changes do you see?

I was here in 1978 A number of changes have taken place The trade union movement has grown There have been considerable changes in labour law We welcome them We were here when those changes began with the Wiehahn Commission But these are just the first steps

Where would you like to see SA trade unions going in the future?

There is a huge field in which they can operate There are a lot of workers to be organised and educated SA is high on the agenda for us It is a country that is developing and the trade union movement is developing Wherever there are openings for democracy we are there to assist and to help That is our responsibility

SUNDAY TRIBUNE, MARCH 25, 1984

134

Efforts could be jeopardised by three 'expelled' unions

Plans for one national trade union receive a jolt

By Barney Mthombothi

PAINSTAKING efforts to form one national trade union federation received a jolt this week when three unions, flushed out of unity talks early this month, bitterly questioned the motive of "certain individuals" in expelling them from the talks.

Attempts to unite the labour movement under one federation, which began about three years ago, had been dogged by ideological and tactical differences.

But early this month after a meeting in Johannesburg, seven unions announced initial differences had been ironed out and that a federation of industrial unions was on the cards.

The seven unions also said in a statement three other unions had "withdrawn" from the unity talks.

But this week the three unions — the SA Allied Workers Union, General and Allied Workers Union and the Municipal and General Workers Union — released a statement denying they withdrew from the talks. They said they were expelled.

"We did not withdraw We were offered observer status and that was not in keeping with the mandate from our membership. We were to go there as full participants," Mr Sydney Mafumadi, GAWU's general secretary said.

The three unions said they had been expelled from further participation because they had failed to restructure their general unions into industrial unions.

The three unions emphasised their commitment to unity and rejected any idea of setting deadlines for the transformation of the unions from general to industrial unions. They also questioned the motives of certain individuals, whom they declined to name, in getting rid of them

"We see the transformation of existing federations and general unions as a process that requires immense human and material resources. We harbour no illusions. Hence our reluctance to set deadlines to the process of achieving unity

SISA Njikelana . . . formation of the federation was an organic process which was going to develop "not without problems"

"We can only suspect that those individuals who are setting deadlines are deliberately trying to leave certain unions out of the unity talks."

The unions said these "certain individuals" had maintained they were blocking progress because of the way they were structured and suggested they should be given observer status.

"We declined to accept this offer because it was not in keeping with our mandate. Our mandate was that we should be at the meeting as full participants They then moved for our expulsion"

The unions said their stomachs were "turned inside out" by one motivation for the setting up of a deadline, which was mentioned at the talks.

"It was said that some donors are waiting at the door with some dollars to finance the envisaged federation We are saying that the pace should be determined by those who are involved in the struggle for change If the aim of expelling us from the talks was to meet the aspirations of donors, we feel that more problems are still on the way."

Mr Mafumadi said he doubted whether the structure of their unions was the only reason for their expulsion.

"That's the only reason they advanced. But we strongly suspect that there are other reasons," he said.

SAAWU's vice-president, Sisa Njikelana, said the formation of the federation was an organic process which was going to develop "not without problems."

A statement released by the seven unions after their meeting said there had been little progress in forming a federation because some unions, not demarcated along industrial lines, were not "ready or able to join a federation"

But Mr Njikelana said there never was a deadline set "for anything".

Another issue which soured relations between the two groups was the banning of SAAWU by the Ciskei government.

The three unions said SAAWU was planning to launch a massive campaign against the ban and was looking for co-operation from fellow participants in the unity talks to form one national co-ordination committee.

The three unions said some unions were not prepared to do anything other than sign a memorandum to be sent to the Minister of Manpower and to send information to Europe "about harassment in Ciskei."

"They unashamedly said that they were opposed to what they termed 'an immediate campaign' against the Ciskei. They argued that all we needed to do was to organise until the Bantustans wither away.

"To argue that way is to dissuade workers from becoming fighters and to keep them in a utopian waiting-room. We called for an immediate campaign against the banning of SAAWU, to be launched jointly, because we believe we are fighting a situation that exists now."

□□□ RDM 26/3/84

SUGGESTIONS that "community unions" excluded from the emerging union unity drive would attempt to form a rival federation seem to have been laid to rest (134)

Three of these unions — including the biggest, the SA Allied Workers' Union — left the unity talks after being told by a group of six major union groups that they could take part as observers only

Previous talk of a separate alliance by these unions was then refuelled

But last week, the three who left the talks denied they planned to form their own grouping.

Instead, they stressed that they still wanted to be included in the unity drive — although not as observers

But there seems little chance that they will be invited to rejoin the talks unless they agree to terms set by the six unions still involved in the unity move

Because of their much greater membership, the six are in a position to dictate these terms.

Grant to union

ARGUS 29/3/84

Argus Correspondent

PRETORIA. — A grant of R16 545 was yesterday given to the Iron, Steel and Allied Industries Union by the Minister of Manpower, Mr Pietie du Plessis, at the biennial Congress of the Confederation of Labour

Mr du Plessis said it was the first grant paid to a union for training its office bearers in industrial relations

PRESS STATEMENTS

(134)

FOSATU

A Feasibility Committee into the formation of a new trade union federation met again in Durban on the 28th and 29th March The organisations represented were
Commercial Catering and Allied Workers Union (CCAWUSA)
Council of Unions of South Africa (CUSA)
Cape Town Municipal Workers Association (CTMWA)
Food and Canning Workers Union (FCWU)
Federation of South African Trade Unions (FOSATU)
General Workers Union (GWU)
This involves 24 unions.

Detailed and constructive talks were held toward finalising a working document for consideration by all participants

The meeting repeated its position that unions who were ready to join a federation were welcome The meeting also deplored the inaccurate reports in the Sunday Tribune and criticised the Sunday Tribune for publicising gross falsehoods without checking their information

The meeting also noted the statement that the Minister of Finance is considering lifting the general sales tax on basic food This vague statement does not at all satisfy the demand of our members and of many other organisations which support urgently lifting GST on food and basic necessities

We as trade unions have decided that should the Minister not agree to grant some relief on GST we will demand in our wage negotiations during the year that in addition to any increase in wages the employers should compensate the workers directly for GST on food and basic necessities

Feasibility Committee, Durban, 29 3 84

RDM 29/3/84 (134)

Major unions meet again in unity talks

Labour Correspondent

SIX major emerging unions and union groups repesenting more than 300 000 workers are meeting in Durban to continue efforts to unite in a powerful new federation.

The meeting — of a feasibility committee set up to discuss details of a new union federation — began yesterday and is scheduled to end today.

It follows a meeting in Johannesburg at the beginning of this month at which three of the newer "community" unions left the unity talks.

They did this after being told they could stay only as observers, unless they accepted that workers should be organised into industrial unions rather than general unions, which seek to recruit across industry lines

But now there has been new optimism among the six unions about the unity move's prospects.

Some union sources believe the feasibility committee could finish drafting of the federation's constitution by the end of May.

 Cape Times 30/3/84 (134)

Unions 'have little effect on workers' wages'

Political Staff

THE presence of trade unions on industrial councils appears to have had little effect on the wages paid to workers, a new University of Cape Town study has found

The 18-month investigation into industrial council and Wage Board determinations, which was released last night, found that the wages of labourers had increased in real terms over the past 10 years

But it also found that the wages of artisans, most of whom were represented by trade unions, had declined in real terms.

The study was conducted and published by the Southern Africa Labour and Development Unit (Saldru) at UCT.

It also found a relationship between increased wages and upswings in the economy

This seemed to indicate that wages were determined mainly by supply and demand rather than by trade union organization, one of the authors of the report, Mr Gordon Young, said yesterday.

The study found that none of the industrial council agreements included provisions for cost-of-living allowances or linked wages to the consumer price index, although some previous agreements had incorporated these provisions

"In fact, in some industries, such as the security industry, workers have done better through determinations by the Wage Board, on which unions have no representation, than they have through industrial councils," Mr Young said.

"We would suggest that wages rose because of militancy and worker action rather than through union participation in industrial councils," he added.

"Trade unions will have to answer some very important questions about their role on industrial councils," Mr Young said.

It was also possible that black people had moved into some of the artisan grades, particularly as artisan salaries were four times as high as labourer wages, but were now nice twice as high, Mr Young said.

The Saldru study is the first ever into wage determinations by industrial councils and Wage Boards, and could become standard in future wage negotiations.

Analysis of the Western Cape wages found that "not a single labourers' minimum wage rate is above the supplementary living level (SLL)", while 10 of the 30 agreements were below 50 percent of the SLL.

The SLL is the level considered necessary to maintain "modest low-level standard of living".

In the Eastern Cape, male labourers in the automobile industry were the only ones which exceeded the SLL, and in Natal no wages paid to labourers exceeded the SLL, while in the Transvaal "labourers wages still fall far short of the SLL".

Saldru has also now introduced a Wage Rate Index, which will be regularly updated, to give "a good measure" of the median of industrial council wage rates of labourers, which could be compared to other wage rates, and the trend of these wages over time.

Key unions to demand employer aid on GST

RDM 31/3/84

By STEVEN FRIEDMAN
Labour Correspondent

TWENTY-FOUR unions representing more than 300 000 workers yesterday warned that, unless the Government granted some "relief" from General Sales Tax, they would demand that employers compensate workers directly for the recent GST increase and rises in the prices of "basic necessities".

The unions said they would demand that this "compensation" be added to any wage increase negotiated with employers. They charged that a statement by the Minister of Finance, Mr Owen Horwood, that said he was considering exempting basic foods from gst was "vague"

The unions belong to the six major emerging union groups which recently decided to step up efforts to form a powerful new union federation

They issued the warning in a statement released after a meeting of the feasibility committee in Durban set up to plan the new federation

The meeting was the second to be held since the six groups decided to step up unity efforts.

In the statement, they described this week's talks as "detailed and constructive" and said they were aimed at producing a working document on a new federation

Unions and groups at the meeting were the Federation of SA Trade Unions, Council of Unions of SA, Commercial, Catering and Allied Workers Union, Food and Canning Workers Union, General Workers Union and Cape Town Municipal Workers Association

Their decision to press ahead with unity efforts followed a meeting earlier this month at which three unions were told they could attend the unity talks as observers only unless they agreed to stop operating as general unions, recruiting workers in all industries

The three refused to accept this and left the meeting In their statement yesterday, the unions said they had repeated their position that unions who were "ready" to join a new federation were welcome to rejoin the talks

On General Sales Tax, the statement said the meeting had "noted" Mr Horwood's statement that he was considering scrapping GST on basic food.

"This vague statement does not at all satisfy the demand of our members and of many other organisations which support urgently lifting GST on food and basic necessities," the unions said

"We have decided that, should the Minister not agree to grant some relief on GST, we will demand in our wage negotiations during the year that in addition to any increase in wages the employers should compensate workers directly for GST on food and basic necessities," they added

Unions want employers to compensate for GST

(134) Star 31/3/84

By Carolyn Dempster,
Labour Reporter

Should the Minister of Finance decide not to grant some relief on General Sales Tax, unions representing more than 300 000 workers will demand compensation from employers in wage negotiations

This was announced in Durban yesterday by the feasibility committee on the formation of a new trade union federation

The committee represents the interests of the General Workers' Union, the Federation of South African Trade Unions, the Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union, the Council of Unions of South Africa and the Cape Town Municipal Workers' Association

The decision was taken at the second meeting of the feasibility committee, which is currently finalising a working document for all union participants in the unity talks.

The committee noted that the Minister of Finance, Mr Owen Horwood, announced during his budget address that he was considering lifting GST on basic foodstuffs

"This vague statement does not at all satisfy the demands of our members and of many other organisations which support an urgent lifting of GST on food and basic necessities," said the committee

"As trade unions we have decided that should the Minister not agree to grant some relief on GST, we will demand in our wage negotiations during the year that, in addition to any increase in wages, employers should compensate the workers directly for GST on food and basic necessities"

The committee reiterated its position that unions which were ready to join a new federation were welcome The formation of a new federation by end of 1984 has now become a likelihood

the schools which the dead children attended a holiday

Meanwhile SAM MABE reports that Azapo yesterday warned that actions of individuals and groups who want to use the death of the children for political mileage, can only serve the interests of the minority regime

Distressed

In a statement released yesterday, Azapo reacted to reports that a Diepmeadow councillor had told a meeting on Sunday that any of the dead children who lived in the Diepmeadow area would have to be buried separately from those who lived in Soweto

Other reports were that there were people who were collecting funds in the name of the families of the dead

Unions invited to join new federation

Sowetan 3/4/84 (134)

THE FEASIBILITY committee studying the possibility of a new trade union federation representing thousands of workers which met in Durban at the weekend, has extended invitations to other unions to join the federation.

Representatives of two trade union federations and several unaffiliated unions met in an attempt to finalise a working document for consideration by all participants

The organisations represented were Commercial Catering and Allied Workers' Union (Ccawusa), Council of Unions of South Africa (Cusa), Federation of South African Trade Unions (Fosatu) Food and Canning Workers' Union (FCWU), General Workers' Union (GWU), and Cape Town Municipal Workers' Association This involves 24 unions

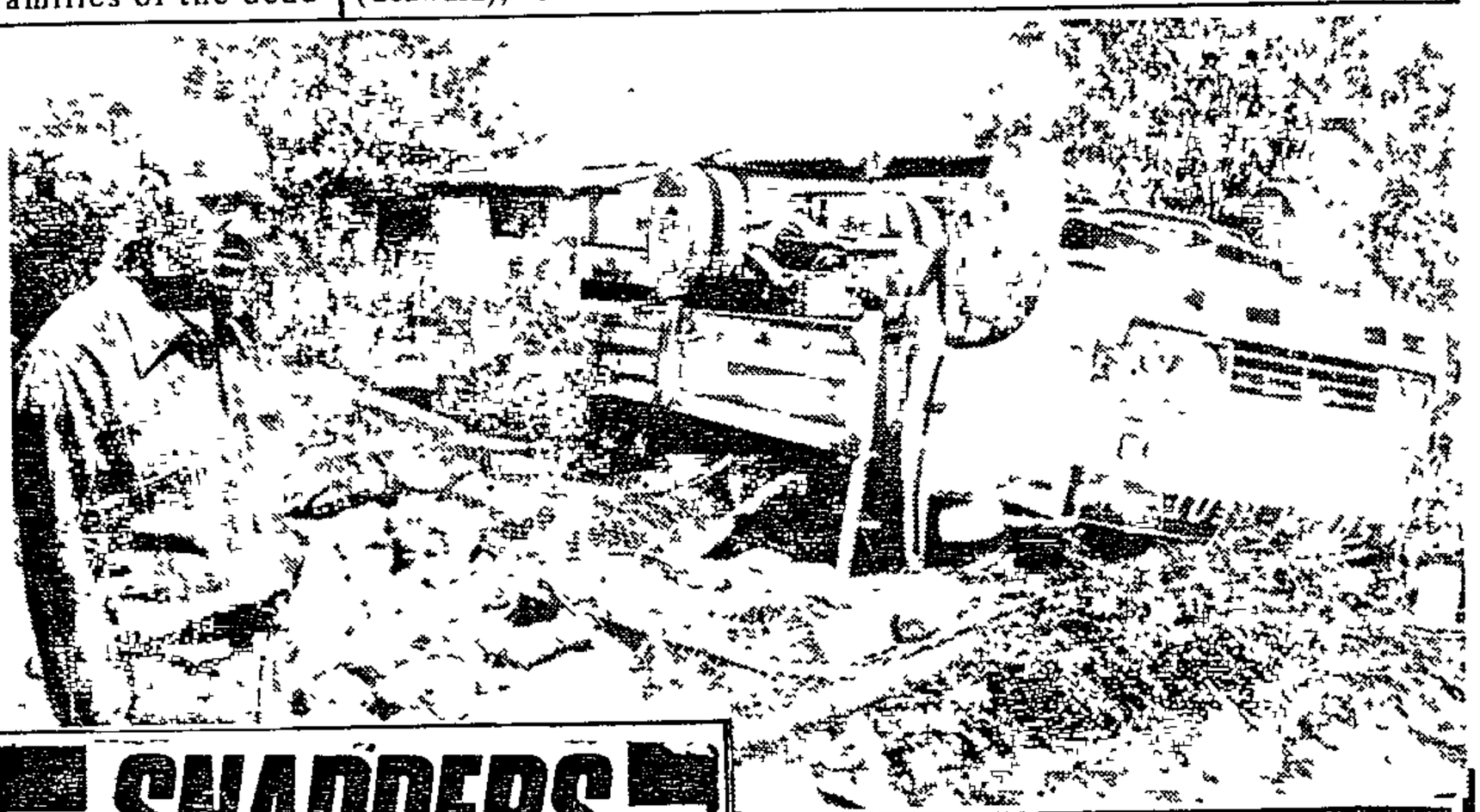
Largest

In a statement after the meeting, the organisations said that they had detailed and constructive talks on finalising a working document for consideration by all participants

The meeting said unions who were ready to join a federation were welcome The new federation will be the largest, mainly black, union organisation ever formed in South Africa

Although the unions involved were reluctant to comment, The SOWETAN understands that attempts were made to break the impasse that has blocked unity moves for almost a year

A union spokesman said that in the past the main stumbling block was disagreements between the bigger and more established unions, and the newer organisations linked to community groups



12 escape death

TWELVE people escaped death by inches when this truck drove into a yard and smashed into a house in Orlando East, Soweto yesterday Mr Samuel Miya and his family of six were shocked when the truck hit a room near the bedroom There were five people, two girls and three men trapped and squeezed in the front seat of the truck

CARNEGIE INQUIRY

Poverty: Role of unions praised

ARGUS 19/4/84

134

Labour Reporter

EMERGING trade unions were central to the alleviation of poverty in South Africa, the Carnegie inquiry into poverty has heard

Summing up the findings of a labour group at the conference at the University of Cape Town, Dr Ari Sitas, a Durban industrial sociologist, said trade unions had made inroads into managerial prerogative and had established better job protection for their members.

Workers had won higher wages in certain industries through their unions, while under the official Industrial Council bargaining system wages had fallen in real terms over the past 10 years.

Delegates also heard that migrant workers who were sent back to the homelands when they became unemployed had great difficulty getting unemployment benefits from homeland governments.

Unemployment had become a problem of crisis proportions in South Africa, particularly in the rural areas

Suggestions

Among the labour group's suggestions to be put to the plenary of the Carnegie commision today are that

- Migrant workers be properly included in State-financed unemployment benefits to avoid maladministration of the funds by homeland governments
- More information be provided on the running of the unemployment and sick benefit fund and that the present "secrecy clause" be scrapped
- Workers' organisations be represented on these bodies

Fm 20/4/84

MINE TALKS START

134

The 1984 negotiations to set wages and working conditions for the approximately 25 000 mineworkers represented by the Council of Mining Unions (CMU) began this week between the CMU and the Chamber of Mines They must be concluded before the May 1 deadline for salary increases. The CMU is demanding a total package increase well in excess of 15%

Last year, the CMU won an 8% increase on standard pay rates for union men and a 1% rise in employer contributions to the Mine Employees' Pension Fund It is unlikely that it will get much more this year. The chamber is bound to use low gold and coal prices and the fact that the inflation rate has come down to 10% to resist union demands

Other CMU demands are

- ☐ An extra seven days' holiday leave,
- ☐ Production bonuses for whites to be increased by R100/month,
- ☐ An abolition of the 25-year ceiling placed on the 0,5% service increment for each year of service,
- ☐ An increase in the special allowance paid to artisans who substitute for others, and
- ☐ Standby and call-out allowance be increased to 7,5% from 5% of monthly wages

RDM 28/4/84 (134)

Chamber, mining unions agree over whites' pay

By PHILLIP VAN NIEKERK

WITHIN 24 hours of the Council of Mining Unions (CMU) declaring a dispute with the Chamber of Mines, the two parties reached agreement yesterday on pay and working conditions for more than 22 000 white workers in the industry

The agreement opens the way for the next round of annual pay talks in the industry which is to be with the mine officials unions, followed in mid-May by pay talks for the industry's 450 000 black workers

The round of pay negotiations, including yesterday's agreement, affects all workers on gold and coal mines which are members of the chamber

The CMU, composed of eight miners' unions, declared the dispute on Thursday after talks deadlocked over a ½% difference between the chamber's total package deal of 10% and the CMU's demand of 10,5%

While both parties had agreed on a standard wage increase of 10%, the CMU was holding out for the abolition of a 25-year ceiling on the 0,5% service increment for each year of service This abolition would have added 0,5% to the total wage bill.

In a joint statement yesterday the chamber and the CMU said they had agreed the standard pay increase from May 1 would be 10%

In addition the 25-year ceiling on the 0,5% service increments would now be increased to 30 years According to the statement this will increase the maximum service increment from 12,5% to 15% of standard rates

Mr Arrie Paulus, chairman of the CMU, said he was "not satisfied" with the increases and that he would like to have got more, particularly as inflation would be back to 12% within two months

He believed, however, they had done reasonably well given the present economic circumstances

The CMU's initial demand was for a 15% increase in standard pay coupled with demands for a number of improvements in fringe benefits

Unions back bus drivers' 'work-to-rule'

CAPE TIMES 28/4/86 (134)

Staff Reporter

FIVE major unions in the Western Cape have given their full support to the "work-to-rule" action taken by Cape Town's bus drivers

In a joint statement from the National Automotive and Allied Workers Union (NAAWU), the National Union of Textile Workers, the General Worker's Union, the Cape Town Municipal Workers Association and the Food and Canning Workers Union, City Tramway's is accused adopting a "consistently unco-operative attitude towards its drivers and entire communities depending on it for transport"

"The bus drivers of City Tramways, like many workers in South Africa, are struggling for higher wages and improved working conditions," the unions say

"The drivers have for many years been subject to unsociable hours of work, long waits between shifts and no overtime pay for working weekends"

The unions claim that the drivers' action is a direct result of the "inadequate response of the bosses".

"Even though many of our workers have suffered increasing inconvenience as a result of the work-to-rule, we support that the greed and uncompromising attitude shown by the company should not go unchallenged

The unions also accuse City Tramways of charging "ridiculously high fares at a time of vast unemployment and widespread suffering as a result of the ever-increasing cost of basic necessities"

Parliament and Politics

CAPE TIMES 134 April 1984

Unfair labour practices: Tighter definition mooted

Political Staff

HOUSE OF ASSEMBLY. — The National Manpower Commission has recommended a tighter definition of unfair labour practices including the outlawing of consumer boycotts by workers during disputes.

At present an unfair labour practice, a concept introduced after the report of the Wiehahn Commission of Inquiry in 1979, is undefined and this has caused some problems as it has been left to the Industrial Court to define it.

The National Manpower Commission, whose report into levels of collective bargaining and works councils, the registration of trade unions and the industrial court was tabled in Parliament yesterday, said the definition of an unfair labour practice should create new rights.

National Manpower Commission report

However, some flexibility should be incorporated and the final authoritative interpretation of the concept should rest with the Industrial Court.

It said unfair labour practices should be designed to protect individuals as well as organizations and that there should be direct access to the court in cases of disputes involving unfair labour practices.

It also said that although a list of unfair practices should be given in the definition "this list must be capable of amendment as circumstances change".

It said the following practices should be included in the definition:

- "Employer interference in union affairs and union interference with employer affairs, such as an employer supporting, aiding or interfering in the establishment, management or administration of a union, or a union refusing to negotiate with management until a particular member of management is dismissed."
- "The victimization of the members, officials and office-bearers of trade unions, works councils or other similar organizations of workers."
- "The use of unconstitutional, unfair and misleading recruiting methods and arguments by a union or employers' organization."
- The unjustifiable dismissal or termination of employment of workers and the replacement of employees with workers of another race group where the "ostensible purpose" is to provide less favourable terms and conditions of employment.
- "The unjustifiable refusal by a union or employers' organization to grant membership to a person who satisfies the criteria for membership of the organization concerned."
- "Secondary product boycotts by a trade union or employees resulting from a labour dispute."
- "The abuse of organizational or negotiating power by a trade union or a group of employees to the detriment of other groups or individuals, for example a union using its bargaining power to compel an employer to deal only with it and not to negotiate with a minority."
- "The black-listing of employees and employers."

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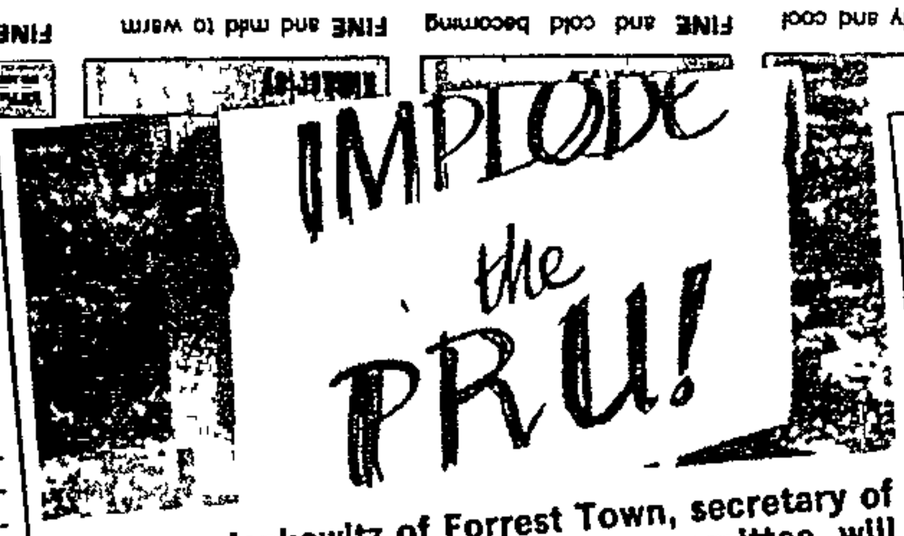

Mrs Mary Jankowitz of Forrest Town, secretary of the Save the Colosseum standing committee, will picket about the theatre's plight for two weeks

Picture: ROBERT TSHABALALA

May Day meetings called

Political Reporter

MAY 1, "a day symbolic of worker solidarity", will be marked by two public meetings called for by the Release Mandela Committee (RMC)

The RMC said yesterday that it was a day "when all democrats should reaffirm their commitment to building a true democracy" and come together "to evaluate the progress they have made towards building a non-exploitative South Africa"

A wide range of trade unions have been asked to participate at meetings which will be held at Khotso House, De Villiers Street, at lunchtime and at Dube YWCA, Soweto, in the evening

Plea for 30% water cuts during winter

Mail Reporter

DAMS in the Vaal River supply area are, on average, less full than this time last year, but contain enough water for the winter season — as long as the 30% required saving is maintained

Mr Anton Steyn, a public relations spokesman for the Department of Environment Affairs, warned yesterday that if the 30% required saving was not maintained, more water curbs would have to be introduced this winter

"People must realise the 30% saving is in their own interest. If we save our water and there are better rainfalls in the next season, we will be able to lift some of the present curbs"

He said there had been six consecutive bad rainfall seasons

At present the level of the Vaal Dam is down by about 2% because water had been pumped to the important Bloemhof irrigation dam The Vaal Dam stands at 48,4% of capacity and Bloemhof at 8%

The Sterkfontein Dam stands at 60% of capacity because it is fed by water pumped from the Tugela River

The levels of other dams in the Vaal River System are Spitskop 13,1%, Erfenis 27%, Allemanskraal 38,8%, Krugersdrif 6,79%, Rustfontein 9,1%, and Kalkfontein 14,12%

A free ride for soldiers

NATIONAL servicemen wanting lifts to and from camp!

Ring your local Call and Ride Safe number Every effort will be made to get you home absolutely free

Drivers with empty seats in your cars! Give a soldier a lift. Tell Call and Ride Safe where and when you are travelling

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Piet Retief (01343) 2769
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CAPE
Bellville (021) 73-3534
Upington (0541) 3579
Oudtshoorn (04431) 4444
East London (0431) 95-1492
NATAL
Pinetown (031) 71-2951
● Senior Control Official Kempton Park (011) 975-2785

This member does not arrange lifts but acts as liaison officer for the month Please contact her only if difficulty is being experienced in contacting a specific member

Cocaine no woman tell

By JOHAN BUYS

MISS Ingrid Josephson, the attractive 21-year-old Johannesburg blonde who was arrested after R45 000 worth of cocaine was found sewn into the lining of her cosmetics bag, said yesterday Frishe was unaware the drug was in her luggage.

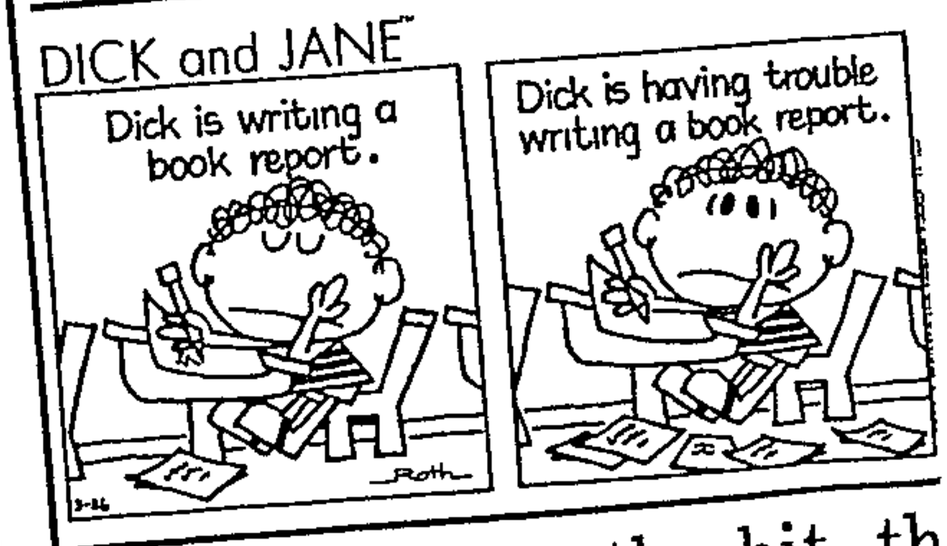
Miss Josephson, of Jan Smuts Avenue, Craighall Park, is appearing before Mr A N du Plessis in the Kempton Park Magistrate's Court on charges of dealing in cocaine, alternatively possessing or importing it and failing to declare a prohibited substance. She pleaded not guilty

She was arrested with Johannesburg socialite, Mrs Audrey Smith, on September 13 last year at Jan Smuts Airport by customs officials who searched her baggage They had returned from an overseas flight.

TO IMPROVE the handling of complaints about the non-arrival of home delivered copies of SAAN publications — the Rand Daily Mail, the Sunday Times, the Sunday Express and the Financial Mail — a new hunting line telephone system has been installed by SAAN

Readers can telephone 710-2917, a number from which calls will be automatically routed to a number of extensions

The circulation complaints telephone service is monitored from 6am onwards from Monday to Friday, and from 8am to 11am on Saturdays and Sundays.



Teeth between the bit, th

Sowetan 30/4/84 (134)

May Day services

SEVERAL May Day services organised by trade unions and community organisations, will be held tomorrow to mark international labour day.

The Release Mandela Committee (RMC), has organised a service to be held at Khotso House at 1 pm and another which will be held at the Dube YWCA at 6 30 pm

The Council of Unions of South Africa, Cusa, has organised a service to be held at Lekton House at 1 pm, while the Soweto branch of Azapo will hold a service at the St Hilda's Anglican Church in Senaone at 7 pm

A spokesman for the RMC said May Day is a day when all democrats should re-affirm their commitment to building a true democracy in South Africa

"It is a day when all workers and democrats should come together to evaluate the progress they have made towards building a non-exploitative society We yearn for the day when we shall see a united working class movement in this country," the spokesman said

A spokesman for Azapo said "We view our role as affirming the legitimacy of the workers' struggle in the country and elsewhere "

deputation to protest against the legislation in South Africa and to proceed to England The pleas of this deputation to London met with the same reception as those of the APO and for the same politico-economic reasons Yet John Tengo Jabavu's continued trust in his liberal friend, Sauer, allowed him to compromise himself into accepting the 1913 Native Land Act

This action contributed in large measure to the political demise of J T Jabavu

The First Term of Nationalist Rule

In 1924 the Nationalist Party under J B M Hertzog came to power The party immediately adopted a blunt and strident voice on colour issues In 1925 Hertzog stated that the "Native" franchise in the Cape had become a danger "to the whole country" He claimed that in twelve of the fifty-one constituencies the "Natives" vote had decided who was elected

In 1926 Hertzog submitted Four Bills to Parliament The Representation of Natives Bill, The Native Council Bill, The Native Land Bill, and the Coloured Persons' Rights Bill

The underlying purpose of this proposed legislation was to "clearly establish the principle that the Government of the country must be in White hands and strongly safeguarded against any encroachment or weakening by Non-Whites"

Although in 1926 Hertzog did not muster the two-thirds majority of both Houses sitting together, necessary for passing the Representation of Natives Bill, in 1933, after fusion with the South African Party of J C Smuts, he once again pursued his racial goals

In 1930, 'White' women were enfranchised from the age of 21 There were no property, income or educational qualifications to their right to elect and be elected to all institutions of rule in South Africa. 'Non-White' women were not granted the right to vote at any level The worth of the vote held by a small minority of 'Non-White' males, whittled away by the extension of the franchise to 'White' women, was further reduced by the removal of all property, income and educational qualifications for the 'White' male franchise — qualifications that were retained for "Native" and "Coloured" men in the Cape, and in Natal for "Coloureds" and "Indians"

As these Acts reduced the strength of the "Non-White" vote Hertzog achieved his purpose in some measure But the Nationalists were determined to remove "Natives" from the Common Voters roll in the Cape and to develop extra-Parliamentary machinery for them Their racial sensitivity made it intolerable that people of colour should in any measure share in the political life of the country People of colour had to be outside the body politic of the Union of South Africa and should have separate institutions

In May 1935 a Joint Select Committee of Parliament tabled two measures: The Representation of Natives Bill and the Native Trust and Land Bill The first Bill was a modified version of Hertzog's original proposal of 1926 It sought to prohibit future inclusion of "Native" voters on the Common roll, while allowing the 11 000 already on the roll to remain As compensation all "Natives" in South Africa would elect Four 'White' Senators to represent them in the Senate

The enactment of the Representation of Natives Bill of 1936, and the establishment of extra-Parliamentary political institutions for 'Africans', 'Coloureds' and 'Indians' will form the content of the next instalment of this brief history of the franchise in South Africa

(To be continued)

Trade Unions in South Africa (III)

'White' Unions' Recognition Struggle: Rise of 'Non-White' Unions: The ICU

P. VERSTER

At the beginning of the twentieth century Trade Unions existed for "white" artisans in the Transvaal in particular. They began to play an important rôle in the direction of labour policy. African workers, however, remained totally unorganised. The "white" Trade Union Movement fought for the protection of "white" workers and for recognition of the special or privileged position of the "white" worker. The history of Labour Legislation in South Africa thereafter legalised, reinforced and perpetuated this position.

Likewise, skilled work was regarded as being the preserve of the "white" worker and, in the words of Sheila van der Horst, "the structure of wages in South Africa corresponds with the occupational distribution, and, like it, has been influenced by the Industrial Legislation " Our task at this stage is not to review Labour Legislation as such nor the wage structure in this country We are more concerned at this stage with the organisation of workers It must be borne in mind,

however, that legislation, the wage structure and "white" prejudice have all influenced development or, rather, prevented development of Trade Unions amongst the oppressed people

Struggle for Union Recognition

In the period up to World War I and until the passing of the Industrial Conciliation Act of 1924 the most significant feature on the worker front was the struggle of the Labour Movement (almost exclusively 'white') to obtain recognition from employer and government, including the right to take part in the process of collective bargaining In the course of this struggle it became quite clear that the 'white' worker was not concerned only with the struggle against the employer, he was equally concerned to prevent competition from the 'Non-European' worker Even though the bosses were prepared to come to terms with 'white' workers on a number of levels and even though the 'white' worker and the employer were united in their opposition to any organisations being formed amongst 'black' workers, it must *not* be assumed that the 'white' trade unions enjoyed the support and patronage of employers at all times In fact, in that early period the 'white' workers' organisations themselves had to fight for recognition There were a number of conflicts between employers and workers in Kimberley and later many more on the Witwatersrand The 1907 strike of the Witwatersrand Miners contained this dual feature. on the one hand it was a struggle against the employers, but the real struggle was racial as well in that it was in opposition to any proposal to increase the proportion of African miners employed on the mines In 1913 'white' miners on the Reef went on strike again This time it was for Union recognition And in December 1913 'white' coal miners in Natal also went on strike When the Transvaal Federation of Trades, a co-ordinating body formed in 1911, declared a general strike, the Government declared martial law A large number of Trade Unionists were arrested and 9 Trade Union Leaders were deported The first Riotous Assemblies Act was passed soon after this Such industrial struggles of 'white' workers continued until the outbreak of World War I in 1914 Immediately after World War I there was again considerable labour unrest This can be gauged from the number of strikes Whereas in 1915 there were two strikes and 10 strikes in 1916, in 1919 there were 47 strikes and in 1920 there were 66 strikes

By now the 'Non-European' worker had begun to rise from his slumber Discontent was rife amongst 'Non-European' workers both on the Reef and in the Cape and in 1919 'Non-White' dock workers in Cape Town went on strike and continued the strike until they had won a sizeable wage increase It is in this same year, namely 1919, that the Industrial and Commercial Workers' Union (ICU) was formed under the leadership of Clements Kadalie This was the first large wholly 'Non-European' trade union organisation to have come into existence We shall refer to it again later Meanwhile in 1920 a large number of African gold miners had also come out on strike

1922 Strike

After World War I industrial unrest continued amongst 'white' workers as well Engineers, tramwaymen and engine-drivers had also come out on strike against wage cuts and unemployment and the climax of this period was reached with the Rand Strike of 1922 The main issue in the Rand Strike was the decision of the Chamber of Mines to modify the conventional colour bar arrangement which had always existed and which had been accepted by both employer and 'white' employees alike The Chamber of Commerce desired the following modifications:

1 It wanted to discard the system of mining by contract
2 It wanted to employ more 'Non-Europeans' in skilled work and
3 It wanted to increase the ratio of Africans employed

The 'white' mine workers were not prepared to accept or tolerate this When no agreement was possible, they went on strike The strike lasted well over two months and at the end of it all 230 people had died and the strike was eventually called off by the Federation of Trades The Rand Strike was a water-shed in South African Labour history and it led directly to the passing of, *inter alia*, the Apprenticeship Act (1922) and the Industrial Conciliation Act (1924) The period up to 1924 was the formative period of the 'white' trade union movement But what about the 'Non-European' oppressed worker? Without any experience or tradition in trade union struggle, he had to battle on his own Except in the Cape, where so-called Coloured workers were permitted to enter some skilled trades and in Natal where some 'Indians' were likewise permitted to enter skilled trades, in other parts of the country hardly any 'Non-Europeans' were permitted to enter skilled trades When it came to trade union organisation a similar picture presented itself In the Cape there were some attempts to include 'Non-Europeans' (artisans) For the rest workers' organisations of 'Non-Europeans' began to arise only after World War I And, insofar as labourers were concerned, the first attempt to organise them came only in 1919.

Rise of the ICU

The Industrial and Commercial Workers Union, formed in 1919, was a product of its times It

came nine years after the formation of Union and the oppressed people had fresh in their minds their disfranchisement, the Land Act of 1913, the creation of reserves, the migratory labour system and the introduction of pass laws The hammering which the oppressed people had received on the political front could not be forgotten by the 'Non-European' workers when they suffered at the hands of employers and indeed of 'white' workers all over South Africa At the height of industrial unrest, therefore, it was no accident that people combined their economic demands with political demands It is true that these were formulated in a naive fashion, containing a great many illusions but people could not compartmentalise their oppression and their exploitation It is therefore not surprising that the ICU over the years of its existence did not restrict itself to economic problems but always spoke out against pass laws and other political matters as well The ICU captured the imagination of the workers in South Africa on a *national* basis in a way that no other trade union organisation ever has since then With all its weaknesses, the ICU remains a beacon of light in the history of the struggles of the oppressed people Having gained its impetus from the successful dock workers' strike in Cape Town in 1919, the ICU succeeded in obtaining a following throughout South Africa. It was able to hold its first conference in Bloemfontein in July 1920 and by the end of that year it enjoyed a following of thousands of members and supporters In 1925 it moved its headquarters to Johannesburg and it also began to publish a monthly journal called *Workers' Herald* By then it had built up quite an elaborate structure; consisting of a national council, provincial councils, local branches and numerous officials In a South Africa in which 'racial' division was beginning to play a more and more ugly role, it was to the credit of the ICU that its membership was spread amongst all sectors of the oppressed workers In the light of later developments on the trade union front (owing to legislation and 'white' prejudice), the unity of the oppressed workers in their common struggles under the banner of the ICU was a major achievement Another lasting contribution of the ICU was that it taught the oppressed people the value and advantages of trade unionism Even after the rapid decline of the ICU after 1926, sections of the organisations continued to function in various places in South Africa Former members of the ICU, who had been expelled, were instrumental in forming trade unions for Africans in a number of industries on the Rand In 1928 these new unions constituted themselves into a Federation which was called the Non-European Trade Union Federation and in the Cape a similar development took place with the formation of the Industrial and Commercial Workers' Federation

The Industrial and Commercial Workers' Union had a brief but turbulent history It gave the oppressed worker in South Africa tremendous hope and injected into him a kind of confidence which had not existed before and which has been difficult to build up since In general it was vehemently opposed by 'white' workers Certainly employers did their utmost to break the organisation In its short history, the ICU suffered much harrassment at the hands of the State

Recognition of "White" Unions

In the meanwhile, as far as 'white' workers were concerned, the years 1924 to 1929 were years of prosperity Their Trade Unions were given statutory recognition and they were protected by wage-fixing legislation In addition there had come into being the Labour Party, which co-operated with the Nationalists, and this had resulted in the formation in 1924 of the Pact Government Originally there were two and later there were three members of the Labour Party in the Cabinet. The result of all this was that their trade unions developed by leaps and bounds and extended their scope and power In this period the South African Association of Employees organisations was formed This became known later as the South African Trades Union Congress and in May 1931 it was reconstituted as the South African Trades and Labour Council

It must be said that the South African Trades Union Congress did not receive the support of all 'white' workers It met with some opposition on the part of a number of "white" trade unions on two grounds

1 that it was dominated by the left wing of the movement and
2 that it permitted the affiliation of 'Non-European' unions

On the other hand there was also strong criticism against it on the ground that it not only tolerated but accepted the colour bar policies of European trade unionists in the northern provinces

Between 1925 and 1931 when the South African Trades and Labour Council was formed, trade union organisation amongst "whites" had developed quite rapidly In the Cape many of the organised trade unions were co-ordinated under the umbrella of the Cape Federation of Labour Unions (formed in 1913) After the formation of the South African Trades and Labour Council, attempts were made to unite the two bodies and a degree of co-operation did take place In 1941 most of the unions belonging to the Federation broke away because of its opposition to the SA Trades and Labour Council and formed the

Western Province and District Council of Trade Unions, later known as the Western Province Federation of Labour Unions Meanwhile the remainder of the old Cape Federation formed itself into a local committee of the Council in 1945 Throughout its existence the Council never attempted to organise the unorganised worker, that is to say, the 'Non-European' worker

Sen. Ballinger and the I.C.U.

On the "Non-European" front, the ICU declined rapidly after 1927 Internal strife, jockeying for position and "enemy activity" inside the ICU led to its downfall and breaking up In an attempt to alter the so-called radical stance of the ICU, pressure was brought to bear upon Kadalie to expel communists from the organisation The resolution dealing with this matter speeded up the process of breaking up the organisation In 1927, also, Kadalie went overseas and in England trade union executives promised to send him a man who would help him in his organisation The man who came helped to break up the organisation, namely W G Ballinger At every turn Ballinger opposed the militant stance of the ICU, which he regarded as having been an "aberration" He appealed to the Government and employers to negotiate with the ICU which, he said, had completely changed under his "guidance"

The ICU split up into numerous sections, having lost practically the bulk of its membership When eventually Kadalie tried to break away from the clutches of Ballinger and his lieutenants, it was too late The organisation was a spent force

The outstanding feature of the ICU — both its strength and its weakness — was the fact that, unlike the traditional industrial unions, it was a mass organisation which all workers from all industries and trades could join Because there were issues which affected all workers, issues that were really the product of a combined political and economic onslaught, the ICU correctly assessed the workers' plight and mood and took these issues up in a way that no union before it had Hence it captured the interest of the workers By force of circumstances it was compelled into the political arena and in its heyday it completely eclipsed the African National Congress that had been formed in 1913 to fight political issues The ICU's weakness, inherent in its structure, was that it could not act as a traditional trade union should, nor could it hope to take an effective part in the process of collective bargaining The unions formed in the wake of the ICU's decline did not make the ICU's mistake They were formed for separate groups of workers, employed in specific occupations, and these unions prepared themselves for a rôle in the collective bargaining process

Even though the 1930s saw a hankering after the ICU of the previous decade, the oppressed workers had learnt from their experience Except in rare instances, all workers' organisations formed subsequent to the decline of the ICU tried to follow the pattern or structure of the traditional type of industrial trade union (To be continued)

Notes in School

INVIGILATOR

I

THE REPUBLICAN FESTIVAL THAT IS TO REACH its peak in Natal on May 31 is as unwanted as smallpox, the plague and misery itself This time, as in previous years, not only must the festival be boycotted completely by the oppressed, the opportunity must be used to re-affirm, to restate and to spread far and wide *our* demands for a new South Africa a single democracy for all the people of this country with one democratically-elected parliament Quite clearly the rulers will want to drag as many people as possible into the celebrations Despite official circulars to the effect that recommended programmes are *not compulsory*, we know from experience that the army of police, priests, military personnel, inspectors, professional political pimps and community organisers will be working like ants to get the oppressed involved Apart from the armed forces, the police and their families, the choirs, and others, the chief targets will be the children in the schools They must be protected against participation in all Republic celebration events They do not deserve to be abused in this way — to 'celebrate' under duress and deception their and their parents' oppression Already silent thieves are snatching art works, woodwork and needlework models and similar projects for 'exhibitions', and P T teachers and the musical types are being put through their paces to get the children to perform They and the children must be made to see the shame of it all And to keep away, far away, from this attempt at confirming the dispossession of the majority Our real and honest task is to involve everyone in a re-affirmation of the struggle for democracy in South Africa

II

FOR SOME TWENTY YEARS NOW the South African 'universities' and 'bush colleges' have been under a cloud because of the racial set-up

thing and everyone that signifies a renewal of the human spirit in South Africa. But banning the written word, the spoken word, the influence of thinking persons upon their communities cannot nullify for the ruling class the impact of the ideas which those persons or books have sought to bring to generations hungry for the ideas, generations alive with new hopes and ideals, generations that in the visible future cannot be made to accept the apartheid society that treats them as lepers and dangerous criminals because they express the democratic ideas civilised people all over the world proclaim We repeat our demand for the immediate lifting of *all* decrees, we also acknowledge that those who now suffer detention or banning orders, like those in the past who had to endure similar punishment in the name of 'law and order', have formed part of a dynamic movement that must prove more powerful, more lasting and more creative than the monstrous regime that seeks to destroy the least and last vestiges of democracy in South Africa

Trade Unions in South Africa (V)

Two-Fold Rôle of Workers' Organisations

P. VERSTER

In this, the concluding article in the series, we make a brief reference to some of the major features of the Trade Union scene in the last two decades. In the previous article we referred to the growing worker militancy in South Africa which arose during the period around the turn of the 1960's. The Wiehahn Commission and Riekert Commission represented the state's response to a two-fold problem, namely:

the need for more sophisticated labour on various fronts, occasioned by the rapid industrialisation which had taken place; and how to deal with the new worker militancy which found expression in strikes and the formation of Workers' Organisations and Trade Unions in every part of the country.

It is not our intention to analyse in this article the Wiehahn Commission Report or the Riekert Commission Report. Previous issues of *The Educational Journal* contained such an analysis In this article we look at the picture from the point of view of the oppressed people and the rapidly-growing working class in particular

After the 1960's

If the 1960's represented a dark period for the oppressed people, commencing with the Langa-Sharpville massacre, the proscribing of people's organizations, the banning and banishment of many persons prominent in the liberatory movement and general repression throughout the country, the 1970's commenced with the oppressed people in a more buoyant and confident mood If the 1960's was filled with pessimism on the part of the oppressed and the triumph of nationalism and neo-colonialism throughout Africa, the 1970's saw a greater anti-imperialist impetus, the exposure of nationalism and its limitations and a greater awareness on the part of the oppressed that liberation meant more than just replacing 'White' with 'Black' The working and the student population had increased vastly over the years and the overall influence bearing upon the workers and students both internationally and nationally resulted in a tremendous upsurge on the part of the oppressed people throughout South Africa On the economic level, the rulers were compelled to employ more and more oppressed workers in semi-skilled and skilled positions — albeit at unskilled rates of pay On the political side, those institutions created by the ruling class to maintain people's collaboration in their own oppression suffered blow after blow The Coloured Representative Council (CRC) and Management Committees, Bantustans, various dummy councils in urban locations, community councils — all of them became totally discredited in the eyes of the oppressed People turned their eyes away from these bodies and formed independent organizations at every level Student militancy increased and resulted in the huge demonstrations of 1976 Civic organizations and Residents' organizations became the order of the day and people rallied to these organizations Adding a new quality to the struggles in this part of the African continent was the tremendous potential released by the successful struggles by Frelimo in Mozambique and the MPLA in Angola People's attitudes became sharpened and their awareness awakened by the entry of South African forces into Angola, the defeat of the South African army, the continuation of the struggle in Namibia and the hammering that South Africa was continuing to receive at the United

Nations and at every kind of international forum

Non-Registered Workers' Organisations

No wonder then that on the worker front we saw the rise of a new phenomenon, the successful entry upon the scene of the non-registered Workers' Organizations If the period before Langa-Sharpville was (broadly speaking), insofar as workers were concerned, one in which the organized and registered Trade Union Movement dominated the scene, the period from the 1970's onwards has certainly been that of the unrecognized (at present) Workers' Organizations and Trade Unions Contrary to liberal thinking, the industrialization which proceeded apace after World War II did not break down the barriers of apartheid Instead the barriers were re-inforced Pass Laws were more harshly enforced than ever The location system continued to cause misery to thousands and thousands of oppressed The result was that when the gigantic industrial development did take place the problems of the oppressed worker in all the cities of South Africa became more and more unbearable Coupled with the systems of "gutter" education, Group Areas Laws, Urban Areas Act and repressive security legislation thousands and thousands of oppressed workers found themselves occupying hovels and shanties in and around all the cities of South Africa They were forced onto the labour market They were unable to make ends meet They had no agency for settling grievances And so, in line with the rest of the oppressed, and in the face of State and employer opposition, workers began to organize themselves into unrecognized and much-harassed Workers' Organizations In these organizations they saw their only salvation and the only way of fighting for higher wages, securing decent homes and some relief from oppression In the teeth of all opposition on the part of the ruling class and their agents, the Workers' Organizations flourished

Hostile Agents among Workers

But all was not easy As happened throughout Africa and the rest of the colonial world, agents of imperialism started to do their dirty work Aware of the danger that this new development posed to the system, these agents found their way into the ranks of workers and their organizations and tried to assume leadership positions all over Under cover of other organizations, the Central Intelligence Agency and its numerous instruments began to operate on the worker front Using elements of the International Trade Union Movement and the vast funds at their disposal, they intervened in the development of the Black Trade Union Movement, hoping to divert it from an anti-imperialist position into neo-imperialist, neo-colonialist lines — that is, into avenues safe for imperialism and the maintenance of the imperialist system

Workers' Committees vs Works Committees

A further feature of this period in line with this kind of development was the total rejection on the part of the workers throughout South Africa of Works Committees and Liaison Committees created by law under the 'Bantu' Labour Regulation Acts In spite of the fact that very often Trade Union leaders attempted to get workers to involve themselves in working these committees, the workers in fact consistently rejected and still reject these as dummy bodies imposed upon them and have successfully rendered these bodies incapable of operating The struggle against the Liaison and Works Committees has taken a number of forms, inter alia, the struggle on the part of workers to establish *Workers* Committees, that is, committees appointed by the workers themselves independently of the Bantu Administration Board and State machinery Secondly, there has been the establishment of Workers' Organizations or Trade Unions recognized by the employer — even though such recognition was not obtained from the State

Trade Union Associations

In addition to various Workers' Committees which arose in this period, numerous strong Trade Unions and Federations emerged, some of which we enumerate to provide a compass through the Trade Union Movement

(a) The Federation of South African Trade Unions (FOSATU), which was established at a conference at Hammanskraal in April 1979 It claims to be totally non-racial,
(b) The Council of Unions of South Africa (CUSA), which was formed on 14 September 1980 at Doornfontein in Johannesburg, arising from the regrouping of the Consultative Committee of Black Trade Unions (CCOBTU) This grouping claims to adhere to the principles of the Black Consciousness Movement,
(c) The South African Allied Workers Union (SAAWU), which was established in East London in April 1979 — a non-racial body;
(d) The Western Province General Workers' Union (WPGWU), which was previously known as the Western Province Workers' Advice Bureau This union has since been changed to the General Workers' Union (GWU), with branches in other centres of the country and takes a non-racial stand, and
(e) The Motor Assembly and Components

Workers' Union of South Africa (MACWUSA), which in fact broke away from FOSATU but is now a powerful force in its own right. It also takes a strong non-racial stand

These are some of the main Trade Union groupings to which thousands and thousands of oppressed workers have flocked All of them have emerged since the 1970's There are others as well and the situation is extremely fluid At the same time the Trade Union Council of South Africa (TUCSA) continues to exist and continues to play its customary reactionary rôle TUCSA has declared itself totally opposed to the emergent unregistered Black Trade Unions and supports registration in terms of the Industrial Conciliation Act The new legislation arising out of the publication of the Wiehahn and the Riekert Commission Reports makes an attempt by way of registration to gain a total stranglehold on the emerging Black Trade Union Movement TUCSA is aware of this and supports such a policy In addition, the South African Confederation of Labour, whose policy in many respects is similar to that of TUCSA but in other respects is more to the right, is still active The main difference between the 2 organizations is that the Confederation caters only for the "White" worker It firmly and openly supports *apartheid* and job reservation and its policy is that "White" workers must be "protected" from "Non-White" workers

Some Key Questions

A key to the understanding of the position of workers and their organizations, their sympathisers and so-called well-wishers is simply the answers given to the following Where do you stand in relation to imperialism? South African workers, like the workers in most of the rest of the world, live and work within the framework of a society that forms part of a *global* or *world* society That society was created and is still dominated by the system of world imperialism By far the bulk of the fixed capital investment and most of the finance circulating through the South African banking systems are owned by foreign investors Direct investment is reckoned at not less than R30 billion, on this, profits of not less than R6 billion from the labour of the workers are paid yearly to them Labour regulations, wage levels, working conditions, trade union policies, price levels, the colour bar and race policies all hinge upon the enormous interest that world imperialism has in South Africa So the question of their relation to imperialism is one which workers and their organisers have to ask themselves over and over again, for this is a most vital factor, which will determine the direction of the workers' movement in South Africa

The Rôle of Trade Union Movements: A new Society

Another crucial question which will determine the direction of the emerging Trade Union Movement is What rôle does it see for itself in the unfolding events in this country? Must it concern itself with the bread and butter problems of workers and shop-floor problems only? Is that the only rôle of a Trade Union in South Africa? In other words, is its rôle a solely economic one? Or does it have a rôle to play in the national liberatory movement and the movement to bring an end to oppression as well as exploitation?

The historic rôle of a working class in the 20th century is to create a new society in which the exploitation of man by man is unknown Its rôle is a historic one because in the 20th century it is the only class that can bring this about, and, secondly it is the only class that would want to bring this about Looking at the imperialist world as a whole, this proposition would be correct However it is inadequate in that it does not take cognizance of the effect of imperialism — not only on the colonial world and its people, but also on the working classes of the metropolitan countries In colonial countries the struggle for national liberation and freedom from imperialist hegemony assumes top priority In South Africa too the proposition must be put that for workers to free themselves from exploitation they would have to free themselves from national oppression as well This means that they have a vital rôle to play in the struggle for political rights in this country, which is a precondition for liberation from exploitation The colour-bar divides the working class, stratifies it into groups and makes it impossible for it to act as a united working class capable of putting an end to exploitation

Unity of Town and Country

In South Africa therefore the working class can never fulfil its historic rôle of putting an end to exploitation *unless* it can win over behind it not only the poor in towns but also the poor in the country Before there can be a successful onslaught on exploitation, there will have to be unity between town and country on the basis of a common struggle that for national liberation In practical terms this means the struggle for full political rights and citizenship in this country because it is this which provides the working class with the opportunity of forging that kind of unity In the absence of such a struggle the stratification and division of workers — the division between town and country, the division between Bantustan and

Bantustan and the further division between "Coloured", "African" and "Indian" as also between worker and worker — will remain The many strategies devised by the ruling class in order to maintain and strengthen such division are there for all to see In the absence of national liberation there will be no freedom from exploitation and workers will be prevented from fulfilling their historic rôle

The Basic Strategies and Aims

In concluding the series, therefore, we ask the question What direction will the Workers' Organizations in South Africa take? Are they cognizant not only of their historic rôle but also of their specific rôle in the national liberatory struggle? Are they aware of the fact that they must not see the struggle of workers in South Africa through "European" eyes? The strategies, tactics and approach of workers in the highly industrialized countries of Europe, America and Britain are inadequate for our situation and for situations in other colonial countries We live on a continent which is dominated by imperialism and which is divided against itself by imperialism While it is true that an indigenous "White" capitalist class has arisen in this country working hand in hand with imperialism, it is equally true that the struggle against imperialism remains the key aspect of struggle in this country In this situation "economism" is inadequate and misleading That is to say, to concentrate on shop-floor problems, fighting for higher wages and improved working conditions is important in itself But it is not enough The colour-bar, apartheid and the location system render reactionary any attitude that it is enough This attitude disarms workers and makes it impossible for them to tackle today's main areas of oppression and exploitation. That is to say, the fact that they are workers and non-citizens without political rights in the country of their birth The key to the success of the future working class movement in South Africa therefore is the workers' recognition of the dual nature of their problems political oppression and economic exploitation, and their willingness to do battle against these problems

Concluded

Parliament and Politics

Unregistered unions: '2% of work force'

CAPE TIMES 1/5/84 (134)

Political Staff

HOUSE OF ASSEMBLY — The paid-up membership of the unregistered black trade unions probably constituted two percent of the total work force in South Africa and eight percent of total union membership, the National Manpower Commission said yesterday

The commission said the registered unions represented 92 percent of organized labour "or about 22 percent of the work force"

However, the commission also said by the end of 1982 more than 50 unregistered trade unions had an estimated paid-up membership of more than 100 000

The commission's report into collective bargaining and works councils, the registration of trade unions and employer organizations and the Industrial Court was tabled in Parliament yesterday

It said the membership of the so-called traditional unions for whites, coloured people and Asians "at present dominates to the extent of probably 60 percent of the total (registered and unregistered unions)"

The commission found that "in the course of time, they have built up vested interests and benefits for their members and have established management mechanisms that are essential to effective representation and bargaining at a centralized level".

These unions identified with the nature of government regulation in terms of the Labour Relations Act and subjected themselves to it by registering

It distinguished between "long-established (black) unions" and "the newer generations of unions, most of whom catering mainly for black workers, that have gained prominence in recent years"

Some of these unions preferred not to use the mechanisms of the Labour Relations Act or used only some of the mechanisms

Most preferred to bargain separately with employers and many, both registered and unregistered, had concluded recognition agreements

"Because these unions are mostly new or revitalized organizations, they lack, in many respects, the established leadership element and infrastructure characteristic of most of the traditional unions

"Their relationship with members is geared more to specific problem areas and could therefore be fairly short-lived in some cases

"At present the membership of this group constitutes at most 40 percent of the total, but they are nevertheless a very active group strongly asserting their presence and influence in various ways"

Many of the unregistered unions had stated explicitly they would, for various reasons, not seek registration under the existing provisions of the Labour Relations Act "at least not in the foreseeable future".

Since the amendment to the Act in 1979, following the report of the Wiehahn Commission, 33 of the newer unions with about 180 000 black members had registered.

However, the 199 registered unions had a membership of 1,23 million by the end of 1982

The commission also said there were about 2 700 works councils, formerly liaison committees, and some 300 works committees, catering for about 800 000 black workers

Cape Times 1/5/84

'Change registration system'

By BARRY STREEK

134

HOUSE OF ASSEMBLY — The system of registration for trade unions could be scrapped if the government accepts a recommendation of the National Manpower Commission

The commission wants the formal registration procedure replaced by a system where any organization wanting to operate as a trade union or as an employers' organization should comply with minimum legal requirements

This proposal was contained in the commission's report into levels of collective bargaining and works councils, registration of trade unions and employers' organizations and the industrial court

'Catering for race'

The report, which was tabled in Parliament yesterday, urged the existing requirement that the race of union members is stipulated in the registration of unions "should not feature in the requirements, explicitly or otherwise, although organizations would indeed always retain the freedom to cater for only one race should they so wish"

It also said that existing provisions for objections for the registration of unions should not be retained and "no proof of representativeness would be required" However, requirements about constitutions, membership registers and financial statements should remain in force

The commission said it could be argued that the present system of registration should be retained as it had proved itself over a long period of time

But the events of recent times were making new demands on the system and many of the newer unions had registered "rather reluctantly"

A significant number of unions had also remained outside the statutory system and had indicated, mainly because of the issue of race and representativeness, "they will not, in the foreseeable future, seek registration and will, therefore, continue to operate outside the statutory framework"

"Moreover, the potential for a substantial increase in the number of unions and their membership is great, in that at most 16 percent of the relevant black labour force is at present organized in trade unions while black workers comprise by far the largest part of the total relevant work force

"It is an open question whether the existing system would meet with their requirements once they have become organized"

The majority of the commission felt that it would be more satisfactory if there was no formal "registration/certification/listing on the part of the State, but only statutory provision that any organization wishing to operate as a trade union/employers' organization, inter alia for purposes of collective bargaining, should meet certain minimum requirements, and which would at the same time simplify the current statutory and administrative procedures relating to registration"

It said the existing definition of a trade in the Labour Relations Act should be retained in the proposed system so that "an organization will not be able to operate as a trade union without clearly specifying its interests by undertaking, industry, trade or occupation and area"

Unitary system

It also felt "some form of compulsion" was preferable "in that the protection of the interests of the members of the various organizations as well as those of the community at large, should be overriding".

A unitary system of labour relations should be the aim and the statutory provisions "should at least lay the foundation for such a system"

For this purpose "a certain degree of State intervention is required in the initial stage of statutory recognition of the existence of such organizations".

However, the commission said, the existing requirement of linking the representativeness of a trade with registration "negates the principle of freedom of association, particularly where minority groups are concerned"

RDM 1/5/84 (134)

Consumer action during disputes face crackdown

Political Staff

THE ASSEMBLY — The National Manpower Commission has recommended a tighter definition of unfair labour practices including the outlawing of consumer boycotts by workers during disputes

At present an unfair labour practice, a concept introduced after the report of the Wiehahn Commission of Inquiry in 1979, is undefined and this has caused some problems as it has been left to the Industrial Court to define

The National Manpower Commission, whose report into levels of collective bargaining and works councils, the registration of trade unions and the industrial court was tabled in Parliament yesterday, said the definition of an unfair labour practice should create new rights

However, some flexibility should be incorporated and the final authoritative interpretation of the concept should rest with the Industrial Court

It said unfair labour practices should be designed to protect individuals as well as organisations and that there should be direct access to the court in cases of disputes

It said the following practices should be included in a definition which could be amended as circumstances changed

● "Employer interference in union affairs and union interference with employer affairs, such as an employer supporting, aiding or interfering in the establishment, management or administration of a union, or a union refusing to negotiate with management until a particular member of management is dismissed"

● "The victimisation of the members, officials and office-bearers of trade unions, works councils or other similar organisations of workers"

● "The use of unconstitutional, unfair and misleading recruiting methods and arguments by a union or employers' organisation"

● "The unjustifiable dismissal or termination of employment of workers and the replacement of employees with workers of another race group where the 'ostensible purpose' is to provide less favourable terms and conditions of employment

● "The unjustifiable refusal by a union or employers' organisation to grant membership to a person who satisfies the criteria for membership"

● "Secondary product boycotts by a trade union or employees resulting from a labour dispute"

● "The abuse of organisational or negotiating power by a trade union or a group of employees to the detriment of other groups or individuals, for example a union using its bargaining power to compel an employer to deal only with it and not to negotiate with a minority"

92% of organised labour registered

Political Staff

THE ASSEMBLY — The paid-up membership of the unregistered black trade unions probably constituted 2% of the total work force in South Africa and 8% of total union membership, the National Manpower Commission said yesterday

The commission said the registered unions represented 92% of organised labour "or about 22% of the work force"

However, the commission also said by the end of 1982 more than 50 unregistered trade unions had an estimated paid-up membership of more than 100 000

Many of the unregistered unions had stated explicitly that would, for various reasons, not seek registration under the existing provisions of the Labour Relations Act 'at least not in the forseeable future'

Since the amendment to the Labour Relations Act in 1979, following the report of the Wiehahn Commission, 33 of the newer unions with about 180 000 black members had registered

However, the 199 registered unions had a membership of 1 230 000 by the end of 1982

The Commission also said there were about 2 700 works councils, formerly liaison committees, and some 300 works committees, catering for about 800 000 black workers

Registrar may outlaw unions, says report

Govt sets out tough new system for trade unions

By STEVEN FRIEDMAN
Labour Correspondent

FOR the first time in the country's labour history, it will be a crime for trade unions to operate unless they comply with conditions set down by the Government if a report tabled in Parliament yesterday becomes law

The report, by the Government's National Manpower Commission, deals with union registration and other key labour relations issues such as the industrial council system and the industrial court

It recommends the scrapping of the present union registration system, but says it should be replaced by a system in which unions and employer associations will not be allowed to operate unless they can satisfy a Government registrar that they meet certain "minimum requirements"

It also says official industrial councils are in need of major changes, but that these should be introduced by councils themselves, not by law and recommends changes to factory-level works councils and the industrial court

On registration, the commission says race should no longer play any part in the registrar's decision to approve a union Neither should a union's representativeness

This will end the ability of established unions to use these two issues to block applications for Government approval by newer unions

The report says unions should have to show they have no links with political parties A registrar would have to approve their constitution and to decide that their main aim was "to serve the interests of their members"

They would also have to depend on money provided by their members and to disclose any funds they received from other sources This would affect many mainly black emerging unions who receive funds from overseas unions

If unions comply with these requirements, they will receive a certificate from the registrar allowing them to operate If they do not receive this, their officials can be prosecuted

Although many of the measures recommended by the commission are already part of labour law, its recommendations introduce forced registration of unions for the first time, although the term "registration" will be scrapped

The findings are also a blow to labour reformists, who believed the commission would recommend a registration system free of Government control

The recommendations on registration prompted three minority reports, including one arguing for an entirely voluntary registration system

The report also says industrial councils are in need of drastic change

It says councils should "thoroughly review their present procedures and methods of operation" in an attempt to "adapt to current demands and circumstances without State intervention"

It backs the council system, but says councils lacked representativeness and their procedures for settling disputes are "inadequate"

The report recommends changes to the works council system, which sets up factory-level worker-management committees

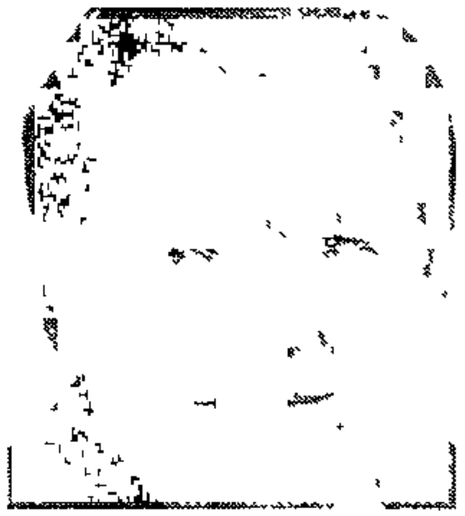
It says the law should be changed to allow for setting up of factory committees comprised of workers only and that members of these committees should have the same legal protection from victimisation as union members

This is likely to be seen by unions as an attempt to beef up the works council system, to which they are opposed

On the court, the report says steps be taken to improve its image and counter criticism that it is too closely linked with the Government

It suggests that the court's name be changed to the Labour Court and that a Labour Appeal Court be introduced to review its decisions

It supports recent calls for a stricter definition of "unfair labour practices" disputes — which make up much of the court's work — but says this should be 'flexible"



MR PIET DU PLESSIS
NMC report tabled

One key effect of the report's recommendations on registration is that a recent change to the law allowing unregistered unions to use the official bargaining machinery would be scrapped

On its decision to recommend forced registration, the commission said State control over unions remained necessary and current forms of control were "not sufficient" to ensure this

The report also lists several key issues which it believed required further investigation — including whether the industrial court should be able to order unions and employers to negotiate with each other "in good faith"

Most workers with registered unions

N·M 1/5/84 (134)

Parliamentary Correspondent

PAID-UP membership of unregistered black trade unions probably constituted 2 percent of the total workforce in South Africa and 8 percent of total union membership, the National Manpower Commission said yesterday.

The commission said registered unions represented 92 percent of organised labour 'or about 22 percent of the workforce'

The commission report also stated that by the end of 1982 more than 50 unregistered trade unions had an estimated paid-up membership of more than 100 000

The report into collective bargaining and works councils, the registration of trade unions and employer organisations and the industrial court was tabled in Parliament yesterday

Mechanisms

It said membership of so-called traditional unions for whites, coloureds and Asians 'at present dominates to the extent of probably 60 percent of the total (registered and unregistered unions)'

The commission found that 'in the course of time they have built up vested interests and benefits for their members and have established management mechanisms that are essential to effective representation and bargaining at a centralised level'.

These unions identified with the nature of Government regulation in terms of the Labour Relations Act and subjected themselves to it by registering

It distinguished between 'long-established (black) unions' and 'the newer generations of unions, most of whom catering mainly for black workers, that have gained prominence in recent years'

Some of these unions preferred not to use the mechanisms of the Labour Relations Act or only some of the mechanisms

Most preferred to bargain separately with employers and many, both registered and unregistered, had concluded recognition agreements

Very active

'Because these unions are mostly new or revitalised organisations, they lack, in many respects, the established leadership element and infrastructure characteristic of most of the traditional unions

'Their relationship with members is geared more to specific problem areas and could therefore be fairly short-lived in some cases

'At present the membership of this group constitutes at most 40 percent of the total, but they are nevertheless a very active group.'

Many of the unregistered unions had stated they would not seek registration under existing provisions of the Labour Relations Act 'at least not in the forseeable future'.

Since the amendment to the Act in 1979, following the report of the Wiehahn Commission, 33 of the newer unions with about 180 000 black members had registered The 199 registered unions had a membership of 1 230 000 by the end of 1982

Mercury 1/5/84 (134)

Ban consumer boycotts, says commission

Parliamentary Correspondent

THE National Manpower Commission has recommended a tighter definition of unfair labour practices, including the outlawing of consumer boycotts by workers during disputes

At present, an unfair labour practice, a concept introduced after the report of the Wiehahn Commission of Inquiry in 1979, is undefined and this has caused some problems as it has been left to the Industrial Court to define

The National Manpower Commission, whose report into levels of collective bargaining and works councils, the registration of trade unions and the industrial court was tabled in Parliament yesterday, said the definition of an unfair labour practice should create new rights.

However, some flexibility should be incorporated and the final authoritative interpretation of the concept should rest with the Industrial Court

Among the practices it said should be included in the definition were:

Employer interference in union affairs and union interference with employer affairs, such as an employer supporting, aiding or interfering in the establishment, management or administration of a union, or a union refusing to negotiate with management until a particular member of management is dismissed;

The victimisation of the members, officials and office-bearers of trade unions, works councils or other similar organisations of workers,

The use of unconstitutional, unfair and misleading recruiting methods and arguments by a union or employers' organisation,

The unjustifiable dismissal or termination of employment of workers and the replacement of employees with workers of another race group; and The unjustifiable refusal by a union or employers' organisation to grant membership to a person who satisfies the criteria for membership of the organisation concerned.

Yesterday in Parliament

Move to change the registration of trade unions

Parliamentary Corrrespondent

CAPE TOWN—The system of registration for trade unions could be scrapped if the Government accepts a recommendation of the National Manpower Commission

The commission wants the formal registration procedure replaced by a system where any organisation wanting to operate as a trade union or as an employers' organisation should comply with minimum legal requirements

This proposal was contained in the commission's report into the levels of collective bargaining and works councils, the registration of trade unions and employers' organisations and the industrial court.

The report, which was tabled in Parliament yesterday, urged the existing requirement that the race of union members is stipulated in the registration of unions 'should not feature in the requirements, explicitly or otherwise, although organisations would indeed always retain the freedom to cater for only one race should they so wish'

It also said that existing provisions for objections for the registration of unions should not be retained and 'no proof of representativeness would be required'

However, requirements about constitutions, membership registers and financial statements should remain in force

The commission said it could be argued that the present system of registration should be retained as it had proved itself over a long period of time

But the events of recent times were making new demands on the system and many of the newer unions had registered 'rather reluctantly'

A significant number of unions had also remained outside the statutory system and had indicated, mainly because of the issue of race and representativeness, 'they will not, in the foreseeable future, seek registration and will, therefore, continue to operate outside the statutory framework'

'Moreover, the potential for a substantial increase in the number of unions and their membership is great, in that at most 16 percent of the relevant black labour force is at present organised in trade unions while black workers comprise by far the largest part of the total relevant work force

Formal

The majority of the commission felt that if there was no formal 'registration/certification/listing on the part of the State, but only statutory provision that any organisation wishing to operate as a trade union/employers' organisation, inter alia for purposes of collective bargaining, should meet certain minimum requirements, and which would at the same time simplify the current statutory and administrative procedures relating to registration' this would be more satisfactory

It said the existing definition of a trade in the Labour Relations Act should be retained in the proposed system so that 'an organisation will not be able to operate as a trade union without clearly specifying its interests by undertaking, industry, trade or occupation and area'

It also felt 'some form of compulsion' was preferable 'in that the protection of the interests of the members of the various organisations as well as those of the community at large, should be overriding'

RDM 2/5/84 (134)

Calls for more unity at May Day meeting

By ANTON HARBER
Political Reporter

A MAY DAY meeting at Khotso House in Johannesburg yesterday was marked by repeated calls for unity between worker organisations and the community

The lunchtime meeting, attended by about 150 people, heard a number of speakers call for unity "on this very important day for workers"

Mr Oupa Monareng, president of the Soweto Youth Congress, told the meeting that misunderstanding in the past had led to clashes between youth and workers

"But now we recognise that students are not the vanguard of our struggle Workers are," he said

Students would give full support to the struggles of workers, he said

The meeting was called by the Release Mandela Committee

● Workers' Day throughout Zimbabwe was marked today with political rallies, football matches and a call for a "powerful alliance" between workers and peasants, Sapa reports

All shops, offices and banks were closed for May Day celebrations, called Workers' Day in Africa's youngest nation

The Harare Herald newspaper charged in an editorial that four years after independence from Britain "profiteering middle-men" had taken more than their share, resulting in salaries and wages that buy less and less

The newspaper added "A powerful alliance of workers and peasants, the Government and the (ruling Zimbabwe African National Union) party working together can transform Zimbabwe and put an end to this exploitation of man by man

"Today, on Workers' Day, is the time to start trying to do just that"

WORKERS AT MAY DAY MEETING They called for opposition to unjust laws

Sowetan 2/5/84 (134)

CALL FOR JUSTICE

MORE than 1 000 workers from all parts of the Reef have called on all South Africans to unite and protest against the country's unjust laws.

The call was made by the Council of Unions of South Africa, Commercial Catering and Allied Workers' Union and other unions at a meeting to celebrate the International Labour Day in Johannesburg yesterday

At a May Day meeting at Khotso House, an executive member of the Release Mandela Committee, Mr Tsediso Matona, said that the continued detention and harassment of trade unionists, deaths in detention and restrictive labour laws made it impossible for workers in the country to ignore Labour Day.

He appealed to workers to unite in fighting for the workers' rights and discriminatory laws which made blacks foreigners in the land of their birth.

Speaker after speaker pledged solidarity with workers of the international community May Day had been called to demonstrate against the exploitation, oppression, racism and apartheid worldwide.

At a separate meeting in Johannesburg, Cusa's general secretary Mr Phirashaw Camay called on workers not to purchase any goods in protest against increased general sales tax

Pamphlets calling on workers to observe the Labour Day were distributed by the South African Congress of Trade Unions

Other meetings to observe the day were due to be held in Soweto last night

CAPE TIMES 2/5/84 (134)

3 000 attend May Day rally in Athlone

By RIAAN DE VILLIERS
Labour Reporter

THE general secretary of the Cape Town Municipal Workers' Association, Mr Johnny Ernstzen, said at a May Day rally held in Athlone last night. "We shall fight and march together until freedom has been won."

He was among trade unionists who addressed the rally, held by unions intending to join a new federation of emergent unions later this year

Mr Ernstzen told the audience of workers, which eventually swelled to some 3 000 "We are tired of oppression, starvation and the inability to feed our children and clothe them properly We as workers say we are not begging any longer — the time for that is past

"The solution to our problems lies in our hands We have the power to achieve what we want If we want an end to oppression we must change the system which oppresses us"

Mr Edison Steven, assistant general secretary of the Food and Canning Workers' Union, said the new federation would be able to reach out and organize workers — both in the urban areas and the homelands — which had not yet been organized "The struggle of workers is the same all over," he said

Mr Moses Mbodwi, national treasurer of the General Workers' Union, said the new federation would realize an old ideal of uniting workers and would enable them to further the struggle more effectively

Beyond fighting apartheid and government oppression, workers would also have to abolish capitalism as a system

"This won't happen overnight We have to work together and encourage each other," he said

Dealing with the new constitutional dispensation, Miss Virginia Engel, of the National Union of Textile Workers, said the new parliament of whites, coloureds and Indians would exclude the majority of South Africans.

It would be an apartheid parliament which would continue the "rotten deal" working people had been experiencing

"We can have no part in this new face of apartheid — we can have no part in making exploitation and oppression work better," she added

CAPE TIMES 2/5/84

Leaders 'out to kill unions'

(134)

Staff Reporter

HOMELAND leaders were out to exterminate trade unions operating within their borders on directives from Pretoria, said ex-Robben island prisoner Mr Billy Nair at a May Day rally at the University of the Western Cape last night

The banning of the South African Allied Workers' Union (Saawu) in Ciskei and Bophuthatswana was the work of the extended state bureaucracy which embraced the homelands, he said

He accused the government of "palming off its dirty work" on the homeland leaders — "where blacks are suppressing blacks"

The extended state bureaucracy gave homeland leaders "draconian powers to ban, banish and murder people".

"If the South African Government did it themselves it would bring the world down upon them," he said.

RDM 2/5/84 (134)

Labour report a return to dark ages, says Cusa

By STEVEN FRIEDMAN
Labour Correspondent

THE Council of Unions of SA, which represents more than 100 000 workers, says a report on labour relations by the Government's National Manpower Commission would put the country's labour law "into the dark ages" if it is implemented.

In a brief statement yesterday, Cusa angrily slammed the report which recommends a tough new system of control over unions to replace the present union registration system

It also proposes changes to the industrial court which would make it an "unfair labour practice" for unions to engage in consumer boycotts or to demand sole bargaining rights at the expense of minority unions

The report, which has come as a shock to supporters of labour reform, was tabled in Parliament on Monday by the Minister of Manpower, Mr Pietie du Plessis, who said he was releasing it for comment by interested parties

Informed sources said yesterday that they believed the Government was committed to introducing the new "certification" system for unions, even though this is expected to attract heated protest from emerging unions and is likely to be seen as a means of increasing Government control over unions

This system would give a Government registrar the power to issue unions with certificates stating that they had met certain "minimum requirements" laid down by the Government

Unions who did not hold these certificates would not be allowed to operate and their officials would risk prosecution

The report also recommends, however, that race no longer play any part in union registration and that official industrial councils undergo major reform

In its statement yesterday, Cusa said it had not yet had an opportunity to study the report

But, judging by Press reports on it, the NMC had "arrived at conclusions and recommendations which would have the effect of putting South Africa's labour legislation into the dark ages"

It said the report sought to place "power in the hands of civil servants through regulation and other authority" This, it said, was "not acceptable" to Cusa

Changes to the industrial court recommended by the report were, Cusa said "such that they will erode the original intention of creating a speedy, inexpensive forum for the resolution of disputes".

A Cusa representative said yesterday that the council might issue a fuller statement on the report once it had studied it thoroughly

PART OF THE CROWD: Service held at St Hilda's Church.

Intimidation on May Day

134

Sowetan 3/5/84

THERE WAS panic at the St Hilda's Anglican Church in Soweto this week when unknown people threw stones on the roof of the church during a May Day service organised by Azapo.

According to an Azapo spokesman, proceedings were interrupted on two occasions when stones were thrown on the roof, but after a while people who were in the church decided to ignore the stone-throwing and proceeded with the service where freedom songs were sung.

"This incident was a bit disturbing at first and we had to send someone out to check who was behind this stone-throwing and we did not see anyone who we could say was responsible.

"The whole thing seemed to have been programmed because it was done at intervals.

"We did however reach a stage where we just went on with the service as if nothing was happening," the spokesman said.

Another person said he saw three men at the gate to the churchyard asking people what they wanted at the church. Some people turned back at the sight of the men while others just ignored their questions and walked into the church.

Mercury 3/5/84

Union plan for link-up on brink of success

(134)

Mercury Reporter

UNION representatives meet in Port Elizabeth today to discuss the formation of a single federation of industrial unions

Union people were optimistic yesterday that the scheme would succeed

The idea was put up in April last year by Mr David Lewis, general secretary of the General Workers' Union But it has since been hit by difficulties

In March, the South African Allied Workers' Union, the General and Allied Workers' Union and the Municipal and General Workers' Union withdrew from the talks They claimed they had been expelled

It is understood that differences between the remaining parties to the talks have been settled, and now only details of the constitution have to be drafted

Unions to be represented at Port Elizabeth include the General Workers' Union, the African Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union of South Africa, and the union groups Fosatu and Cusa

The three unions that dropped out have been invited as observers.

Meanwhile, low-key May Day celebrations were held in several factories in the Durban area on Tuesday

These followed an earlier meeting at which the first steps were taken towards making the international workers' day a workers' holiday in South Africa

A spokesman said stickers bearing the message 'May Day — Workers' Day' had been distributed in factories, and shop stewards had explained to employees the history and significance of the day

RDM 3/5/84 (134)

Objections to forced registration

By STEVEN FRIEDMAN
Labour Correspondent

A NEW forced registration system for trade unions recommended by the National Manpower Commission could lead to charges that the State wants to "crush" black unions, according to four prominent NMC members who signed a minority report objecting to this proposal

The four also warn in the report that the proposed system could "create martyrs" among black unionists and might be impossible to implement

Five Rightwing unionists also objected to the proposed new system, arguing that it would weaken protection for "minority groups"

The unionists who objected to the change — Mr Wessel Bornman, Mr Tom Neethling, Mr Attie Nieuwoudt, Mr Jimmy Zurich and Mr J H Opperman — reacted chiefly to the removal of the right of established unions to block newer ones.

They said this would "prejudice the interests" of "responsible" unions and aid those who "have shown no interest to participate in the present system"

The NMC report, which was tabled on Monday, recommended that all unions be forced to obtain a certificate from the Government confirming that they had complied with certain "minimum requirements"

If they did not have a certificate, their officials could be prosecuted.

This means a Government registrar will have to approve unions' constitutions, examine their financial records and ensure that they have no links with political parties before they can operate

The new system would remove the right of established unions to object to registration applications by newer unions In the past, they have tried to use objections — sometimes on racial grounds — to block newer, emerging unions

It is believed likely that the Government will implement the proposal

However, a minority report included in the NMC report supports moves to change the registration system but argues that the new certificates issued by the Government should not be compulsory

It is signed by Mr Naas Steenkamp of the Gencor mining group, Ms Kate Jowell of the University of Cape Town Business School, Prof P A K le Roux of Unisa and Prof Roux van der Merwe of the University of Port Elizabeth

They say the recommended system would be "simpler and less contentious" But it would be "undesirable" to break with tradition by prosecuting unions who do not receive certificates

This, they say, could lead to charges that the State wishes to "control and crush black unions, particularly those which have not complied with current legislation"

Probe into closed shops

RDM 3/5/84 (134)

Labour Correspondent

THE Government's National Manpower Commission is to investigate whether certain closed shop agreements forcing workers to belong to a particular union should be regarded as unfair labour practices.

This would enable the industrial court to act against the closed shop

This was revealed in the NMC's report on key labour relations issues, which was released in Parliament earlier this week.

The NMC lists several areas which, it says, require further investigation.

These include the possibility "that a closed shop agreement . which may have detrimental effects on certain interests represented by a minority trade union/employers' organisation excluded from such an agreement" could be an "unfair labour practice".

This suggestion flows from a recommendation made by the NMC that it be an "unfair practice" for a majority union to "force" an employer to negotiate with it only and not with minority unions.

This could be a blow to several emerging unions, mainly black, which have resisted employer suggestions that they negotiate together with minority unions representing white and coloured skilled workers.

They may be able to escape its provisions, however, by negotiating clauses to this effect in agreements with employers The NMC says any practice negotiated in an agreement should not be classed as "unfair".

The report also acknowledges that this suggested clamp could affect closed shop agreements, which are usually signed by established unions on industrial councils and are being resisted by emerging unions in several industries

It stops short of recommending that the closed shop also be subject to this control, but says the issue should be investigated further.

In another section of the report, the NMC says evidence submitted to it shows that the disputes machinery in labour law "is perhaps in need of some revision".

Expert gives warning on trade union rivalry

(134) Labour Reporter Star 4/5/84

Trade union rivalry is going to become one of the major labour issues in the next couple of years, a top labour lawyer has warned.

Mr Halton Cheadle, speaking at a seminar on critical issues in labour law in Johannesburg yesterday, said inter-union rivalry was already causing headaches for employers who found themselves caught in a vortex not of their own making.

The problem of inter-union rivalry, particularly between emergent and established unions, has been exacerbated by closed shop provisions

When labour legislation was extended to cover black workers, the closed shop provision was merely extended to cover these workers, without their consent. In many cases, workers felt the established union was not representing their interests and wished to join another union without risk of losing their jobs Industrial action often resulted.

134

PRESS STATEMENTS

PRESS STATEMENT ON TRADE UNION UNITY FEASIBILITY MEETING

THE Committee considering the feasibility of a trade union federation for the independent trade unions in South Africa met again on the 3rd and 4th May in Port Elizabeth

Very constructive discussions were held and detailed drafts of the work of the feasibility committee are now being prepared

Participating in the meeting of the feasibility committee were –

- FOSATU (Representing 8 affiliates)
- CUSA (Representing 12 affiliates)
- Food and Canning Workers Union
- General Workers Union
- Commercial Catering and Allied Workers Union
- Cape Town Municipal Workers Union

Observer status at the meeting was granted and accepted by MACWUSA/GWUSA

7 5 84

Balcony

Unions' federation planned

Cape Times 8/5/84

134

Labour Reporter

UNIONS expected to join forces in a powerful new federation of independent trade unions later this year continued planning the new body in Port Elizabeth last week

In a statement, the feasibility committee planning the new federation said "very constructive discussions" had been held and detailed drafts of its work were being prepared

Participants were the Federation of South African Trade Unions (Fosatu) with eight affiliates, the Council of Unions of South Africa (Cusa) with 12 affiliates, the Food and Canning Workers' Union, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association

In a surprise move, the statement added that the Motor Assemblers' and Component Workers' Union of SA (Macwusa) had accepted "observer status" at the meeting.

Macwusa was one of three unions which were effectively expelled from the unity talks earlier this year when they were told they did not conform to certain criteria decided on by the other participants, and were offered only observer status until they did.

The others were the South African Allied Workers' Union (Saawu) and the General Workers' Union (Gawu).

Trade unions discuss new federation

ARGUS 8/5/84

134

Labour Reporter

REPRESENTATIVES of 25 trade unions with about 300 000 members met in Port Elizabeth to discuss details of a new national trades union federation.

A brief statement issued after the meeting, held late last week, described the discussions as "very constructive".

"Detailed drafts of the work of the feasibility committee are now being prepared," it added.

It is believed agreement has been reached on the principles of a constitution for a new body

Affiliates

Members of the feasibility committee, formed to investigate the structure of the new federation, will now begin drafting a detailed constitution.

Members of the new federation, which will include only industrially based unions, are the eight affiliates of the Federation of SA Trade Unions, 12 affiliates of the Council of Unions of SA, the Food and Canning Workers' Union and African FCWU, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association

The Motor Assembly and Component Workers' Union was granted observer status at the meeting

General unions organised along regional lines, such as the SA Allied Workers' Union and the General and Allied Workers' Union are no longer part of the feasibility committee

At the last round of union talks in March the feasibility committee said unions not demarcated along industrial lines were not "ready or able" to join a federation.

CAPE TIMES 9/5/84 (134)

Black unions 'growing despite harassment'

GENEVA — Black trade union membership in South Africa is increasing at a unprecented rate and the number of strikes has risen sharply, the International Labour Organization has reported.

But black unions continue to be harassed with meetings being banned and police questioning unionists and searching members' homes, an ILO report on the labour situation in South Africa said.

"Black membership of trade unions exceeded that of the other population groups for the first time by the end of 1982, increasing by some 10 percent," it said.

"The number of strikes in South Africa ros sharply in 1982 to reach the highest level for 20 years

"Nearly 142 000 workers — none of them white — took part in 394 officially reported strikes with the number of workers involved some 40 percent higher than in previous years. An upsurge in industrial action brought the number of strikes in 1983 to 336," it said.

'Variety'

The report said police harassment of black unions had become "less overt and more insidious"

"A variety of methods are used. These have recently included police questioning of trade unionists and their eviction from union offices, home searches and the banning of meetings," it said

The report said codes of conduct of US and European companies operating in South Africa had helped raise black wages, but had not made an impact on the gap between black and white workers' wages

"The codes seem to have been overtaken by events as black trade union bargaining becomes more active in the wages field," it said.

Excluded

The report asserted that South Africa's recent constitutional reforms had not fundamentally changed the apartheid system

It said blacks were still excluded from government decision-making, were banished to the "homelands", still received inadequate education and were subject to strict influx controls

"Benefits of change still go to the white population," it said — UPI.

ARGUS 11/5/84 (134) CITY

Seminar on wage negotiation

Labour Reporter

PREPARING businessmen for wage negotiations with trade unions is the theme of a seminar to be held in Cape Town next week

The seminar, which will be addressed by Professor Blackie Swart of the University of Stellenbosch's graduate school of business, and industrial relations consultants Mr Steuart Pennington and Mr J Myburgh, hopes to attract chief executives, senior managers and industrial relations managers

A spokesman for the industrial relations consultancy Steuart Pennington and Associates, which is hosting the seminar, said that wage practices in companies were "increasingly being challenged by the trade union movement".

"Management should be aware of the likely union stance on these issues and be in a position to reduce expectations, while at the same time ensuring the continuity of acceptable wage practices which are geared towards rewarding for skill and job worth"

A subsequent seminar, hosted by the same consultancy, will focus on new industrial safety and health legislation.

Trade unionists have attacked the new legislation for not allowing enough worker control of safety practices.

Speakers will include Mr J Baard, industrial relations adviser to the Cape Chamber of Industries, and Dr Jonny Myers, an industrial health expert from the University of Cape Town.

The two seminars will be held on May 15 and 16 at the Arthur's Seat Hotel, Sea Point

MAY DAY MEETING ENDS IN ROW

C. Press 13/5/84 (134)

ALLEGATIONS of Inkatha involvement in the violent disruption of a May Day UDF rally in Empangeni have been met with a wall of silence from Ulundi.

UDF president Archie Gumede and other UDF officials were assaulted at a meeting on Saturday May 5.

Mr Gumede was knocked unconscious, and he told City Press that he had other injuries on his body "consistent with being kicked" while he was out cold.

Officials of the UDF said that the meeting was disrupted by people wearing Inkatha uniforms and chanting Inkatha slogans during the first speech of the afternoon.

A student from the University of Zululand was speaking of events on that campus last year when heckling broke out This led to total chaos as UDF members tried to escape by jumping out of windows or stampeding through the doors.

UDF members presiding over the meeting from the stage were assaulted, including Mr Gumede. He has named one of his attackers, and says he can identify at least one other.

The KwaZulu Chief

CP Correspondent

katha might have been involved.

The minister of Justice (and most senior politician in KwaZulu in the absence of Chief Buthelezi and Dr Dhlomo), the Rev C Mtetwa, also refused to comment, saying that Prince Gideon Zulu, who had been at the meeting would be the only one qualified to say something

Deputy chief whip, Prince Gideon Zulu said: "I know nothing of the UDF being involved in that meeting. I do not see why I should make any comment I have nothing to say. You must ask those who organised the meeting for a statement I read in the advertising pamphlet that it was a worker meeting and I went to it as a worker," the deputy chief whip said,

When it was pointed out that they had made a statement, and that the statement implicated him personally as well as other members of Inkatha, Prince Zulu said he had nothing further to say and put the phone down.

Mr Gumede, who has declined to lay charges, has written a letter to Chief Gatsha Buthelezi, following Saturday's incident.

Meanwhile the UDF has made a strong appeal to all its affiliates not to retaliate against Inkatha as a result of the alleged assault.

★

UDF presidents to fetch Swedish award

THE THREE UDF national presidents — Albertina Sisulu Archie Gumede and

Buthelezi's British visit ends

KWAZULU Chief Minister Gatsha Buthelezi, in Britain on an official visit, called at the

members presiding over the meeting from the stage were assaulted, including Mr Gumede. He has named one of his attackers, and says he can identify at least one other.

The KwaZulu Chief Minister, Chief Gatsha Buthelezi is overseas with Inkatha Secretary-General, Dr Oscar Dhlomo Before he left on Sunday, Chief Buthelezi said he was sorry to hear of Mr Gumede's injuries He also reacted angrily to suggestions that In- said: "I know nothing of the UDF being involved in that meeting. charges, has written a letter to Chief Gatsha Buthelezi, following

UDF presidents to fetch Swedish award

THE THREE UDF national presidents – Albertina Sisulu, Archie Gumede and Oscar Mpetha – will travel to Sweden to receive an award from the Swedish socialist newspaper, Arbetet – if they are granted passports.

The award, known as "Live and Let Live", was given to the UDF for its contribution to the fight against apartheid.

UDF officials said at a press conference in Johannesburg this week that the UDF would humbly accept the award on behalf of the people of South Africa.

"The UDF could not have won this award without the people of South Africa themselves," they said.

British visit ends

KWAZULU Chief Minister Gatsha Buthelezi, in Britain on an official visit, called at the Foreign Office yesterday to meet Mr Malcolm Rifkind, minister in charge of Southern African affairs

Chief Buthelezi arrived in London on Monday and is due to leave today.

The Foreign Office cribed his meeting with Mr Rifkind as a courtesy call

2-million of our workforce

By SAM MABE

SOWETAN, Tuesday, May 15, 1984

CLOSE to 2-million people — constituting 30 percent of the black labour force — are either unemployed or underemployed, according to Professor Jill Nattrass, of the University of Natal.

She was speaking at the St Peter's Conference Centre in Hammanskraal, at a four-day seminar where a number of trade union leaders discussed problems they faced with management and the Government

Professor Nattrass said the unemployment rate for men was roughly nine percent and 16 percent for women Added to this was the vast number of those who were underemployed in the sense that although they officially have work, their earnings were not sufficient to help them maintain themselves and their families.

She said severe unemployment levels cause social problems because people who are retrenched or unable to find jobs, feel rejected by the society in which they live

Influx

A survey undertaken in the rural district of Nkandla in KwaZulu by the Development Studies Unit of the university, confirmed "extremely low" standards of living where households headed by women had an average annual income per head of R74

The problem of unemployment in South Africa was worsened by the fact that unemployment was heavily concentrated in particular geographic areas, to which people were restricted by the country's influx control laws

Some of the more than 100 trade unionists at the seminar spoke of the tough actions some employers have taken against workers who joined trade unions

The trade unionists were told by labour experts that even in cases where unions have a recognition agreement, it was imperative that they did not forsake their right to strike because striking was the only weapon workers could use against unfair employers

The seminar started last Wednesday morning and ended on Sunday afternoon

Dispatch 16/5/84

Unions describe GST exemptions as inadequate

B4

CAPE TOWN — Representatives of a number of South African trade unions described the list of foodstuffs exempt from GST as "totally inadequate" yesterday

Unions participating in feasibility talks towards the formation of a new federation of independent unions issued a statement saying "At the very least GST should also have been eliminated on canned and certain processed food and other basic foodstuffs such as rice, tea , coffee, sugar and powered milk.

"The majority of workers do not have access to refrigeration and are obliged to spend a substantial proportion of their income on these foodstuffs

For this reason they gain little from the elimination of GST on fresh meat and produce, the statement said The general increase in GST would mean workers would be obliged to pay more for most of the foodstuffs they consumed

""GST has been increased on a range of other household necessities such as paraffin, candles, soap, clothing and household utensils "

The statement warned that the increased tax burden upon workers was unacceptable and would influence the unions' attitude toward wage negotiations

"Workers will have no choice but to recoup these losses in wage negotiations, and failing that, through collective action " the statement said

The unions and co-ordinating bodies involved are the Federation of South African Trade Unions, the Council of Unions of South Africa , the General Workers' Union, the Cape Town Municipal Workers' Association, the Commercial, Catering and Allied Workers of South Africa and the Food and Canning Workers' Union

Mr Gerry Henderson, a director of Kupugani, expressed concern that the "very poor people" were going to have to pay more for their food unless the published list was going to be changed to include a wider range — DDC

LABOUR NEWS RDM 16/5/84 (134)

Wage demand warning follows GST increase

By PHILLIP VAN NIEKERK

THE committee which is piloting the formation of a new super federation of most of the country's prominent black trade unions has warned of higher wage demands and labour unrest in the wake of the proposed increase in General Sales Tax

The feasibility committee, speaking for unions representing more than 300 000 workers, said in a statement yesterday that the decision of the Minister of Finance Mr Owen Horwood "strongly reflects the Government's contempt for working people"

The statement said the list of foodstuffs from which GST was to be removed was "totally inadequate"

"At the very least GST should also have been eliminated on canned foods, certain processed foods, and other basic foodstuffs such as rice, tea, coffee, sugar and powdered milk

"The majority of workers have no access to refrigeration and thus spend a large proportion of their salaries on these foodstuffs They are not able to store fresh fruit, vegetables, meat, fish and dairy products and so gain little from the elimination of GST on these commodities"

The statement said that, in addition, GST had increased on a wide range of other household necessities, including paraffin, candles, soap, clothing and household utensils

"This is absolutely unacceptable and will certainly strongly influence our attitude in wage negotiations

"With no representation in the Government, workers will have no choice but to recapture these losses in wage negotiations and, failing that, through collective action This is the inevitable outcome of the Minister's decision"

Union groupings represented on the feasibility committee include the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the General Workers' Union, the Food and Canning Workers' Union and the Commercial, Catering and Allied Workers' Union (Ccawusa)

● Striking workers at the Blaikie Johnstone plant at Mobeni, Durban, have cited the increase in GST as one of the reasons for taking action in support of wage increase demands

However, a spokesman for the company said the workers, who had now returned to their jobs after going on strike on Monday, had not mentioned GST during negotiations

Union men warn Govt over tax

Sowetan 16/5/84 (134)

TRADE unionists have warned the Government of labour unrest following the increase in General Sales Tax by 10 percent.

The Minister of Finance, Mr Owen Horwood, announced last week that GST will go up by 10 percent as from July 1

Unionists said 500 workers at Blaikie Johnstone in Durban's Mobeni industrial area yesterday entered their second day of a strike citing the coming 10 percent GST increase as one of the reasons for their pay increase demands.

The workers wanted an immediate rise because they feared that if they did not get higher wages now they would starve and fall deeper into debt

The chief executive officer of the company in Natal, Mr J H Swan, said management met workers twice yesterday and asked them to return

In a statement, the unions, including the Council of Union of South Africa (Cusa), Commercial Catering and Allied Workers' Union (Gcawusa) and the General Workers' Union expressed concern that by increasing GST the Government was taxing the workers of South Africa.

The Minister had not shielded the "less privileged citizens" by increasing tax

"South Africa has to end its military build up to balance the budget. To enforce workers to pay for the maintenance of the apartheid regime can only create conditions for unrest," the statement said.

Parliament and Politics

Unregistered unions had 140 004 members in 1983

Cape Times 19/5/84 (134)

By BARRY STREEK

HOUSE OF ASSEMBLY. — The 59 known unregistered unions had 140 004 members, including 544 whites, last year, the Department of Manpower said in its annual report yesterday.

The report, which was tabled in Parliament, revealed that there were 194 registered trade unions last year with a total membership of 1 288 748, an increase of 63 294 or 5,2 percent.

The department said the amendment of the Labour Relations Act to incorporate workers of all races within the definition of "employee" had shown that a real need had been met by the reforms.

"This is clear not only from the positive reaction that resulted from the step, but also from the increasing use by the various population groups of the opportunity to establish and register trade unions and to use the official bargaining and conciliation machinery."

This had been reflected by the new applications of 54 unions for registration since the introduction of the reforms in 1979.

One notable result had been the intensive campaign by existing and new trade unions to recruit members from unorganized black workers.

"Although this had a positive result, it also gave rise to keen competition, particularly among the newly-established unions, to gain the support of the workers and in some cases this gave rise to labour unrest.

"This sometimes created high expectations among the workers as to the improvements in service benefits that the trade unions would be able to obtain.

"However, many of these expectations cannot be realized because of their unrealistic nature."

It also said the increasing work load of the Industrial Court was "an indication that, in the view of both employer and employee parties, it has an important function to fulfil in the regulation of orderly and stable labour relations".

The number of cases referred to the court had quadrupled: During 1983 a total of 190 cases had been reviewed by the court, compared to 49 in 1982.

The department also said that although a "significant part of the labour force" remained unorganized these workers were becoming increasingly aware of the opportunities of being organized into unions.

"It appears that new black trade unions (registered and unregistered) are being formed in steadily growing numbers which, as may be expected, is resulting in greater competition in certain areas and industries.

"Some of these unions prefer not to make use of the existing statutory negotiating structures, and are not prepared to avail themselves of the dispute-settling machinery that is provided for in the Labour Relations Act.

"During 1983 there were however indications that the so-called new trade unions were willing to make use of the existing labour relations systems, especially the conciliation board system and the Industrial Court."

Easy wicket for SA trade unions

(134) S-Times 20/5/84

By Angus Macmillan

TRADE unions in South Africa are in a better position than many of their labour-watchdog counterparts elsewhere in the world

Their growth and recognition are improving compared with labour movements in the United Kingdom, Canada, New Zealand and Australia where they are losing numbers and voice in the face of recession

But it must be remembered that industrial relations has only taken off in South Africa in the past five years and only 13% of the labour force is unionised

Whereas unfair labour practice is a prominent issue here, protecting jobs and trying to make the minimum wage the average wage are the paramount objectives of unions abroad

Codes

From papers and commentaries delivered at the Chartered Institute of Secretaries and Administrators international congress in the Kruger National Park, it appears that South African management and unions alike would do well to study labour happenings in other countries

Sir John Wood, professor of law at Sheffield University in England, advised that SA management should not seek hard and fast laws to determine unfair labour practices They should encourage codes and allow regulation to evolve instead of being imposed upon them

In spite of increased collective bargaining, British unions had been considerably weakened by the recession He urged worker participation in bargaining, but stressed that it could promote industrial unrest if it was not carefully controlled

Conflict

"The Marxist-Leninist view is that progress is through conflict The liberals feel progress comes through bargaining I think the solution lies in the way I run my marriage — to plan for conflict but operate as if by agreement."

He said several UK unions would disappear if the politics they preached came about The political dimension of black unions in South Africa, however, had to be viewed in a different light as it is a substitute for recognised party politics

Denis Cochius, an IR practitioner who commented on Sir John's paper, said South Africa's industrial legislation was years ahead of its political reforms and unions would try to remedy this situation

Battlefield

"The industrial relations process in South Africa is irreversible It is not a dress rehearsal, but the real thing It is now up to management to play a pro-active rather than a reactive role"

The SA battlefield had shifted from industry-wide to shop-floor level and many emerging unions insisted on negotiating conditions only at shop-floor or company level

In New Zealand, trade unionism used to be compulsory in all industries This stipulation was lifted in February this year

According to the president of the Australian division of the CIS, most of the union representatives there have peculiar English accents On Canada's West Coast, Scottish accents are more prominent

Much publicity is given to the power of the unions in Canada But Ken Dwerryhouse, an administrative consultant to many Canadian mining companies, says unions are essentially economic and apolitical

"Our unions spend their time organising employees and protecting them, whether or not the measures they adopt are in the best interests of society In Britain, the unions seem to concentrate on organising politicians and striving to change society"

This could be why only about 3-million workers out of a labour force of 12-million are unionised They are represented by 22 000 bargaining units — meaning that collective agreements average 140 workers each

COMMERCIAL BANKS RANKED BY SIZE OF TOTAL ASSETS

Asset Rank 12/31/82	(Exclusive of Mutual Savings Banks)	Assets 12/31/82 (b) in US $ (000 000)	Asset Rank 12/31/81	Gain in Rank
1	Bank of America San Francisco	111,897	1	
2	Banque Nationale de Paris	107,949s	2	
3	Citibank NA, New York	101 268	4	+1
4	Credit Agricole Mutuel, Paris	96,719u	3	
5	Barclays Bank, London	95,064s	6	+1
6	Credit Lyonnais, Paris	94,979s	5	
7	National Westminster Bank, London	87,724s	10	+3
8	Dai-Ichi Kangyo Bank, Tokyo	87 193u	8	
9	Societe Generale, Paris, France	84 186s	7	
10	Fuji Bank, Tokyo Japan	84,002s	13	+3
11	Deutsche Bank, Frankfurt	81,851s	9	
12	Mitsubishi Bank Tokyo	81,048s	14	+2
13	Sumitomo Bank, Osaka	80,932s	11	
14	Midland Bank, London	77,279s	12	
15	Chase Manhattan Bank NA N York	75 305	15	
16	Sanwa Bank Osaka	75,009s	16	
17	Royal Bank of Canada, Montreal	69,313s	17	
18	Bank of Tokyo	64 845s	23	+5
19	Industrial Bank of Japan	60,051u	20	+1
20	Banco do Brazil Brasilia	59 110s	18	

Banking giants of the world

How the world's banks shape up in size, according to Newsweek South Africa's biggest banking group, Barclays National, with assets of $12 123-milion, is a minnow in comparison with the Top 20 — partly because of the decline in the rand

But if the rand had held its 1980 strength, Barclays, with assets in that hypothetical situation of about $21 000-million, would still not have made the top 60, which require assets of $31 000-million

Nedbank, the biggest truly South African bank, with assets of $8 257-million, comes nowhere near the top in size, but in terms of profit on shareholders' funds has long been one of the top banks in the world

The old order changeth . . .

134

RDM 28/5/84

LABOUR WEEK
By PHILLIP VAN NIEKERK

IT'S the season for splits, mergers, the disappearance of old trade unions (and trade unionists) and fundamental realignments within a divided trade union movement.

In Durban this week the Supreme Court will decide on the union status of the three senior officials expelled from the Allied Workers' Union (Saawu) in April — and could well deliver a final judgment on their claims that the expulsions were unconstitutional.

From Port Elizabeth comes the news that the Motor Assembly & Component Workers' Union (Macwusa) has expelled six top officials, including their former national organiser, Mr Government Zini.

It seems unlikely at this stage that Mr Zini will do what Mr Sam Kikine, Saawu's former general secretary, has been doing — attempting to wrest control of the union (and maintain occupation of the union's premises) in spite of his expulsion

According to Mr Denis Neer, Macwusa's general secretary, Mr Zini was kicked out for not attending union meetings where he was due to face charges of destabilising and dividing the union.

Mr Zini said last week he would not challenge the decision, though he was now in the strange position of being a worker at Ford without having a union to protect him.

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IN PRETORIA, the National General Workers Union — itself a product of an earlier split from Macwusa — has become the first of the general unions to set a deadline for its own demise.

The phenomenon of general workers' unions — Saawu, Gawu, Gwu, Gwusa, Ngwu and so on — is set to disappear from the labour scene as most of them have decided to transform themselves gradually into industrially based unions

In line with this movement, the NGWU — which claims a membership of about 6 000 workers overall — has sorted out the 1 000 or so members who are in the retail trade and formed them into the Retail & Allied Workers' Union (Rawu).

Mr Donsie Khumalo, NGWU's general, said those members who could not be sorted into industrial unions would be transferred to other unions The NGWU would itself cease to exist before the end of the year

The immediate problem facing Rawu is the existence in Cape Town of a union calling itself the Retail & Allied Workers' Union.

THERE also changes afoot in the established union movement The long-rumoured incorporation of the Garment Workers' Union (Gwusa) into the Garment Workers Union of the Western Province has been confirmed

The death of Gwusa, which was long associated with the legendary trade unionist, Solly Sachs, will be mourned by all with an appreciation of labour history But it is worth remembering that the days when Gwusa was a force to be reckoned with are long gone

At the same time, Dr Anna Scheepers, who could have set a world record as the longest-serving president of a trade union, is to resign after 46 years as Gwusa president and several stints as president of the Trade Union Council of South Africa (Tucsa)

As a far as the future goes, it is noteworthy that the GWU (WP) has devoured Gwusa and gone national

The largest of the country's compulsory unions, the GWU (WP) — with some 60 000 workers locked into membership by the closed shop — is under fire on its home turf from the Clothing Workers' Union (Clowu)

In fact, the entire clothing and textile industry is likely to remain for some time the bloodiest battle-ground of established/emerging union rivalry.

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THE RANKS of the Trade Union Council of South Africa (Tucsa) have been further thinned by the departure of the South African Footplate Staff Association and three smaller unions

This brings to seven the number of unions that have left Tucsa since the council doubled its affiliation fees at its controversial conference in Port Elizabeth last year.

Contrary to the impression created by all this turmoil in the trade union movement, greater unity is almost certainly on the way.

For a start, a new trade union federation — linking most of the strongest emerging unions together in what could be the largest union body South Africa has seen — is about to be born

In addition, the Boilermaker Society's decision to break ranks with the Council of Mining & Building Unions (CMBU) last week and refuse to accept Seifsa's final pay offer on the metal industrial council could be highly significant

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EMPLOYERS wanting to solve their labour problems by replacing their workers with robots would no doubt be disconcerted if they read an article in the latest issue of Fosatu Worker News

The article says a robot at a jeep plant in Toledo went on strike in 1982.

"The robot — a spot welder — grabbed hold of a car's back and refused to let go It then met the same fate as human strikers often do someone grabbed a plank and began beating the robot in the hope that it would change its ways

"However, the robot stood firm and management finally had to shut down the assembly line to pull the plug on the machine"

SA attends Maseru union conference

By MIKE PITSO

MASERU — A South African delegation is attending a week-long conference of Southern African trade union movements in Maseru — and its presence is causing widespread interest

This is the first time South Africa has been represented on a regional basis, and this has been interpreted as the result of the Nkomati Accord signed between Mocambique and South Africa

The conference, organised by the International Federation of Commercial, Clerical, Professional and Technical Employees, based in Geneva, is being attended by delegates from Botswana, Lesotho, Swaziland, Malawi, Zambia, Zimbabwe and South Africa

Mr Simon Jonathan, the secretary general of the newly-formed Lesotho Congress of Free Trade Unions, told delegates Lesotho had 465 000 unemployed

He said his organisation had decided a co-operative workers' union should be formed

Mr Jonathan, answering allegations against the Lesotho Government for imposing legislation against workers following the strike of bank employees in 1982, said the matter was of national concern.

"I'm not here to protect the government but this was a national concern because a large number of people used to travel long distances and could not get service from the banks," he said.

The conference ends on Friday

7-union alliance formed to help blacks

134

30/5/84 Star

By Carolyn Dempster,
Labour Reporter

A new alliance of unregistered, independent trade unions has been formed after months of intense behind-the-scenes discussions

The seven unions party to the alliance are the Black Allied Mining and Construction Workers' Union (Bamcwu), the African Allied Workers' Union (Aawu), the Insurance Assurance Workers' Union of South Africa (Iawusa), the Amalgamated Black Workers' Union, the Black Electronics and Electrical Workers' Union (Beewu), the Black General Workers' Union (Blagwu) and the National Union of Workers of South Africa

The formation of the alliance was announced in Johannesburg yesterday by the co-ordinator of the interim committee, Mr P Nefolovhodwe of Bamcwu

COMMON PROBLEMS

He said the alliance concept was first mooted in February this year.

Motivation for the alliance was multi-faceted All of the unions invited to the first round of talks faced common problems such as lack of finance and support, and a dearth of training projects Also, most of the unions had a clear, common ideological stance — to promote the interests of the black worker

A declaration of intent was drawn up and accepted at a meeting on May 17, when an interim committee was elected

Mr Nefolovhodwe would not confirm whether the alliance was the first step towards the formation of a new union federation

However, he did say that the unions party to the alliance had all been "left out" of the unity initiatives which the Federation of South African Trade Unions and the Council of Unions of South Africa, among others, have been involved in

POOLING OF RESOURCES

The Rev Joe Seoka, president of Iawusa, said the weakness of many unions within the movement was that they were more interested in quantity than quality "They have the numbers but lack the effective organisation Some union leaders do not know what is going on among their membership because it is so vast," he said.

The pooling of resources and creation of a support front would help to create more solid and better organised unions — capable of defending the rights of the workers, he added

Unions that have stated their support for the alliance include the Black Health and Allied Workers' Union, the Orange-Vaal Workers' Union, the South African Scooter Drivers' Union and the South African Domestic Workers' Union

RDM 5/6/84 (134)

Workers opt for new body

Mail Reporter

DELEGATES to the National Union of Mineworkers (NUM) special conference in Klerksdorp at the weekend have voted to support a federation of emerging trade unions which is in the process of being formed

The NUM is at present an affiliate of the Council of Unions of South Africa (Cusa), but workers at the weekend conference declared themselves in favour of a much larger federation

The constitution of the federation, which it is planned will be formed next year, is still being hammered out by a feasibility committee

When the constitution is completed, unions are expected to report back to their members for a final mandate before entering the new federation

● An alliance of seven unregistered black trade unions leaning towards black consciousness was formed in Johannesburg last week.

The unions include the Black Allied Mining and Construction Workers' Union (Bamcwu), the Insurance Assurance Workers' Union (Iawusa), the Black Electronics and Electrical Workers' Union, the Black General Workers' Union, the Amalgamated Black Workers' Union, the African Allied Workers' Union and the National Union of Workers of South Africa

 CAPE Times 6/6/84

Ill-fed children: No valid estimates

HOUSE OF ASSEMBLY — The government has no "general and valid" estimate of the number of children in South Africa suffering from malnutrition, the Minister of Health and Welfare, Dr Nak van der Merwe, has said in a written reply to a parliamentary question

Dr Van der Merwe told Dr Marius Barnard (PFP Parktown) that because the term "malnutrition" was ill-defined, and the standards used to assess it were not "universally applicable", there were "no general and valid estimates of the number of children suffering from malnutrition per population group" in South Africa — Sapa

PFP attacks 'big stick' labour bill

Political Staff

HOUSE OF ASSEMBLY — Apart from two minor amendments, a controversial new labour law has been left basically unchanged by a parliamentary select committee

The Labour Relations Amendment Bill will make most agreements between unions and employers unenforceable in courts, including the industrial court, and it will make it a criminal offence for employers not to submit particulars of agreements to the Department of Manpower

The bill was attacked by a number of unregistered unions when it was first introduced

Yesterday, the Progressive Federal Party spokesman on manpower, Dr Alex Boraine, MP for Pinelands, said the decision to go ahead with the bill was "cynical in the extreme".

One of the changes proposed by the select committee is that "particulars" of agreements will have to be provided to Department of Manpower inspectors instead of copies of agreements, as originally proposed

The other change is that employers or employer groups will be responsible for forwarding these particulars and they will have 90 days to do so, instead of 30 days

In the original draft "parties" to the agreement had to forward copies of the agreements

Dr Boraine said the government action was "bad planning" and a "stupid way" to deal with labour legislation

"This can only antagonise workers, who will see it as an attack on them and as an attempt to control them, although the government continually states it believes in freedom of association in labour matters"

He did, however, welcome the changes that had been proposed by the select committee

In future, agreements, unless they complied with the regulations, would not be enforceable in any court, including the industrial court

"I think that is pathetic and a cause of trouble," Dr Boraine said

He was also strongly opposed to a provision in the bill which will enable the minister to order all or any of the provisions of agreements to be inoperative if he considers it to be "in the interests of employers or employees or in the public or national interest".

Dr Boraine said this gave the minister new powers, which were essentially political, and the select committee had refused to change this

"In general, the big stick is still in the proposed law instead of the carrot

"They are taking a strange step to deal with a small part of the labour movement, and it seems to me they are merely trying to please the right-wing trade unions

"A large number of bodies, including the Federated Chamber of Industries, sent memoranda to the select committee, asking the government not to proceed with the measure.

"If the government is committed to industrial peace they are going about it in a very funny way and if they are to continue the enlightened approach of Wiehahn, they have a very remarkable way of showing it," Dr Boraine said

CAPE TIMES 8/6/84 (134)

Go-ahead for 'half-baked' bill

Political Staff

HOUSE OF ASSEMBLY — The government yesterday pushed ahead with the controversial Labour Relations Amendment Bill, in spite of calls from two opposition parties and the Federated Chamber of Industries for it to delay the measure

The chief Opposition spokesman on manpower, Dr Alex Boraine (PFP Pinelands), said during the second reading debate of the bill that it was not only "premature and illogical" but also "potentially disruptive"

He also said it was "half-baked and quite out of step with the spirit of legislation which has been introduced into this House since the appointment of the Wiehahn Commission"

Dr Boraine called on the government to postpone consideration of the proposed legislation until after it had received representations on the 400-page National Manpower Commission report on trade union affairs

In his speech, he quoted telegrams from the Federated Chamber of Industries and the Transvaal Chamber of Industries also calling on the government to defer the bill until after comments had been received on the Manpower Commission report

The FCI had said it was "unwise" to proceed with the measure, particularly in view of the need to maintain labour peace in South Africa and the TCI had said it was "illogical" to proceed with a measure which could be changed after representations on the Manpower Commission report had been considered

Dr Boraine accused the government of using "the big stick of compulsion" instead of the "carrot of encouragement"

He was supported by the New Republic Party spokesman on manpower, Mr Ron Miller, MP who said there was tangible evidence that it was premature to proceed with the bill until the commission report had been considered

Replying, the Minister of Manpower, Mr Pietie du Plessis, said one of the basic issues was whether one wanted orderly coexistence in South Africa or not

The vast majority of unions in South Africa complied with the minimum requirements of the law but there were about six unions who refused to do so, Mr Du Plessis said

The government did not want to perpetuate permissiveness in the labour field and it wanted to establish order

The established unions had asked "why must we comply with the regulations but you allow these unions to do what they want"

Mr Du Plessis accused Dr Boraine of pleading for organizations "which do not want to do anything at all to comply with the requirements of the law"

These unions wanted to sign agreements and enjoy the benefit of the law but they did not want to comply with the requirements of the law

The government did not prohibit anyone from signing agreements, but these agreements should be in accordance with the provisions of the law

Asked by Mr Miller what would happen if the new law led to illegal strikes, Mr Du Plessis replied "If they take part in illegal action they know they are heading for trouble"

He also said the cornerstone of the measure was that it was reasonable and in keeping with the feelings of the majority of people who wanted peace in the labour field In particular, the bill was welcomed by established unions, Mr Du Plessis said

"If we just let this matter die, we are going to get chaos in the labour field"

Labour Bill 'half baked' — opposition

ARGUS 8/6/84 (134)

Parliamentary Staff

A BILL on labour relations has been attacked by opposition speakers in the Assembly as "half-baked", potentially disruptive and out of character with the Government's earlier labour reforms

Both the Progressive Federal Party and the New Republic Party opposed the second reading of the Labour Relations Amendment Bill The Conservative Party supported the measure

The proposed legislation, which has been under investigation by a parliamentary select committee, was introduced by the Minister of Manpower, Mr P T C du Plessis

The Bill provides among other matters for agreements between trade unions and employers, under certain circumstances, to be unenforceable in courts, including industrial courts

It makes it a criminal offence for employers not to submit particulars of agreements to the Department of Manpower.

A further contentious provision takes away from the industrial court appeals by persons who feel aggrieved by any decision of an industrial council and empowers the Minister to handle such appeals.

Dr Alex Boraine (PFP Pinelands) said the Bill was not only premature and illogical, but was also potentially disruptive

Speaking in yesterday's second-reading debate, he said the Bill was also "half-baked" and out of step with the spirit of labour legislation introduced since the appointment of the Wiehahn Commission

The Government's "stubborn determination" to proceed with the Bill at this stage was not helpful to the maintenance of labour peace in South Africa.

Dr Boraine said that although certain improvements had been made by the select committee, the Bill was being proceeded with in spite of the fact that important representations on a recent National Manpower Commission report about labour matters were still being awaited.

The Government had also not yet tabled its White Paper on the matter.

Dr Boraine said he would have thought that if the Government wished to build on the success of recent labour legislation, it would proceed with discretion, sensitivity and patience. The Government's approach in this instance was a contradiction of all these qualities

"To rush this Bill through at this stage will help no one It may indeed widen the already existing distrust between some labour unions and the Government and make the task of the employer even more difficult than it is"

The evidence called for by the select committee had been almost equally divided between those who supported, with qualifications, the legislation on those who opposed it Major reservations had been expressed.

Dr Boraine moved an amendment declining to pass the second reading of the Bill until such time as the Government had published its White Paper on the report of the National Manpower Commission.

Mr Ron Miller (NRP Durban North) said the provision disallowing certain unions the right to take their disagreements to court was a drastic step to coerce a few unions

Mr Miller said he agreed with Dr Boraine that the matter should wait until all evidence had been received.

He warned that trade unions could resort to strike action if they were prevented from taking part in bargaining procedures

Speakers on the Government side defended the Bill and rejected the main opposition criticism

Mr G C Ballot (NP Overvaal) said Dr Boraine had certain valid arguments

However, he could not agree with Dr Boraine's viewpoint that the Government was using "the big stick" The mere fact that the Government had referred the Bill to a select committee showed that it regarded labour matters as "sensitive" and was prepared to handle them accordingly

Mr Casper Uys (CP Barberton) said his party had serious misgivings about certain aspects of the Bill, but agreed with other aspects

lishment of labour-intensive industries on the urban periphery; that "backyard," or cottage, industries should be encouraged in black residential areas, and that labour-intensive relief projects be embarked upon in the homelands

MINE TALKS

Signs of settlement

There could be more sound than fury in the negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines over wages and working conditions for NUM members on gold and coal mines This is despite seemingly ominous developments in the two sets of negotiations during the past week

The parties were due to meet again this week, on the gold negotiations, after the *FM* went to press

Last weekend a special national conference convened by the NUM in Klerksdorp rejected the chamber's offer for minimum wage increases of between 9,5% and 10,9% on nine chamber gold mines On Monday, the union declared a dispute in the negotiations to set wages and working conditions for its 4 600 colliery members

The NUM's original demand for its gold mining members was for a minimum wage increase of between 30% and 60% It also demanded a string of changes to working conditions — but these matters have not been pursued in the talks, which have focused on wages

In the first round of the gold negotiations the chamber offered increases which averaged between 8% and 8,5% on minimum rates In a second meeting on May 21 the union lowered its demand to a 25% increase and announced that it did not have a mandate to go any lower In return, the chamber offered increases ranging between 9,5% and 10,9%. It added that the offer could be improved if the NUM obtained a mandate to negotiate further

The NUM's announcement that it would hold a national conference to consider the chamber offer raised fears that the union would start the process leading to a legal strike But despite the Klerksdorp conference's rejection of the offer it seems that a new mandate was obtained NUM general secretary Cyril Ramaphosa refuses to give details

On Tuesday Ramaphosa told the *FM* "The conference rejected the chamber's offer and instructed the negotiating team to go back to demand that the chamber make a final offer before we can reconsider our 25% demand There is no way we can accept anything lower than last year If the chamber does not make a satisfactory offer we will have to declare a dispute"

The key factor in the third meeting was expected to be precisely what the NUM conference indicated would be a "satisfactory" offer There still seems to be some room for flexibility on both sides

But time is running out Black miners' wage increases are traditionally introduced on July 1 However, indications are that if the chamber matches, or goes somewhat higher, than last year's settlement of 9% for some categories and 15,7% for others, the offer will fit the conference's mandate

The coal negotiations, in which the NUM tabled the same demands for its members at five chamber collieries as the original gold demands, took a different course According to the chamber, it advised the NUM at the start of Monday's meeting that it would not table a response to its demands as it wanted the union to motivate and clarify its proposals The union, the chamber says, refused to do so without an assurance that the chamber would make an immediate offer in response

Ramaphosa claims that the chamber has committed an unfair labour practice by failing to bargain in good faith He says the union has applied to the Minister of Manpower to appoint a conciliation board to consider the matter This could open the way for the NUM to go to the Industrial Court

But — and this is crucial — Ramaphosa also says that the union has sent a letter to the chamber saying it is prepared to continue negotiations on Monday

Although the NUM appears to have taken a tough stance on both the gold and coal negotiations, the possibility of settlement still exists This could indicate that Ramaphosa is not particularly confident of winning in a confrontation against an adversary such as the chamber

Ramaphosa ... wants as much as last year

METAL INDUSTRY TALKS

Conflict ahead

The Steel and Engineering Industries Federation of SA (Seifsa) may have paved the way for unrest in the metal industry It has announced that it is no longer prepared to negotiate with three trade unions which rejected its pay offer in this year's negotiations

Seifsa's final offer in the drawn-out talks at the metal industry industrial council was a minimum 40c/hour increase for skilled workers and 20c/hour for unskilled workers, as well as improvements in site workers' allowances and holiday leave bonuses Two weeks ago most of the 14 unions involved in the negotiations — including all but one of the unions falling under the umbrella of the Confederation of Mining and Building Unions (CMBU) and the Yster and Staal Unie — accepted Seifsa's offer

But three member unions of the SA Co-ordinating Council of the International Metalworkers' Federation — the SA Boilermakers' Society (also a CMBU member), the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union (Seawu) — rejected it The Boilermakers and Seawu called on Seifsa to make another offer Mawu stated that it rejected the offer and would refer the issue back to its members

Now that Seifsa has rejected this call the indications are that when the industrial council meets next week it may decide to go ahead and ask the Minister of Manpower to publish the 1984 agreement and apply to have it extended to non-parties

The Metalworkers' Federation unions' reaction to Seifsa's action has been delayed as several key officials are attending a federation conference in Dublin

It seems that confrontation will be inevitable when the federation unions finally formulate their response. It is also likely that the International Metalworkers' Federation itself, which has in the past intervened in SA labour disputes, will be drawn into the fracas.

Unity talks in mines underway

Sowetan 14/6/84

134

MAJOR moves have been taken by mine trade unions towards the formation of a new Southern African Federation of Mineworkers representing over 100 000 miners.

This was announced by the general secretary of the National Union of Mineworkers (Num), Mr Cyril Ramaphosa, who said that talks between southern African mineworkers' unions were scheduled to take place soon

The formation of the federation — probably the first in Africa — is part of a scheme to bring all the major African mineworkers' unions under one umbrella, according to sources

Meeting

The idea was mooted at a preliminary meeting some time ago and revived two weeks ago when unions met at the Miners' International Federation (MIF) in Luxenburg

The proposed federation is to represent mineworkers' unions in South Africa, Lesotho, Botswana, Zambia, Zimbabwe and Swaziland

Mr Ramaphosa said that the MIF congress provided a forum for a report-back on the feasibility of the federation and it was decided to go ahead with the plan.

Essential

The envisaged federation would link South African mineworkers to their counter-parts in Nigeria, Senegal, Sierra Leone, and other west African countries.

It was essential that the mineworkers in the subcontinent should form a federation because they shared almost the same employers, such as Anglo-American and others

Meanwhile the idea of the federation has been welcomed as a "major move" by Num because it would benefit them to fuse together a solid front by employers

Union sources also see it as a precedent for other unions to expand their wings to other countries.

...ealing for help

...iners ...rground

occurred at about 7 pm, is being investigated by the Department of Mines

One of the dead men has been identified as Mr H N Martignone (4) of Fochville He leaves a wife and four children

The names of the other miners will be released when their next-of-kin have been notified — Sapa

now be conducted by a group of Soweto priests, Bishop Desmond Tutu, general secretary of the South African Council of Churches, announced yesterday This move follows a meeting of all organisations involved in the services at the church on Tuesday night

Bishop Tutu, who left for Ireland last night, told The SOWETAN that "In spite of the recent flurry of diplomatic activity represented by the so-called peace accord and overseas trips by the Prime Minister, the situation in our country will not change for the better until black South Africans are

Union federation a reality soon

Sowetan 14/6/84 (134)

THE FINAL draft of the new trade union federation constitution was completed in Johannesburg on Tuesday, and is to be circulated to the 24 unions party to the unity talks.

Once the unions have had a chance to comment on the constitution, the feasibility committee elected to investigate the possibility of forming the federation will meet again If the unions give the go-ahead to the constitution, the way will be clear to grapple with the practical difficulties and considerations involved in the formation of the federation

Altogether four unions and two union federations representing a total of 300 000 workers countrywide are party to the unity talks — the Federation of South African Trade Unions, with mine union affiliates, the Council of Unions of South Africa, with 11 union affiliates, the Commercial, Catering and Allied Workers' Union of South Africa, the Food and Canning Workers' Union, the General Workers' Union and the Cape Town Municipal Workers' Association

The first concrete step in the formation of the federation comes three years after unity talks were first initiated in late 1981 at the Langa conference

The talks stumbled on until mid-year last year when the criteria for participation in the unity moves were tightened and three unions — the South Africa Allied Workers' Union, the General and Allied Workers' Union and the Municipal and General Workers' Union were expelled in March this year

...la gets his passport

document yesterday and leaves for London tonight where he will attend a seminar of authors from all over the world It will be held at ...e weekend

Mr Sepamla, whose works have on occasions been banned, will participate in the seminar whose theme, ironically, is censorship

"A number of authors and other people from all over the world and particularly from the Third World will participate From South Africa those leaving were to have been myself and Don Mattera, but I still do not know whether he has received his passport," Mr Sepamla said

Mr Mattera, a poet, was banned for eight years and his restrictions were allowed to laps in 1982

Late yesterday he could not be reached to say whether or not he would be leaving

S Africa accused

GABORONE — Lesotho Foreign Minister, Mr Evaristus Sekhonyana, has accused South Africa of trying to force his country to sign a peace treaty.

The Minister was speaking to reporters shortly after arriving in Gaborone on Tuesday with a special message for Botswana President, Dr Quett Masire, from Lesotho Prime Minister, Mr Leabua Jonathan He did not disclose its contents. — Sapa-Reuter

High finance

IN AN ATTEMPT to create more awareness of the workings of the stock exchange, the Investment Research and Development is organising a business luncheon primarily for black businessmen on June 25.

The event will take place at a Johannesburg hotel and will be followed by an optional visit to the stock exchange

that seems to bug this township lady an overseas photographer. This picture and exhibited at a gallery in London.

Union alliance aims at unity

THE NEWLY-FORMED alliance of seven unregistered and independent black trade unions has committed itself to jointly campaigning and fighting for workers' rights.

Addressing a Press conference in Johannesburg yesterday, the co-ordinator of the alliance, Mr P Nefolovhodwe, said the unity of black workers was paramount in all efforts directed at the eradication of all forms of oppression, exploitation and discrimination

Mr Nefolovhodwe said that the seven unions, which are Black Consciousness-orientated, have pledged themselves to achieve co-operation in solving mutual problems of political, economic, social or humanitarian character

"We shall also align ourselves with any other union or organisation that has the same views as we have," he added

Referring to the present unity talks by major trade unions, he said these have not invited them However they would first have to study their standpoint and terms of reference

Regarding affiliation to other union federations, he said that apparently some federations were "perturbed by the formation of the alliance" and what it would achieve.

However he said, the alliance would not seek any confrontation with any trade union, but would always challenge the workers' liberation struggle where it was encroached

The workers have to be totally involved in the trade union movement or political parties because it was they who would bring about change in this country, he said

The alliance was Black Consciousness in outlook because it did not differentiate between unionists and the community. The liberation struggle faced them in the same way The community's problems were the same everywhere, whether at work or elsewhere

The unions forming the alliance are African Allied Workers' Union, Black Allied Mining and Construction Workers' Union, Insurance Assurance Workers' Union, Amalgamated Workers' Union, Black Electronic and Electrical Workers' Union, Black General Workers' Union and National Union of Workers of SA

ey is struck off roll

By MONK NKOMO

roll of attorneys Justice L W H man with Mr Jus- F H Grosskopf con- g. Mr Masuku was ted as an attorney January 17, 1978. application, which ght by the local ety, was not opposed and Mr Masuku did not appear in court

In its affidavit, the law society, represented by Mr N J Coetzee, stated that Mr Masuku was guilty of "unprofessional, dishonourable or unworthy conduct" in neglecting to give proper attention to the affairs of his clients He had also failed to adequately supervise his staff and to appear before the counsel's disciplinary committee on May 11 and June 8 last year The law society also submitted that Mr Masuku had failed to keep proper accounts of his trust monies

In his judgment Mr Justice Ackerman said Mr Masuku had misconducted himself in various respects regarding his trust accounts "There had been various unexplained deficiencies in his trust banking account ranging from R25 to close on R1 000 during December 1982 and August 1983," the judge said

ARGUS 20/6/84

Steel bosses show contempt — union

Argus Correspondent

JOHANNESBURG — The Metal and Allied Workers' Union has accused employers in the steel and engineering industries of displaying a cynical contempt for the process of collective bargaining

The charge arises from the recent series of annual wage negotiations covering some 380 000 workers in the metal industries

In a strong attack on the actions taken by the Steel and Engineering Industries Federation (Seifsa) during the talks, MAWU's national executive said the employers had used the artisan unions party to the Industrial Council as a means of avoiding bona fide collective bargaining.

Altogether 11 of the 13 unions party to the council have signed the agreement, but the majority of these are craft unions

MAWU, together with the South African Boilermakers' Society, rejected the Seifsa offer of a 20-cent-an-hour increase for unskilled workers and 40-cent-an-hour raise for artisans, and asked for further talks with the employers. The request was turned down.

Seifsa has also advised its employer members not to negotiate outside of the agreement In recent years bargaining at plant-level has been the major avenue used by MAWU

Sowetan 25/6/84 (134)

Tuition scheme aids workers

ZACHARIA Ramahali (33) is a junior draughtsman — a far cry from the days when his job revolved around filing papers and doing other duties normally expected of a clerk.

Today Zacharia, who worked as a filing clerk three years ago, has much going for him His new career has opened up new avenues for him — including the prospect of promotion and higher pay. On the other hand, his company is assisting him financially to further his studies.

Zacharia is one of scores of black workers benefitting from courses run under the auspices of the Continuing Education Programme (CEP), a concept specifically tailored to meet the needs of employees

The CEP works within the framework of the various national education bodies, using their syllabuses and following their examination requirements It has the full support of the Department of Education.

Teachers

Classes are conducted in canteens or training rooms. Tuition, offered by qualified teachers drawn from local schools employed on part-time basis, ranges from basic literacy through to Standard 10.

The CEP, which was first established in 1979 on the East Rand with 18 companies participating in the scheme, is currently being run in four centres in the Pretoria-Witwatersrand-Vaal complex Four more centres are soon to be started in Pinetown, Bloemfontein, Port Elizabeth and Pietersburg

With the financial support of the Urban Foundation, the CEP is gearing for the next stage of development Two project co-ordinators have been assigned to establish a number of CEP centres in industrial and commerical areas all over the country, and to review the existing syllabuses with the aim of developing them with education content and approaches more relevant for adults

Mission

One of the co-ordinators, Ms Jenny Stacey, said "the CEP's mission is to provide, on a decentralised national basis, a viable system for all employees to improve the quality of their lives through relevant, adult-centre education, using any existing infra-structure and, in so doing, to make a contribution towards solving an aspect of South Africa's skills shortage "

Among organisations involved in the project is the Manpower and Management Foundation and the Institute of Personnel Management.

Companies wishing to enrol their employees — any number — are asked to contribute R2 700 per year

Mercury 27/6/84

Unions face trouble over telephone clampdown

(134)

Labour Reporter

UNREGISTERED trade unions will be hard-hit by a ruling that new applications for telephones must be accompanied by proof of registration.

The decision has been made by the Department of Posts and Telecommunications in Durban

Yesterday, Miss Deanne Collins, secretary of the Commercial, Catering and Allied Workers' Union, said she was astounded when an application by her union for an extension of its telephone lines was turned down

She said 'I made the application personally at the telephone department in Commercial Road — but I was informed by a senior official that we would have to produce proof of registration'

Miss Collins said the move was 'grossly unfair'

She said: 'At present trade unions have a choice of either registering or not Now it seems there's going to be a clampdown on unregistered unions'

Mr T Calitz, public relations officer for Durban Post Office, said trade unions fell into the category of certain business concerns required to produce proof of registration

This was a new arrangement to safeguard the interests of both subscribers and department

Mr Calitz said: 'We have had a number of instances where applications for new services were made under fictitious names, and we were unable to claim outstanding debts.'

He emphasised that the ruling had nothing to do with politics

Backing for workers

By JOSHUA RABOROKO

THE AZANIAN People's Organisation (Azapo) is to engage itself in a series of "labour clinics" in an attempt to conscientise workers about their rights.

Addressing a branch meeting in Soweto yesterday, the Soweto chairman of the organisation, Mr Ishmael Mkhabela, said the organisation was committed to the workers' struggle, fighting exploitation and the liberation of workers.

The emotion-charged meeting, attended by some of Azapo's senior executive members, committed itself to various other projects, including women's organisations and youth's programmes for the betterment of blacks in the country.

Mr Mkhabela said that it was of intrinsic value to note that Azapo, although a political organisation, was fully committed to the rights of workers.

"We are workers everywhere and it is essential that the organisation should take an initiative in fighting for their rights. The liberation struggle does not separate workers from the entire labour spectrum," he added

Another speaker, Mr Khehla Mthembu, added that political and trade union issues were interwoven and it was difficult to divorce the two in South Africa.

Blacks in this country were oppressed and as such it was not easy to separate their problems into political and trade union spheres.

"We are blacks before we become workers and have to identify ourselves in this regard," he added.

The organisation recommended that a series of "labour clinics" be held in Soweto and the city weekly.

Mr Mkhabela also announced that the organisation is to hold a seminar at St Albans Church on Saturday to oppose the forthcoming coloured and Indian elections

134

21/7/84

Sunday

RDM 5/7/84 (134)

Social work for unions

Mail Reporter

SEVERAL hundred members of the Metal and Allied Workers' Union (Mawu) and the Sweet, Food and Allied Workers' Union (SFAWU) resolved at a mass meeting at Reiger Park, Boksburg, at the weekend to build up "progressive community organisations controlled by workers".

The meeting of East Rand members of the two unions, both of which are affiliated to the Federation of South African Trade Unions (Fosatu), was called to examine the links between trade unions and community organisations

The meeting resolved to build up worker-controlled community organisations, to join already-existing "progressive community organisations" and to actively support the "nonracial democratic organisations of this country".

SOWETAN, Thursday, July 5, 1984

Unions to back civic bodies

TWO Federation of South African Trade Unions' affiliates have resolved to actively support progressive community organisations in their fight against apartheid and exploitation.

The unions — the Metal and Allied Workers' Union (Mawu) and the Sweet Fruit and Allied Workers' Union — said they supported non-racial democratic organisations for the liberation of blacks in the country

The resolutions were taken at a meeting in Reiger Park this week. The meeting was called to discuss community problems

In a statement to **The SOWETAN** after the meeting the unions said that there were various problems affecting black people in their residential areas.

They were concerned about the high house rents, electricity tariffs, water bills, lack of recreational facilities, shortage of houses and schools in those areas

"We feel that as workers lack of these facilities equally affect us and fighting against them will need a joint venture by all concerned organisations," the unions said

The unions have also pledged to fight apartheid and exploitation of workers at factories Many workers were not earning "decent wages" to afford the high tariffs

"We also call upon workers to unite against fighting the vexatious laws such as influx control, Group Areas Act, separate development and others

"We intend informing employers to regard June 16 as a public holiday," they said.

White miners must join with black labour or go down

Labour Reporter

Argus 13/7/84

NATIONAL/INTERNATIONAL

134

WHITE miners face the choice of uniting with black mineworkers or of "going down with all flags flying", according to an analysis of South African trade unions published at the University of Cape Town

The analysis, by Mr Gordon Young of the Southern African Labour and Development Research Unit (Saldru), forms the preface of a new and comprehensive Directory of Trade Unions, published by Saldru

The directory has been compiled by Mr Young, Mr Paul Lundall and Mr Ighsaan Schroeder, also of Saldru

The formation of the powerful new black National Union of Mineworkers, now with about 36 000 members, strongly challenged the "white exclusivism" of Mr Arrie Paulus's Mynwerkers' Unie.

Privileges

"It remains to be seen how long it will be before the Mynwerkers' Unie comes to the conclusion that their standard of living can no longer be protected on the basis of white privileges, but by workers' unity"

It was in the interests of all workers that an alliance was forged between the Nation Union of Mineworkers and the Mynwerkers' Unie, Mr Young said

Statistics in the directrory show that the number of unionised workers has doubled since 1970 and that African workers are now, at 43,4 percent, the largest single group of union members

The 420 page directory lists 194 registered unions and 46 unregistered unions as well as 18 union federations.

The most "exciting development" on the labour front was the creation of the new federation of independent black unions, representing about 300 000 workers, which would be a "powerful rival" to the Trade Union Council of SA, up to now the largest union federation.

The new federation, when formed, would have substantial representation and bargaining muscle in key sectors of the economy, Mr Young said

Democratic role of unions stressed

RDM 13/7/84 (134)

By STEVEN FRIEDMAN
Labour Correspondent

DURBAN. — Trade unions were "laboratories for democracy" and the growth of the country's emerging union movement could ensure a democratic future for South Africa as a whole, a conference on labour law was told in Durban this week.

Dr Sheldon Leader of Reading University in England, who spent six years teaching at Wits University during the 1970s, was addressing the conference on State intervention in labour relations

He referred to the fear that by allowing black South Africans a vote a dictatorship would be established Many whites, he said, feared blacks would constitute an "unenlightened" electorate

Dr Leader argued, however, that the growth of the trade union movement among black workers could act as a safeguard against this

He said unions offered workers informed participation in their own affairs and a sense of cohesion which would enable them to resist the appeals of dictators.

At the same time, the fact that unions were committed to negotiation meant that belonging to unions was also training workers in consultation and compromise.

The extent to which unions were allowed to continue to do this was, he argued, vital to the future of not only South Africa but of other countries as well

Dr Leader said South African unions had adopted a form of unionism which stressed the accountability of union leaders to their members and the participation of workers in the union at the grass roots

This, he said, might lead to frustration on the part of employer negotiators, because agreements had to be referred back to union members and this often delayed negotiations It was, however, vital to the development of democracy among workers

The growth of factory floor unionism was a vital element in shaping the country's future and ensuring that democratic rights were not eroded, he added

Vakbonde is 'n groeiende krag

Deur FERDINAND TJOMBE

DIE skielike groei in die lidmaatskap van vakbonde is een van die merkbaarste verskynsels in die arbeidsverhoudinge van Suid-Afrika in die afgelope dekade. Hierdie verskynsel is 'n aanduiding dat vakbonde ongetwyfeld 'n groeiende krag is.

Só sê die skrywers van die nuwe Handgids vir Suid-Afrikaanse Vakbonde wat vandeesweek deur die Southern African Labour and Development Research Unit (Saldru) van die Universiteit van Kaapstad uitgereik is

Ekonomies aktief

Die lidmaatskap van vakbonde in die land het tussen 1980 en 1983 met altesame 58,5 persent toegeneem. Die totale lidmaatskap van vakbonde staan nou op 1 545 824 waarvan 271 934 in ongeregistreerde vakbonde is.

Hoewel die getalle van wit, bruin en Asiërbevolkingsgroepe onderskeidelik 'n toename van 6,0 en 8,7 persent tussen 1980 en 1983 getoon het, is dit die getalle van swart werkers wat vinnig die hoogte ingeskiet het.

Swart werkers wat by vakbonde geregistreer is, het gegroei van 220 000 in 1980 tot 670 000 in 1983, oftewel 200 persent. Hulle vorm nou die grootste groep werkers van die ekonomies aktiewe bevolking wat by vakbonde geregistreer is.

Persentasiegewys vorm die swart werkers 43,4 persent van die totale lidmaatskap by vakbonde terwyl die blankes op 33,9 persent staan en die Kleurlinge en Asiërs saam 22,7 persent vorm.

Vertraag

Sover het die stelsel daarin geslaag om die tande van die wit, die bruin en die Asiër-vakunies te trek en dit is nou so gemodifiseer met die doel om die tande van die swart vakbonde te trek.

Die manier waarop die stelsel homself basies uitdruk, lê in die wyse waarop die stakingswapen hanteer word 'n Wettige staking is nou so omslagtig en word so vertraag dat slegs 'n handvol stakings wat sover voorgekom het, bekend is.

Daar is volgens die handgids altesame 194 geregistreerde en 46 ongeregistreerde unies. Hulle word deur vier vernaame federasies verteenwoordig, terwyl 18 ander federasies ook in die handgids genoem word.

Mededinger

TUCSA, die oudste federasie wat in 1954 as die South African Trade Union Council gestig is, is verreweg die grootste met lidmaatskap van ongeveer 478 000 en 54 affiliate.

TUCSA verteenwoordig 30,9 persent van alle vakunielede, en dit is drie keer meer as die naasgrootste federasie. Maar die beoogde vorming van 'n nuwe federasie tussen FOSATU (Federation of South African Trade Unions) en CUSA en 'n aantal onafhanklike unies, sal 'n kragtige mededinger met sowat 300 000 lede teweegbring.

Indien die vorming van die nuwe federasie deur die samesmelting van unies gevolg word, sal groot nywerheidsunies in die vernaamste sektore van die ekonomie tot stand kom.

Daar word ook voorspel dat die onderhandelinge van lone na alle waarskynlikheid in die toekoms in 'n meer gesofistikeerde proses sal ontaard soos die nuwer unies uit die eerste fase van hul groei verrys.

Die groei in die vakbondwese moet ook gesien word teen die agtergrond van arbiedshervormings wat deur die Regering en werkgewers, met inbegrip van die grootste maatskappye, teweeggebring is.

Statutêr

Die meeste ongeregistreerde vakbonde is al oorgehaal om te registreer en die klem val nou daarop om dié unies by die nywerheidsrade te betrek. Dit is dan ook, meen Saldru, die duidelike doel van die hervormings; bring die ongeregistreerde unies in die statutêre industriele verhoudingsmasjinerie.

'n Geregistreerde unie wat vandag in 'n nywerheidsraad dien, het verskeie voordele en onlangse wysigings aan arbeidswetgewing aksentueer die nadele verbonde aan diegene wat verkies om buite die stelsel te bly.

Dit word sorgvuldig toegepas om alle unies by 'n stelsel te betrek waar konflik beheer word, sê Saldru.

Struikelbokke

Die vakbondwese was 'n skaars verskynsel onder swart werkers in 1970 en die meeste swart werkers was in 'n enkele paralelle unie gekonsentreer, sê Saldru.

Die toename in die aantal vakunielede kom te midde van heelwat struikelblokke, soos die vyandiggesindheid van die Suid-Afrikaanse regering en sy bereidwilligheid om teen vakunie op te tree. Die swart vakbondbeweging het talle terugslae oorleef en grond gewen, sê Saldru.

Die verbanning, aanhouding en inperking van amptenare — en die dood in aanhouding of deur sluipmoord van die beste militante lede — het die groei in die vakbondwese eerder net vertraag, sê Saldru.

Rapport 15/7/84

134

Unionist numbers are soaring fast

16/7/84

TRADE UNION membership in South Africa grew by 58,5% between 1980 and 1983, says a new publication, the Directory of South African Trade Unions, published last week by the Southern Africa Labour and Development Research Unit (Saldru)

Black union membership increased the fastest — from 220 000 in 1980 to 670 000 in 1983, or 200%

But white, coloured and Asian unionists have also increased in number, by 6% and 8,7% respectively

Total union membership, says Saldru, now stands at 1 545 824, 271 934 in unregistered unions.

Last year, about 15% of the economically active population in South Africa was in unions This is double the figure for 1970

If "unregistered" workers only are counted, one in every four are in unions, and 4 500 000 workers remain to be organised

The directory lists 194 registered unions and 46 unregistered unions

Summaries of union registration certificates, which lay down their scope and geographical area, are published for the first time

Also listed are head office and regional office addresses and telephone numbers, office bearers, union affiliations, and industrial councils and closed shop agreements

Unions grow by 58½ pc in 4 years

Star 17/7/84

CAPE TOWN — Trade union membership in South Africa grew by 58,5 percent between 1980 and 1983, according to a new publication, the Directory of South African Trade Unions, published by the Southern Africa Labour and Development Research Unit (Saldru)

Black union membership increased the fastest — from 220 000 in 1980 to 670 000 in 1983, or 200 percent.

MEMBERS

White unionists increased by 6 percent and coloured and Asian members increased by 8,7 percent.

Total union membership says Saldru, now stands at 1 545 824, of which 271 934 are in unregistered unions.

In 1983, about 15 percent of the economically active population in South Africa was unionised. This is double the figure for 1970. If only "unregistered" workers are counted, one in every four are in unions, and 4,5 million workers remain to be organised.

Black workers are now the largest group of union members, at 43,4 percent, with whites standing at 33,9 percent and coloureds and Asians at 22,7 percent of total membership.

The directory lists 194 registered unions and 46 unregistered unions

Of the four major federations of unions among 18 listed in the directory, Tucsa remains the largest, with 478 000 members, and 54 affiliates — Sapa

LABOUR NEWS RDM 11/1/84 (134)

Formation of rebel metal union is 'a blow to union unity talks'

By PHILLIP VAN NIEKERK

THE formation of a breakaway union from the Metal and Allied Workers' Union (Mawu) was a blow to union unity talks, Mr Joe Foster, general secretary of the Federation of South African Trade Unions (Fosatu) said yesterday

Mr Foster said the United Metal, Mining and Allied Workers of South Africa (Ummawosa) had split from Mawu at a time when unions were striving to unite in one federation and to amalgamate where more than one union operated in an industry

He said Fosatu would discuss the whole issue over the weekend and decide on the future of Ummawosa in Fosatu He said: "I don't think we can support a breakaway union"

Ummawosa, which is made up of a large section of Mawu's former East Rand and Eastern Transvaal organisation, has claimed it has the support of more than 38 factories and 15 000 workers

Workers at the union's launch on Saturday said they stood for worker control, more political activism, less bureaucracy and opposition to white domination.

A spokesman for Mawu claimed yesterday that 45 East Rand factories (out of an estimated 75) had remained loyal to Mawu.

He said the union would continue to service these factories, despite the dismissal of four organisers on the East Rand, and that new organisers had been appointed from the shopfloor

"Mawu denies the claim that worker control has not been honoured in the union The decision to get rid of the organisers was taken by the national executive committee

"No member of the union has suffered any loss or will suffer any loss because of their suspension

"Prior to the split 45 factories in the East asked to be moved to the Western Transvaal branch because they were dissatisfied with the way the branch was being run"

Mr Chris Dlamini, president of Fosatu, said yesterday that Mr Andrew Zulu, acting president of Ummawosa, was still, as far as he was concerned, vice-president of Fosatu

LABOUR NEWS RDM 21/7/84 (134)

Breakaways shatter unity, claims federation

By STEVEN FRIEDMAN
Labour Correspondent

THE Transvaal region of the Federation of SA Trade Unions (Fosatu) has criticised a move by former officials of Fosatu's Metal and Allied Workers Union to break away from Mawu and form a new union

In a statement yesterday, the Transvaal region charged that the newly-formed United Mining, Metal and Allied Workers Union of SA (Ummawosa) had "racist" policies and that the break-away had "split and confused metal workers"

It called on metal workers to reject the new union and remain loyal to Mawu

The statement appeared to dash the new union's hopes of remaining part of Fosatu

Ummawosa was formed last weekend after several prominent officials of Mawu's East Rand branch were expelled from the union.

At a meeting to launch the new union, which was attended by representatives of 38 factories, speakers charged that the split had followed worker disaffection with white Mawu officials whom they accused of taking decisions without consulting union members.

They said Ummawosa would seek more active political involvement and implied that this had been blocked within Mawu.

Mawu has replied that 45 East Rand factories have remained loyal to the union and that the expulsions followed growing dissatisfaction with the expelled officials on the part of workers at these plants.

At Ummawosa's meeting, officials of the new union said they still considered themselves part of Fosatu

However, in a statement issued yesterday by its Transvaal regional secretary Mr Vivi Masina, Fosatu said its Transvaal regional executive had held a special meeting on Thursday to discuss the split

It said the meeting had condemned the break-away, branding it the action of a "minority group" who, "because they are unable to win majority support, have split and confused metal workers"

It said the new union's formation "can only create confusion and break the unity we have fought so hard to achieve"

The break-away, it said, "can only assist management and the Government".

The rebel officials, it said, had been "properly expelled" by the Mawu executive

RDM 23/7/84 □□□ (134) ~~STATISTICS~~

BLACK worker membership of unions tripled between 1980 and 1983, according to a directory of unions produced by the SA Labour and Development Research Unit — while that of whites rose by 6% and of coloured and Asian workers by 8,7%.

Saldru also puts total union membership at about 1,5-million (including 670 000 blacks), with about 270 000 in unregistered unions.

Two problems surround the survey — neither of them the fault of its authors.

The first is that the figures include workers automatically "enrolled" in unions by closed-shop agreements who may not want to belong to these unions.

"Secondly, the membership of many unregistered unions can't be verified.

So Saldru's finding that 15% of the workforce is unionised is almost certainly an overstatement.

GWU president calls on rising unions to unite

134

RDM 24/7/84

By STEVEN FRIEDMAN
Labour Correspondent

THE president of a key union involved in efforts to unite emerging unions into a powerful new federation yesterday issued a surprise call to all emerging unions to rejoin the unity move.

Mr Johnson Mpukumba, president of the General Workers Union (GWU), made his call after the union's national conference in Cape Town at the weekend.

Earlier this year, newer "community" unions left the unity talks after being told they could attend as observers or not at all. This left the six biggest emerging union groups to continue efforts to form a new federation

Since then, it has been assumed that unions involved in the move do not believe the new federation will be weakened if "community" unions do not join

However, yesterday Mr Mpukumba called on all "progressive unions" to join the planned new federation. He said he had chaired a meeting last April at which all "progressive" unions were present. "I feel unhappy that we have lost the unity we had then — we can regain it before the new federation is launched," he said

Mr Mpukumba invited unions which had not joined the unity initiative to "discuss their suspicions about it with us" and said he believed this could lead to their agreeing to rejoin the unity talks

"All progressive unions belong in the same organisation," he said.

He stressed that the GWU conference had reaffirmed its support for the unity move

Mr Mpukumba also revealed that the conference had maintained the GWU's opposition to the new tricameral Parliament to be created in terms of the Government's new constitution.

He said the GWU had both coloured and Asian members and that they had joined other union members in opposing the elections to the new parliaments which will be

E

Star 24/7/84

134

Labour guide is published

Labour Reporter

The most comprehensive and detailed directory of South African trade unions to date has been compiled and published by the SA Labour and Development Research Unit (SALDRU).

The directory contains a statistical analysis of trade unions as a growing force and reviews developments in industrial relations since 1969.

While membership of registered trade unions has jumped 110 percent since 1969, with a 727 percent increase in the number of black members of registered unions, SALDRU researcher Mr Gordon Young says at least three out of four "organiseable" workers remain to be unionised.

Although the directory gives a membership figure for the total of 28 unregistered unions in 1983 as 271 934, this is based on inadequate information and cannot be taken as authoritative.

However the list of registered and unregistered unions, each containing a short synopsis of history, development, location and key officials, is the most extensive available and an extremely valuable source of information to anybody involved in the industrial relations field.

The directory also gives a chronological rundown of industrial relations and allied legislation from 1841 to the present day, highlighting major changes in state policy and explaining the ramifications of the changes.

Copies of the directory can be obtained from SALDRU, tel (021) 69-8531.

LABOUR NEW
RDM 26/7/84

Final draft for union federation

(134)

Labour Correspondent

THE final draft of a constitution for a new emerging union super-federation, which would bring together six major union groups and unions, has been completed

Some unions have already approved the constitution But a union source involved in the unity move said yesterday that some groups still had reservations about certain clauses, and that it would be "some time" before the constitution was approved.

Confirmation that a final draft of the constitution has been completed is contained in the latest issue of Izwilethu, newsletter of the Council of Unions of SA.

It hails this step as a further move towards union unity. It says that, once the constitution is approved, "the way will be clear to get down to the practical difficulties involved in forming the new federation"

The Federation of SA Trade Unions also revealed in a statement this week that its executive had discussed the constitution

It is likely the membership of unions involved in the unity move say they only expect the new body to be formally launched next year

The country's two emerging union federations, Fosatu and Cusa, who between them represent over 200 000 workers, are taking part in the unity initiative, together with the Food and Canning Workers Union, the General Workers Union, the Commercial, Catering and Allied Workers Union, and the Cape Town Municipal Workers Association.

Proposed federation 'will be powerful'

NON-RACIALISM and democracy are the aims of a new federation of labour unions, which, it is hoped, will be formed in the near future

Talks are presently being held in this regard, and, should it come off, the new federation will probably be a more powerful organisation than other established federations like the Trade Union Council of South Africa (Tucsa), says leading labour researcher, Mr Gordon Young

"Even though Tucsa will be bigger in numbers, the new federation will be able to draw on a nation-wide membership, which is a great advantage in dealing with huge conglomerate companies," said Mr Young

"Some of the affiliates participating in these talks could form giant industrial unions, which will create powerful forces operating nationally, in particular in industry

ALL-WHITE

"Of the present federations, Tucsa is open to all, but some of its affiliates are open to only one race, and the South African Confederation of Labour (Sacol) is an all-white organisation

"Sacol is falling in strength In 1974 it had 190 000 members — now it has 121 000," said Mr Young

Mr Young added that the only way to fight huge companies was with huge unions

Registration: gap is closing — researcher

THE difference between registered and unregistered unions is not as great as it used to be.

This is the opinion of Mr Gordon Youn., re-

"At present, constitutional amendments, and

DESPITE the fact that union membership increased nearly 60 percent in the past four years, three out of every four workers — a total of 4,5 million members of the urban working class — in South Africa did not belong to any workers' body, a new directory of trade unions has revealed.

The Directory of Trade Unions the work of three researchers of the Southern African Labour and Development Research Unit (Saldru) at the University of Cape Town, lists 194 unions registered by the Government, as well as 46 unregistered ones

And, according to one of the researchers, Mr Gordon Young, it is perhaps the unregistered unions who have achieved the most in terms of wage increases

Said Mr Young "The newer unions wield the militant power of the united workforce, which often includes strike action'

"This power has achieved better results, at least in the sphere of wages, than that of the registered unions"

UNREGISTERED

The 46 unregistered unions in the country comprise 271 000 members, 17 percent of the total unionised workforce

Africans constitute about 200 000 of unregistered workers, and are the fastest growing group in unions today.

TRADE Unions in South Africa are a growing force, but there is still much room for further recruitment. A recent labour study by a University of Cape Town research team has concluded that only one out of every four urban workers has been unionised.

By far the majority of unions have not registered with the Government, but there appears to be a softening of attitude towards unions on the part of the authorities. Cape Herald staffer MICHAEL DOMAN reports.

Many unions for Africans were initiated in the early 70s, but were the only ones not allowed to register, until more recently

Africans now form the biggest group of organised workers, 43 percent Coloureds and Asians make up 23 percent and whites 34 percent

The other groups have also been gradually increasing in numbers, but the real growth has been with Africans, and will be in the future

ORGANISED

According to Mr Young, contract workers, who form the majority of the total South African workforce, are not very well organised

"There is so little employment in the homelands and unionisation is not a right there. The real employment is in the cities," he said

A complication which does arise is the reclassification of an urban residential area as a reserve

"When that does happen as with the Mdantsane township near East London union organisers cannot operate legally there"

However, one measure which can help contract workers is the Unfair Labour Practice law

STRUGGLE

According to Mr Young, the Government is learning to live with trade unions, but not without a struggle

"Leaders, especially of the African unions, were banned, some died in detention and offices were closed, until the Government decided this couldn't go on"

But Mr Young admitted to a bit of concern over the quality of the new unions

"Can the new unions meet the demands of the working people in this country?

"The older unions relinquished the right to strike legally when they affiliated to the Government's Industrial Councils I can recall only two strikes in the last 20 years Another problem was that when negotiating on disputes, union officials also had to leave the factories to do this, cutting them off from their members The older unions were emasculated by the Industrial Councils

RESOLVE

"And the modern unions are increasingly using statutory measures to resolve issues The Government is drawing them in Only if the newer unions use their position within the Industrial Councils effectively, will their members benefit

"The danger is that something will happen to these unions when they are under the Industrial Council."

134

28/2/84

searcher at Saldru, who adds that unregistered unions now actually have some access to the law

"They are required to supply some basic information, such as names of office-bearers and details of their constitutions, to the Government, but their privileges are greater," said Mr Young.

Generally, unregistered unions have been suspicious of the Government and reluctant to have anything to do with them

"They are willing to comply with the regulations for unregistered unions, but unwilling to get further into the Government system"

changes in subscription fees, have to be approved by the Government," continued Mr Young, "and this is presently unacceptable to unregistered unions"

New labour laws, not expected to be promulgated until at least 1986, are set to make it compulsory for all unions to register, but will relax the strict Government control over these bodies

Political unions 'doomed'

A LEADING labour researcher is of the opinion that a workers' union with purely political aims, is doomed to failure

"In the absence of political organisations, a union must reflect the political aspirations of its members But workers expect their union to ensure a rise in their living standards, a future in their jobs and protection from arbitrary dismissal

"They want the union to handle the day-to-day issues," says Mr Gordon Young

"I can't think of one union which is political as such"

RDM 30/7/90 (130)

RESTRICTING emerging union membership to blacks seems to be a declining trend

Last week the blacks-only Commercial, Catering & Allied Workers' Union admitted coloured and Asian workers but stopped short of admitting whites

And the Council of Unions of SA revealed that two of its unions had admitted some white members

Cusa has backed what it calls black leadership in the union movement and this has been assumed to mean its unions are open to blacks only

RDM 6/8/84 (134)

THIS year's Tucsa conference will again discuss resolutions opposing labour law reform

Last year, Tucsa called for a ban on unregistered unions Now a National Manpower Commission report has urged just that.

But the NMC also recommended that registered unions no longer be able to object to the registration applications of rivals. It is this which the Tucsa meeting will be asked to reject.

At present, registered unions can object to attempts by new unions to register by arguing that they are the representative unions in their industries They have not been slow to do this — sometimes by arguing that only they should represent particular race groups.

Of course, a closed shop forcing workers to belong to your union helps back up any claim to be the majority union in an industry.

Critics see this as a means of protecting registered unions from competition

But many registered unions are extremely keen to continue being protected and both the Garment Workers Union and the Mine Surface Officials Associations want Tucsa to urge that the present system be retained.

The surface officials, however, do say it should operate non-racially

Tucsa is likely to approve the resolutions — which, coupled with its support for a ban on unregistered unions, call for registered unions to have the right to put rivals out of business

These calls come as several Tucsa unions face attempts by emerging unions to recruit their members

They are unable to out-organise them and seek to use their access to the ear of the Government to stem the tide

LABOUR NEW
RDM 9/8/84 134

Overseas unionists praise workers

By PHILLIP VAN NIEKERK

SOUTH AFRICA's emerging unions had grown impressively despite major obstacles such as police harassment and influx control, two leading Finnish trade unionists said this week.

The visitors are Mr Hannu Ohvo, general secretary of the International Section of the Central Organisation of Finnish Trade Unions, and Mr Jukka Oas, the international secretary of the 160 000-strong Finnish Metalworkers Union

The unionists said at the end of a 10-day fact-finding mission that it was the unions and not the South African Government which could take pride in the changes to the local labour scene.

Mr Oas said he was impressed with the progress of the emerging unions even though they were relatively young and were organising workers who had no tradition of trade unionism

"Though changes to labour legislation made it easier to organise workers, the apartheid system as a whole was still an obstacle to the unions

People are being provided with massively inadequate education," Mr Oas said

"Influx control — which makes people scared of losing their jobs and getting sent back to the so-called homelands — is the basis of the whole mining industry It allows the employers to pay these poverty wages to mineworkers," he said.

Both Mr Oas and Mr Ohvo said that black South Africans lived in the worst conditions they had seen anywhere in the world, including Latin America

RDM 10/8/84 (134)

'Blacks urged: Join white-led unions'

Labour Correspondent

THE Rand Water Board has been accused of encouraging black workers to join white-led established unions to halt the growth of an emerging black union among them.

But a spokesman for the board has denied this, adding that he was not aware of any attempts by established unions to recruit its black workers.

Mr Phillip Dlamini, general secretary of the SA Black Municipal and Allied Workers Union (Sabmawu), charged this week that a black personnel officer employed by the board had been handing members of his union "stop order" forms instructing the board to deduct union dues on their behalf

The forms, he said, were to be sent to the Rand Water Board unions' joint committee, on which four established unions are represented.

Mr Dlamini charged that black workers, including Sabmawu members, were being "forced" to sign the forms and accused the board of helping the established unions to ensure that it did not have to deal with Sabmawu

The board's spokesman noted that only one union on the joint committee — the SA Boilermakers Society — admitted black members. He added that the boilermakers would only recruit the board's workers if they were employed in skilled jobs, and none had yet qualified for these

"We have a committee to represent black workers and are happy with this arrangement"

Mr Tom Neethling, general secretary of the Amalgamated Engineering Union — one of the four unions on the joint committee — said he was also unaware of any attempt by the unions to recruit black Rand Water Board workers.

Sowetan 10/8/84

Reef unions condemn police 'pass raid'

(134)

SEVERAL trade unions have reacted strongly to the arrest for "pass offences" of workers on their way to and from work in the Pretoria-Witwatersrand-Vereeniging complexes.

They were reacting to reports that police — in a massive "crime prevention operation" — have arrested scores of people for "pass offences" and urinating in public

Most of the workers were reported to be arrested near bus stops and railway stations on their way to work or from work The workers either paid admission of guilt fines or appeared in the Commissioner's Courts, according to sources.

The Black Sash, which also joined in the condemnation of the "pass raids," said that the crackdown on so-called "illegals" was "horrific "

A spokesman for the police has confirmed the arrests of the people.

The general secretary of the Council of Unions of South Africa, Phirashaw Camay, said that the Government should stop harassing and intimidating people, especially on their way to work.

The National Union of Clothing Workers' administration, Mr Athol Margolis, said that the "pass laws" were unjust and should be stopped by the Government He called on police to stop this "injustice" of arresting commuting workers.

Other unions which condemned the pass laws include, Federation of South African Trade Unions (Fosatu), Black Allied Workers' Union, African Allied Workers' Union and South African Allied Workers' Union

KDM 16/8/84 (134)

No work, no pay on Labour Day

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at a Howick company BTR Sarmcol will be able to clock out at lunch time each May 1 to celebrate International Labour Day — but they will not be paid for the work time they miss, according to the company.

In a statement this week, Sarmcol added that workers would only be allowed to leave early to celebrate May Day "subject to suitable prior arrangements being made to maintain essential and continuous services"

The company said the decision was "in conformity with the company's policy to employees to clock off early to attend local celebrations or national religious gatherings"

Sarmcol was reacting to a statement by the Metal and Allied Workers Union (Mawu) which said an agreement between it and the company would allow workers to take half a day off on May 1 to celebrate Labour Day

Allowing workers to celebrate May 1 is an unusual move in South African factories, but Mawu says it and other unions affiliated to the Federation of SA Trade Unions are pressing for recognition of the day as a worker holiday

The union also announced in the statement that it had settled a four-month wage dispute with the company which led to Mawu holding a strike ballot at the plant and an overtime ban by workers.

Sarmcol's statement confirmed that the two sides had agreed on a pay increase of 15,88%.

Sowetan 16/8/84

Seawu in talks with UDF

THE STEEL Engineering and Allied Workers' Union will hold their fifth annual conference in Doornfontein, Johannesburg on Saturday, August 18.

Items to be discussed include the financial report, election of vice-president, amendment of the Constitution, the strike fund and unity talks with other unions and the United Democratic Front

Mr Ndumane Tibane, the organising branch secretary of the union, has urged all members to attend Members in arrears for three months will not be allowed to participate and members should bring along their membership cards or their latest receipts, Mr Tibane said

Transport

The union's members in the Pretoria and Brits areas have been requested to contact their respective shop stewards in connection with transport Buses will leave from Bloed Street (near taxi rank) at 8 30 am

The convention will be held in the cathedral at corner Saratoga and End streets, Doornfontein as from 10 am

RDM 17/8/84 (134)

Hopes for new federation grow

By STEVEN FRIEDMAN
Labour Correspondent

MAJOR emerging unions will gather in Cape Town at the weekend to continue unity talks which union sources believe will lead to the formation of a powerful new worker federation early next year

The chief purpose of the meeting is for delegates to approve a final draft of a constitution for the planned new federation.

Some unionists predict that the federation, which would bring together unions representing well over 300 000 workers, could be launched in the first two months of next year

Recently, a working group of unionists completed a draft constitution for the planned federation and this document has now been discussed by all the unions and union groups taking part in the unity talks.

The weekend meeting will discuss any objections unions may have to the draft and unionists hope that it will agree on a final version of a constitution.

This document would then be put to members of the various unions and federations for final approval.

Union sources believe agreement on the constitution will be achieved at the weekend and that unions will then begin to work out the details of agreements between them, laying down which each union's area of operation and ensuring that there is no competition between them

Other sources, however, say there are still differences between the unions on the constitution and that key details of the planned federation's structure will have to be discussed at the meeting.

Those involved in the talks are: the Federation of SA Trade Unions, the Council of Unions of SA, the Food and Canning Workers Union, African Food and Canning Workers Union, Commercial, Catering and Allied Workers Union, General Workers Union, and Cape Town Municipal Workers Association.

Sowetan 17/8/84 (134)

Survey lashes homelands

By JOSHUA RABO-ROKO

BLACK trade unionists have been detained beaten, harassed and intimidated by police under various labour and security laws in the so-called homelands.

This view is expressed by the associate director of the South African Institute of Race Relations, Ms Carole Cooper, in a survey entitled "Homelands and Trade Unionism" released this week

In the survey she says homelands have different labour legislation and security laws which they use to curtail the operations and movements of unions, especially those that have their base in South Africa

Bophuthatswana, Ciskei and KwaZulu have so far experienced the most trade union activity, although unionism in those areas is still in its "embryonic stage"

Transkei and Venda have passed their own labour legislations which have categorically refused to accept trade union activity within their borders, thus making it virtually impossible for workers to hold legal strikes

In Ciskei trade unionists have been detained and harassed in their hundreds, especially during the bus boycott in the territory. Among them are Mr Thozamile Gqweta and Mr Sisa Njikelane of the South African Allied Workers' Union (Saawu)

Both Bophuthatswana and Ciskei have banned unions in terms of the territories' laws Saawu has been accused of having links with the African National Congress, although the union has refuted these claims

The continued actions of these areas against the unions has made them gain strength and support, the report says

The unions have rejected the policy of homelands and regard workers in those territories as citizens of South Africa

The unions should continue to operate in the areas to improve workers' wages and working conditions

C. Times 134

20/8/84

Unions hold talks

Labour Reporter

REPRESENTATIVES of 24 trade unions with some 300 000 members country-wide met in Cape Town at the weekend for further talks on the formation of a new union federation

From a statement issued on behalf of the inter-union feasibility committee it appears that significant progress has been made.

It said a draft constitution had "virtually been finalized" and that a subcommittee would now draw up a declaration of principles and consider "other outstanding matters" A further meeting of the full committee would be then be held.

"The way will then be clear for the approval of the final constitution by each union and the holding of an inaugural conference", but the statement did not say when it was likely to take place

RDM □□□ 20/8/84 (134)

IT is not every day that a celebrated former Government labour adviser gives evidence for a black trade unionist in court.

This is what occurred in the Potchefstroom magistrates' court last week when Professor Nic Wiehahn took the stand on behalf of the general secretary of Cusa's Food, Beverage Workers' Union, Mr Skakes Sikhakhane

Mr Sikhakhane is charged with holding an illegal gathering outside local firm, Chubby Chicks, where he had gone to settle a dispute.

The case is seen as a key test of union rights, for it follows several arrests of unionists after they arrived at plants to settle disputes

They found their members gathered outside the plants and adressed them — an action which, police contend, contravenes various bans on outdoor meetings

If the courts agree, union officials will be severely hampered because they will not be able to talk to their members during many work stoppages.

The list of witnesses for Mr Sikhakhane suggests unionists are not alone in worrying about this new police action

Besides Prof Wiehahn, Anglo American industrial relations man, Mr Bobby Godsell, and Wits Business School lecturer, Mr Loet Douwes-Dekker, also gave evidence on the implications for labour relations if the police view is upheld.

Sowetan 21/8/94 (134)

Federation close

TRADE unions representing 300 000 workers met in Cape Town at the weekend for further talks to establish a new union federation.

Twenty four unions were represented

In a statement after the meeting, a spokesman said a constitution for the new federation had "virtually been finalised "

"There will be a subcommittee meeting to draw up a declaration of principles and consider other outstanding matters," he said.

A further meeting would then be held by a feasibility committee set up by the unions to establish the new federation, said the spokesman

Strikers nabbed

Sowetan 21/8/84 (134)

By JOSHUA RABOROKO

AT least 40 of more than 5 000 strikers have been arrested by police in countrywide industrial actions which have gripped most factories over wage demands.

The police used sjamboks and patrol dogs to disperse more than 400 workers at the Newcastle Carbochem Rubber Factory, according to the SAP's public relations division in Pretoria yesterday

Forty workers were arrested, of whom 11 sustained dog bites and had to undergo medical treatment. Those arrested were expected to appear in the local magistrate's court yesterday on charges of holding a public meeting

Col Heynes said the workers were warned after they had gathered outside the factory and started stopping motorists

Meanwhile about 3 500 workers out of a total workforce of just over 4 000 voted yes to industrial action in support of wage demands at Highveld Steel in Witbank

The votes were counted before management after the conclusion of the three-day ballot which was held jointly by the South African Boilermakers' Society and the Metal and Allied Workers' Union (Mawu)

In a separate incident, about 1 200 hourly-paid workers were dismissed for taking part in a legal strike at the Dunlop Tyre Company, a union official said yesterday.

More than 2 000 workers are still on strike at Lever Brothers and Hart Limited. A spokesman for the Chemical Workers' Industrial Union said the workers were demanding a 20 percent increase in wages

About 2 000 workers at Siemens Cables Company in Pretoria have returned to work after going on strike over wage demands and other job-related issues

A Mawu spokesman said that the workers returned after management had shown a willingness to discuss the issues involved

In another labour unrest over 150 workers at Pin Printpak in Industria yesterday downed tools over wage demands Late yesterday the workers' representative were making attempts to resolve the matter with management.

Argus 22/8/84 (134)

Few workers ask for time off to cast vote

Labour Reporter

THERE had been very few requests from coloured workers for time off to vote in today's elections, according to city businessmen

Managers of a large clothing manufacturing plant, a building construction firm and a food manufacturing company, said no workers had asked for time off to vote

Most branches of a large retail chain store reported no interest in the elections among their staff

"I think there is strong degree of apathy about these elections," said one personnel manager

However, the manager of the Athlone branch of the chain store said some workers had requested the entire day off

A large engineering firm, which has a recognition agreement with one of the independent black unions, said coloured workers had expressed no interest in the elections

A powerful nationwide grouping of independent trade unions representing 300 000 workers has called on coloured workers not to vote

The 24 unions, which will form a new union federation, asked workers to refuse time off to vote if it were granted, or to go home

(Report by P Green, 122 St George's Street, Cape Town)

RDM 24/8/89 (134)

Closed shop unfair, court maintains

Labour Correspondent

A THREAT by a Natal garment workers union to expel workers who join rival unions — which would cost them their jobs — has been thwarted by industrial court action.

The union is the Garment Workers Industrial Union, a member of the Trade Union Council of SA, which has a closed shop agreement in the industry forcing workers to belong to it.

It faces competition from the National Union of Textile Workers, a Federation of SA Trade Unions member, which has recruited most workers at the Pinetown clothing firm, James North Africa, and is recognised by the company.

Workers at the plant must remain members of the GWIU unless they are exempted from the closed shop, but this has not prevented them from joining a rival union as well.

The GWIU, however, reacted to NUTW's campaign at James North by changing its constitution to allow the expulsion of workers who joined a rival union. The closed shop means that expelled workers would also lose their jobs.

It ordered workers who had joined NUTW at James North to appear at an inquiry into whether they belonged to the rival union

NUTW challenged this in the industrial court, arguing that it was an "unfair labour practice".

The latest issue of Fosatu's newsletter, Fosatu Worker News, reveals that lawyers for the GWIU have now conceded that the threat to expel members for joining a rival "would be seen as an unfair labour practice".

As a result, it says, the GWIU has abandoned attempts to expel NUTW members.

Mercury 24/8/84 (134)

Union threat to workers blocked

Mercury Correspondent

JOHANNESBURG—A threat by a Natal garment workers' union to expel workers who join rival unions — which would cost them their jobs — has been thwarted by Industrial Court action

The union is the Garment Workers' Industrial Union, a member of the Trade Union Council of S A, which has a closed-shop agreement in the industry, forcing workers to belong to it

It faces competition from the National Union of Textile Workers, a Federation of S A Trade Unions member, which has recruited most workers at Pinetown clothing firm James North Africa and is recognised by the company

Workers at the plant must remain members of the GWIU unless they are exempted from the 'closed shop', but this has not prevented them from joining a rival union as well

The GWIU reacted to the NUTW's campaign at James North by changing its constitution to allow the expulsion of workers who joined a rival union The 'closed shop' means expelled workers would also lose their jobs

It ordered workers who had joined the NUTW at James North to appear at an inquiry into whether they belonged to the rival union.

The NUTW challenged this in the Industrial Court, arguing that it was an 'unfair labour practice'

The latest issue of Fosatu Worker News reports that lawyers for the GWIU have conceded that the threat to expel members for joining a rival union 'would be seen as an unfair labour practice'

As a result, it says, the GWIU has abandoned attempts to expel NUTW members

Now the NUTW is pressing for James North workers to be exempted from the closed shop so they can resign from the GWIU, but the Tucsa union has the power to block this at the Natal garment industry's industrial council

Although the settlement of the case does not create a precedent for similar disputes, it is likely to allay fears that other unions with closed-shop agreements would move to expel those who joined rivals

Unions with closed-shop agreements covering black workers face competition from emerging unions in several industries and expelling workers who join these rivals would give them a powerful weapon

Mercury 25/8/84 (134)

Union shackled by Court order in tyre factory strike

Mercury Reporter

A STRIKE by hourly-paid workers at Dunlop Sports was declared unlawful yesterday after an order granted in the Supreme Court, Durban

The Metal and Allied Workers' Union and its secretary, Mr W G Schreiner, were restrained from inciting any employee of Dunlop from taking part in, or continuing to take part in, the strike

They were also restrained from inciting employees from taking part in any other unlawful strike, or in the continuation of such strikes

Hundreds of workers at Dunlop's tyre factory were sacked last week after a strike in protest against the dismissal of five workers and the suspension of shop stewards

Mr Justice Booysen, who heard the urgent application by Dunlop, postponed the matter until August 28

In papers before Court, Mr Glen Richard Sutton, Dunlop's industrial-relations manager, said the present strike by workers at Dunlop was unlawful

He said that since August 17 Dunlop's Sydney Road branch had been at a standstill All production other than that of car tyres had ceased The daily loss was R229 000

Mr Sutton said that on August 20 the union had sent a telegram to a shop steward at Dunlop's Benoni branch Only part of the telegram, outlining reasons for the stoppage at Sydney Road, had been shown to management.

He said that on August 23 a strike had begun at the Durban tyre branch after a document had been handed to the administration manager

A similar document had been sent to Dunlop's biggest branch at Ladysmith If a strike started there, it would end all Dunlop's tyre manufacturing activity, he said—

Mr Sutton said it was clear the Metal and Allied Workers' Union had embarked on a campaign to bring all of Dunlop's employees on strike to support the strike at Sydney Road

He said the strikes were illegal The reason for striking was not the dismissal of five workers in 1983, but other issues, including a dispute over interpretation of a recognition agreement between the union and Dunlop

Meanwhile, workers who had been on strike at the company's Durban tyre branch returned to work yesterday

RDM 22/8/84 (134)

Illegal gathering: unionist found guilty

By STEVEN FRIEDMAN
Labour Correspondent

A PROMINENT black trade unionist, Mr "Skakes" Sikhakhane, has been found guilty by a Potchefstroom magistrate of holding an illegal gathering outside a factory in the area.

Lawyers acting for Mr Sikhakhane are to appeal against his conviction, opening the way for a key Supreme Court test of police action against unionists who have addressed worker gatherings outside factories during disputes.

Mr Sikhakhane, general secretary of the Food, Beverage Workers Union — a member of the Council of Unions of SA — was convicted together with 26 workers at Potchefstroom firm Chubby Chicks

He and the workers were arrested outside the company's premises after Mr Sikhakhane had travelled to the plant in an attempt to settle a dispute

Sentence on Mr Sikhakhane and the 26 workers was postponed and is to be passed on September 10

Mr Sikhakhane's trial has attracted intense interest from unionists here and abroad as it is seen as a key test of the right of unionists to intervene in disputes.

He was arrested outside the Chubby Chicks plant in February after allegedly adressing a group of workers who claimed they had been "locked out" by the company during a dispute which has since been settled

Police contend that, by addressing workers in the open air, Mr Sikhakhane contravened a blanket ban on outdoor gatherings imposed by the Minister of Law and Order as well as a Transvaal ordinance barring public gatherings without the permission of a local authority.

At the time, several other unionists were arrested and charged with contravening the ban on gatherings while on union business, but none was convicted.

The trial was marked by the appearance of three prominent labour relations specialists, including former Government labour adviser Professor Nic Wiehahn, as witnesses on Mr Sikhakhane's behalf.

Mr Bobby Godsell, of the Anglo American Corporation and Mr Loet Douwes-Dekker, of Wits University's Graduate Business School, also testified for Mr Sikhakhane.

All three warned of the implications for labour relations should the police view be upheld

RDM 27/8/84 □□□ (134)

ARE black supervisors workers or managers? Unions say they are workers, and should be allowed to join unions. Managers say they are managers and shouldn't.

Demands by black supervisors to be represented by an emerging union prompted a recently-settled dispute at Wadeville firm Chesebrough Pond's. Similar demands may crop up elsewhere as more blacks become supervisors.

Some managements are wary of this· they argue

LABOUR WEEK

STEVEN FRIEDMAN

that supervisors are part of management and cannot belong to the "other side" as well.

They say the demand is made simply because the supervisors are black. This, they add, could make employers unwilling to promote blacks if they know they are allowing a union loyalist into a management position.

Some employers might also reply that, if unions want to represent black supervisors, they must show they are the majority union among all lower management. Emerging unions are unlikely to be willing or able to do this.

The issue may hinge on just how much authority black supervisors have. In many plants, they have little: far less than a foreman, for example There seems no reason why they should not be able to join a union.

But where they take management decisions, even at a low level, it is hard to see how they can also belong to a union.

□□□

RDM 27/8/84 □□□ (134)

A STRIKE ballot at the Witbank plants of Anglo American's Highveld Steel could prompt a test of whether workers are able take strike action across race lines

The ballot was organised jointly by Mawu and the SA Boilermakers Society after their pay talks with Highveld deadlocked About 70% of Highveld's workers (and over 90% of Mawu's black members) voted to strike.

That a union whose members include white, skilled workers, had undertaken a ballot with one representing black, unskilled workers was itself unique.

But the unions also ran an unofficial poll among white skilled workers who belong to other unions About 400 — 45% — voted to strike

Bearing in mind the conservatism of white workers, this is a high percentage.

It also adds a new dimension to the dispute during a recession, it might be fairly easy for an employer to fire less skilled black workers. But the skilled manpower shortage makes firing skilled workers a risky option.

If a sizeable number of white artisans joined a legal strike, worker muscle might be increased markedly

It is by no means certain that artisans would strike — there is a difference between voting to strike and actually doing it. But this is the first major dispute in which the possibility has arisen.

Meanwhile, it is not yet clear whether the ballot will lead to a strike.

The unions want Highveld to re-open talks and hope the ballot will prompt it to do so.

Highveld, partially influenced by the fact that it has struck a wage deal with three artisan unions, has not reacted publicly to this call.

RDM 29/8/84 (134)

SA unionist tells of talks with Scargill

A BLACK South African mineworkers' leader met Mr Arthur Scargill of the National Union of Mineworkers in London earlier this year to discuss strike solidarity and South African coal exports to Britain.

Mr Cyril Ramaphosa, general secretary of the emerging National Union of Mineworkers (NUM), said yesterday he met Mr Scargill in London during an overseas visit in May this year.

The two union leaders discussed solidarity for South African mineworkers in the event of a strike Mr Ramaphosa refused to disclose the extent of the support Mr Scargill pledged.

However, he said, the support promised was moral rather than financial.

The question of South African coal exports to Britain and the effect this would have on the present five-month dispute with the British Coal Board was discussed.

"As nothing much has happened on this front, I would prefer not to comment," said Mr Ramaphosa.

Mr Ramaphosa also visited union leaders in Europe, but declined to specify the countries he visited.

The NUM is presently engaged in a dispute with the Chamber of Mines which could lead to the first legal strike on South African gold mines Mr Ramaphosa said no decision on possible strike action had been taken yet. — Sapa

Unions hail low poll in elections

RDM 31/8/84 (134)

Labour Correspondent

THE country's six major emerging trade union groups, which represent more than 300 000 workers, have hailed the low poll in coloured and Indian elections for the new three-chamber Parliament.

They said in a statement yesterday that it was "ridiculous" for the Government to claim the vote was an "acceptable mandate" to go ahead with the new constitution and rejected claims that the low poll was the result of "intimidation"

They also called for the release of detainees held in a police swoop on activists campaigning for an election boycott

The statement was issued by the seven union groups taking part in efforts to form a new super-federation of emerging unions

They are the Federation of SA Trade Unions, Council of Unions of SA, Cape Town Municipal Workers' Association, Commercial, Catering and Allied Workers' Union, Food and Canning Workers Union and the General Workers' Union

In their statement, the unions said the low polls showed that "the majority of eligible voters overwhelmingly reject the Government's new deal and support the 'don't vote' call by independent unions and other progressive organisations'

On charges that intimidation had kept voters from the polls, the unions said the Government had "swung the whole power of the State in support of the elections"

It mounted a "high powered publicity campaign" urging potential voters to take part and "set out to harass progressive organisations' — a move which led to "the despicable detentions of over a hundred key activists'

But these efforts had failed the unions said

In emerging unions, "so-called coloured, Indian, African and white workers have seen the benefits of unity and non-racialism

"The real democracy practised in our unions shows up the constitution for what it really is — a farce"

Argus 31/8/84 (134)

Trade unions reject claims of mandate

Labour Reporter

A POWERFUL grouping of independent trade unions has described as "ridiculous" a Government claim that the results in the coloured and Indian elections were an "acceptable" mandate to go ahead with the new constitution

The unions, which represent about 300 000 workers and will form the backbone of the new union federation, said the majority of eligible voters "overwhelmingly rejected the new deal and supported the 'don't vote' call made by independent unions and other progressive organisations"

"We reject any attempts to blame the low poll on intimidation The Government swung the whole power of the State in support of the elections Weeks before it mounted a high powered publicicty campaign urging so-called coloureds and Indians to vote"

The unions also condemned the "despicable" detention of "over 100 key activists from progressive organisations" and called on the Government to release all those detained

It was time the "racist Government" realised that apartheid "in whatever guise is unacceptable to the majority of workers

"In the independent unions, so-called coloured, Indian, African and white workers have seen the benefits of unity and non-racialism The real democracy practised in our unions shows up the constitution for what it really is — a farce"

The statement was released by the Food and Canning Workers' Union, the Federation of SA Trade Unions, the General Workers Union, the Cape Town Municipal Workers' Union, the Commercial, Catering and Allied Workers' Union and the Council of Unions of SA

RDM 3/9/84 (134)

DID campaigning by emerging unions for a boycott of coloured and Indian elections for the new three-Chamber parliament affect the poll?

The six union groups involved in unity moves last week hailed the low poll, but stopped short of claiming direct credit for it.

One reason is that their coloured and Indian membership, while significant, is not big enough to make much impact on national poll figures.

But one area may have provided a test: the East Cape. There Fosatu unions conducted a house-to-house campaign urging a stay-away. And many coloured workers there belong to a Fosatu union.

On one level, this campaign seems to have failed: coloured election polls in the area were higher than in several other areas — between 30% and 48%.

But the area is a stronghold of the Labour Party's leader, Rev Allen Hendrickse, and many Fosatu union members have been Labour members or even office-bearers

And only about 58% of coloured people were registered voters, so only one in four potential voters probably went to the polls in one of Labour's key areas.

So the union campaign may have had some impact.

Mercury 4/9/84 (134)

Firm fights ruling over union dues

Pietermaritzburg Bureau

THE Consolidated Frame Cotton Corporation yesterday appealed in the Supreme Court against a decision by a magistrate interdicting the company from continuing to deduct union dues in favour of the Textile Workers Industrial Union (SA) from the wages of certain workers.

Mr Justice Broome and Mr Justice Nienaber reserved judgment in the matter.

Durban Magistrate Mr G J Botha granted an application in January this year by 19 workers from the Pinetex Mill, in Pinetown, for a court order declaring that deductions from their wages in favour of the TWIU were unlawful as they had joined another union, the National Union of Textile Workers.

In an affidavit, Mr Julius Sithole said that in September 1982 he and other workers had given written authorisation to the company to deduct union dues from their wages.

When they joined the other union a year later, they wrote to the company cancelling the stop order.

The company had responded that their authorisation could not be revoked except in accordance with the TWIU constitution.

Mr Sithole said if the company had in any way obliged itself to make the stop order deductions and remit them to TWIU, it had been done without the knowledge or consent of the workers.

'We would not have wittingly bound ourselves to allow deductions to continue after our resignation from TWIU or retraction of the stop order authorisation,' he said.

In an answering affidavit, the joint managing director of the Frame group, Mr Selwyn Lurie, denied that the workers had resigned from TWIU and claimed that they had notified only the company of this. Frame, he said, was not authorised to receive the resignations.

RDM 10/9/84

Legal and labour pioneer dies in London

By STANLEY UYS
London Editor

LONDON. — Professor Julius Lewin, the distinguished South African legal expert and campaigner for black union rights since the 1930s, has died in a London hospital, aged 77.

Dr Lewin, a graduate of the University of Cape Town and barrister by training, was an internationally known liberal and author of many books, articles and learned papers on South African Native Law and the Race Problem.

Dr Lewin, who retired to live in London in 1960, is survived by his widow, Eleanor Hawarden, who was well known in South Africa as a teacher.

Born in Oudtshoorn, Dr Lewin first went to London for the Royal African Society for Labour Committee on African Affairs and the Fabian Colonial Committee.

He returned to South Africa in 1939 to take up the position of lecturer in Native Law, the first lectureship of its kind in South Africa.

He later became professor.

He contributed regularly to learned and popular publications and created a stir in 1942 with an article titled "Africans and the police," outlining African rights".

He had also given evidence in 1940 to a commission of inquiry, set up in the Copperbelt to examine the rights of black miners to create a union.

In 1947, at the invitation of Mr Ralph Bunche, he went to work for the United Nations trusteeship department. He was offered a permanent post but returned instead to the University of Witwatersrand.

While in London he practised at the bar and lectured at the University of London.

Among his best known works in London was a collection of his essays, published in 1963 under the title "Politics and the law in South Africa".

One essay dealt with a familiar theme of his writings, that there was "no revolution around the corner in South Africa".

Dr Lewin was a popular and respected figure and many tributes from his colleagues and friends were being received by his widow.

Argus 12/9/84

Unions 'cannot discriminate'

(134)

Labour Reporter

TRADE UNIONS could pay no regard to national, racial or religious distinctions if they wanted to be effective, business students at the Peninsula Technikon have been told

A Cape Town advocate, Mr Abdullah Omar, was speaking at a series of lectures on industrial law on the effects on trade unions of the new constitution

Trade unions in South Africa, like their Western European counterparts had emerged to defend the economic interest of workers in an industrial society, he said

"Trade unions can function effectively only if they are organised along industrial lines It is necessary for unions to organise all workers involved in the production process

"The logic of a worker's position compels unions to pay no regard to national, racial or religious distinctions"

The migrant labour system, pass laws and the loss of citizenship for Africans had been designed to "prevent proletarianisation"

Government puts stop to union's stop orders

By PHILLIP VAN NIEKERK

THE Minister of Manpower has blocked an application by the unregistered Black Allied Mining and Construction Workers' Union (BAMCWU) to allow a mine to deduct union dues from members' wages.

The move could signal a further clampdown by the Government on unregistered and fringe unions who do not comply with the Labour Relations Act.

A spokesman for BAMCWU said yesterday they had a more than 90% membership at the Lavino chrome mine in North-Eastern Transvaal

The company had applied to the Minister on BAMCWU's behalf for stop order facilities because they were not automatically entitled to them

The department had refused the stop orders.

The spokesman said. "We see this as another calculated move by those in power to further force unregistered unions to go along with their line"

The move follows soon after the controversial 1984 amendment to the Labour Relations Act which removed from unions who do not meet certain minimum requirements the right to have their recognition agreements enforced in court.

Labour observers pointed out that the reason for blocking the application could be because the mine is in a decentralisation area as well as in the heart of Conservative Party territory

Dr Piet van der Merwe, Director-General of Manpower, told the Rand Daily Mail yesterday that BAMCWU's application was not the first to be blocked.

He said the move had nothing to do with a Government attack on unregistered unions, but that each case was considered on merit.

"The Minister's major criterion in deciding whether a union should be entitled to stop order facilities is to see that it has met the minimum requirements of the Labour Relations Act."

'A threat to labour relations'

Anger at union man's conviction

THE SOUTH African Council of International Metalworkers' Federation has said that it was "deeply perturbed" by the conviction of trade unionist, Mr Leonard "Shakes" Sikhakhane, for contravening the Internal Security Act.

Mr Sikhakhane, the general secretary of the Food and Beverage Workers' Union, was this week sentenced to two months' imprisonment and fined R300 for convening and holding an illegal gathering in contravention of the Act

Twenty-three others, members of the union and employees of Chubby Chicks Company in Potchefstroom, who appeared with him, were sentenced to one month's imprisonment and fined R100 each

The sentence on the trade unionists has sent ripples of reaction through trade unions and other concerned organisations who say while they realise that the case will be taken on appeal and it is not therefore possible to comment on its particular circumstances, they find it "highly unreasonable and a direct threat to sound labour relations "

Disperse

"It frequently happens that a trade union official must address a gathering of workers in a public place — as often as not to convince them to return to work or to disperse

"Trade union officials called in under these circumstances must also ascertain the facts involved in a work stoppage so that they can discuss the matter with an employer

"The function of a trade unionist is in the first place to restore and maintain order under circumstances which, in the past have led to violence If security legislation prevents such an official from carrying out his or her bona-fide duties, it is surely self-defeating Instead of securing the safety of the state, it actively creates circumstances which promote violence

Threat

"We must appeal to the authorities to urgently review their policy in this regard as far as trade unions are concerned It would appear that the Internal Security Act is blind to situations which arise in the course of normal labour relations and which do not constitute a threat to security if correctly handled "

The federation also said it appears that the legislation constitutes a threat to orderly labour relations and to public peace

RDM 25/9/84 (134)

Ban is lifted for Jo'burg unions

By ANTON HARBER
Political Reporter

ALL trade unions have been granted an exemption from the ban on indoor meetings in the Johannesburg magisterial district.

However, the ban still applies to trade unions in 21 other magisterial districts

Two weeks ago, the Minister of Law and Order, Mr Louis le Grange, banned a wide range of indoor meetings until the end of the month.

The ban applied to all indoor meetings of two or more people which criticise or discuss the Government "or any actions of the Government"

The only exemptions were meetings held by registered political parties or by black local authorities

Outdoor meetings have already been banned throughout the country for some time

A spokesman for the Trade Union Council of South Africa (Tucsa) said yesterday his organisation had applied for an exemption from the banning in order to be able to hold routine meetings

Trade unions have previously expressed concern that the banning would have a serious effect on them

The Tucsa spokesman said the Chief Magistrate of Johannesburg, Mr M de Meyer,yesterday granted a blanket exemption from the banning for all trade unions meeting for bona fide trade union business in the Johannesburg area

A Tucsa affiliate is believed to have applied for a similiar exemption in the Kempton Park district, but the outcome was not yet known

Sowetan 25/9/84 (134)

Govt says 'no' to trade union

THE MINISTER of Manpower, Mr P C du Plessis, has refused the Black Allied Mining and Construction Workers Union (Bamcwu) stop order facilities at Lavino Company in Steelport — a move which unions see as a clampdown to force unregistered unions to register.

The union's general secretary, Mr Phandelani Nefolovhodwe, said they have a majority of members at the plant and had approached management to arrange stop order facilities.

In a letter to management and Bamcwu, the Minister states that stop-order facilities in respect of the members of the union at the industry have been refused. No reasons for the refusal have been stated and the letter is signed by the Director-General of the Department of Manpower, Dr Piet van der Merwe

The two controversial clauses of the Act are that —

Any agreements reached between unions and employers or employer organisations will not be enforceable in court if either party fails to comply with certain requirements These consist of supplying the State with details of their constitutions, membership, office addresses, names of office bearers and maintaining their financial affairs in good order,

— another requirement is that employers must submit details of agreements they have concluded with unions to the department

Mr Nefolovhodwe said they regarded their reply from the Minister as a tactic and strategy to force unregistered unions to register in line with the department's requirements

Mr Nefolovhodwe said they were prepared to fight the issue because it was in contrast with the freedom of association clause of the Labour Relations Act

Both trade union federations — Council of Unions of South Africa (Cusa) and the Federation of South African Trade Union (Fosatu) have expressed opinions that the Act showed that the "Government is moving towards controlling unions, not reform

LABOUR NEWS RDM 25/9/84

Union head: Don't blame us

(134)

By JEANETTE MINNIE

THE president of a whites-only union has taken issue with the Minister of Manpower, Mr Piet du Plessis, for not distinguishing between black and white unions when he said on SABC-TV this week that unions should use negotiating machinery instead of resorting to strikes and violence

Mr William de Klerk, president of the Motor Industries Employees' Union, said yesterday he was making the statement on behalf of his 23 000 members countrywide who had also heard the Minister and who were growing angry at the state of affairs in the country.

"They burn things down and throw stones and who do you think pays for it?" Mr De Klerk, said referring to the recent incidents of black unrest.

Asked whether he did not think that black unions also made use of the negotiating machinery, Mr De Klerk said. "They always throw stones first."

Mr De Klerk said that after the television broadcast he had spoken to one of Mr Du Plessis' aides who told him the Minister was referring to the mining strikes last week.

"But I heard a report again next morning on SABC radio quoting the Minister and there was no mention of the mining strikes or the specific union involved. The report merely referred to unions in general," he said.

Trade unions are exempted from ban on gatherings

Star 25/9/84 (134)

By Carolyn Dempster, Labour Reporter

All trade unions operating in the Johannesburg magisterial district have been granted exemption from the blanket ban on gatherings in the PWV area until September 30

A spokesman for the Trade Union Council of South Africa (Tucsa) announced today that the federation's application for exemption to the Johannesburg Chief Magistrate had been successful

UNREST

"Now trade unions can go ahead with their bona fide business without fear of transgressing the law and without fear of prosecution," said Mr J D Verster of Tucsa

The prohibition on gatherings under the Internal Security Act, with specific restrictions on anti-Government discussion, was announced two weeks ago after the outbreak of unrest in Vaal townships

Application for exemption was made after Tucsa sent an urgent telegram to the Minister of Law and Order, Mr Louis le Grange, condemning the prohibition as a gross and blatant interference in the legitimate activities of the trade union movement

At first only registered trade unions were to be exempted from the prohibition, but after further representation all trade unions were freed from the ban, which has another week to run.

However, Mr Verster warned that those unions which attempted to hold political gatherings under the auspices of bona fide union business would be in trouble

Zimbabwe backing for SA unions

By JOSHUA RABOROKO

THE ZIMBABWE Congress of Trade Unions and the International Labour Organisation have expressed their support for black unions and their abhorrence of the disturbing laws in South Africa.

This was said by the general secretary of the Motor Assemblies and Components Workers' Union of SA (Macwusa) and General Workers' Union of SA (Gwusa), Mr Denis Neer, after his return from Zimbabwe recently

Mr Neer, who had attended a conference of the international trade unions, said his delegation had experienced difficulties in obtaining visas and information about the conference in South Africa

"We had to spend a whole night at Harare Airport due to the fact that SA had refused us proper travel documents With the help of ZCTU and the co-operation of the Zimbabwean Ministers we went through," he said

Mr Neer said that they had exposed the lack of freedom of association in South Africa and other discriminatory laws affecting blacks "We were also given an exposure as to what is happening in the trade union movements internationally "

Slain taxi driver: Man arrested

A MIDDLE-AGED man has been arrested in connection with the death of a 38-year-old taxi driver who was shot in a taxi at a rank in Mamelodi, Pretoria, at the weekend.

The arrest followed the death of Mr France Choma of 13299 Mamelodi East, who was shot in the head during an argument inside a taxi near the Denneboom station

Brigadier H A du Plessis, Chief CID Officer for the Northern Transvaal, yesterday said the man was arrested on Monday night following intensive police investigations

• Police are still investigating the death of a 26-year-old man who was shot dead by a detective in Mamelodi last Tuesday night

Mr Norman Petros Hlangothe of 6344 Mamelodi West, died instantly after being wounded in the chest by a bullet from his friend's revolver

A police spokesman said Mr Hlangothe was in the company of a detective friend who had a revolver in his hand A shot went off, "accidentally" fatally wounding him in the chest A docket would be submitted to the Attorney-General of the Transvaal as soon as investigations were completed.

Mr DANIEL MA
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Sowetan 26/9/84 (134)

Cusa calls summit to promote unity

By JOSHUA RABOROKO

THE Council of Unions of South Africa is to hold a two-day conference at the St Peter's Conference Centre in Hammanskraal starting on October 6.

Mr Phiroshaw Camay, the general secretary of Cusa, said that issues to be discussed include the consolidation of unions, solidarity and trade union unity

A draft agenda of the congress has been sent to all 11 unions which are affiliated to the federation They are expected to study it and make comments by next week, he said

Cusa is one of the unions that have participated in the trade union unity talks for a long time

Cusa, the Federaion of South African Trade Unions and several unaffiliated unions representing over 300 000 members, have finalised a draft constitution of the new federation A sub-committee is to meet to draw up a declaration of principles

Mr Camay said that unity talks were important for the trade union movement and thanks to those who took courage and have vision to plan the talks "The new federation will be essential because the working class will be so much stronger with it It will unite the progressive elements within the labour movement

"It will also, no doubt, draw in more unions along the way It has the potential to develop into the most significant force in South African politics and labour

"Its very existence poses a fundamental challenge to apartheid — once again the working class will be organised into one unit. Never before has the need for a strong working class been greater — especially now that the Government is trying to split the working class through its new constitution," he said

Mondale sounds warning

HOUSTON — Democratic presidential contender, Mr Walter Mondale, said that if elected he would prohibit Sout

RDM 2/10/84

(134)

Wiehahn sees red over union road

By PHILLIP VAN NIEKERK

SOUTH African trade unions should be "politicised" into an anti-socialist ideology, Professor Nic Wiehahn, director of Unisa's School of Business and chairman of the Wiehahn Comission which opened the doors to labour reform, said yesterday.

Prof Wiehahn was speaking at a conference on "South African trade unions revolution or peace?" held by Rand Afrikaans University's Centre for the Investigation of Revolutionary Activities

He said it was not desirable that trade unions should be involved in politics but this question had become irrelevant because they had already been politicised

"Unfortunately they receive the wrong political philosophy in the process, namely socialism and communism

"It is thus necessary for the maintainance of freedom of our economic, social and other spheres that we 'politicise' our trade unions in the anti-socialist and ant-communist ideologies"

A paper by General P J Coetzee, commissioner of the South African Police, read on his behalf to the conference said there was a conspiracy to involve South African trade unions in the proposed revolution

He said the South African Congress of Trade Unions (Sactu) was the labour wing of a revolutionary alliance which included the South African Communist Party and the African National Congress

"We are aware of intensive attempts by this alliance to resurrect Sactu internally and to gain general support among the black workforce in the initial phase and then to create a general spirit of revolution"

Gen Coetzee said healthy industrial relations between the employer and the employee with his trade union played a large role in neutralising revolution

Mr Bobby Godsell, Labour Advisor to Anglo American, said trade unions had a poor track record in the area of revolution and could act as powerful agents for reform

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26.36 34.72 33.07 35.75 34.98 34.16 34.96
Current Hours: 46 Hourly Change 1975 to date: Nominal +249.1% Real +13.1% Current Real Weekly Wage: R 21.62

Chargeman E
11.96 21.50 23.50 43.00 45.70 48.40 58.00
12.58 17.16 16.89 20.23 19.98 19.68 20.17
Current Hours: 46 Hourly Change 1975 to date: Nominal +235.1% Real +8.5% Current Real Weekly Wage: R 34.22

Conveyor Attd E
17.25 26.50 29.00 48.00 50.40 52.80 63.50
18.14 21.15 20.85 22.58 22.04 21.47 22.09
Current Hours: 46 Hourly Change 1975 to date: Nominal +304.7% Real +31.0% Current Real Weekly Wage: R 19.75

Conveyor Op E
29.90 43.50 46.00 76.00 80.00 84.00 100.50
31.44 34.72 33.07 35.75 34.98 34.16 34.96
Current Hours: 46 Hourly Change 1975 to date: Nominal +206.1% Real -0.9% Current Real Weekly Wage: R 21.62

Melt Tank Atd E
17.25 26.50 29.00 48.00 50.40 52.80 63.50
18.14 21.15 20.85 22.58 22.04 21.47 22.09
Current Hours: 46 Hourly Change 1975 to date: Nominal +180.9% Real -9.0% Current Real Weekly Wage: R 34.22

Melt Tank Op E
34.96 49.50 52.00 86.00 91.00 96.00 115.00
36.76 39.51 37.38 40.45 39.79 39.04 40.00
Current Hours: 46 Hourly Change 1975 to date: Nominal +206.1% Real -0.9% Current Real Weekly Wage: R 21.62

Pipe Mch Attd E
11.96 21.50 23.50 43.00 45.70 48.40 58.00
12.58 17.16 16.89 20.23 19.98 19.68 20.17
Current Hours: 46 Hourly Change 1975 to date: Nominal +174.6% Real -11.1% Current Real Weekly Wage: R 39.16

Spinnerman E
15.18 25.50 27.50 46.00 48.30 50.60 79.00
15.96 20.35 19.77 21.64 21.12 20.58 27.48
Current Hours: 46 Hourly Change 1975 to date: Nominal +304.7% Real +31.0% Current Real Weekly Wage: R 19.75

Supervisor E
30.36 43.50 46.00 76.00 80.00 84.00 100.50
31.92 34.72 33.07 35.75 34.98 34.16 34.96
Current Hours: 46 Hourly Change 1975 to date: Nominal +233.3% Real +7.9% Current Real Weekly Wage: R 26.90

Edge Grinder F
19.32 30.00 32.00 53.00 55.50 58.00 69.50
20.32 23.94 23.01 24.93 24.27 23.59 24.17
Current Hours: 46 Hourly Change 1975 to date: Nominal +200.2% Real -2.0% Current Real Weekly Wage: R 34.22

LABOUR NEWS 3/10/84

Boycott a threat to chip business

By PHILLIP VAN NIEKERK

IF THE boycott of Simba chips gained widespread support, the company's business would be affected, Mr J C du Toit, managing director of Simba-Quix, said yesterday

He was responding to the Sweet, Food and Allied Workers Union's (SFAWU) claims of massive support for the boycott which was launched last week to win back the jobs of more than 400 workers fired at the company's Isando plant in August

The boycott now has the backing of about 30 trade unions as well as numerous political and community groups such as the United Democratic Front, the Transvaal and the Natal Indian Congress, the Azanian Students Organisation, the Congress of South African Students, Nusas and Sacos

The union has also said it will be notifying the International Union of Food and Allied Workers Associations, to which the SFAWU is affiliated, of the dispute

Mr Du Toit said the company did substantial business in the black areas and that the degree to which the business would be affected depended on how much support the boycott received

He said the company might reconsider if new facts were presented by the union, but he had had nine meetings with shop stewards and union officials since the strike and was satisfied the workers had been fairly dismissed

The workers were fired after taking part in a work stoppage in sympathy with three dismissed workers

Mr Du Toit denied SFAWU's charges that the company was racist to rehire coloured workers after firing black workers "When we had to re-engage new staff, there were coloureds at the gate"

Mr Jay Naidoo, SFAWU'S general secretary said eysterday "We urge Simba management to reconsider their decision and to negotiate with the union an amicable solution to the present dispute"

Unions claim SP harassment

Mail Correspondent

CAPE TOWN — Two major Cape Town-based trade unions called on the Government yesterday to restrain the Security Police from "continually harassing" its members and officials

Listing incidents of alleged harassment, the unions declared these left them "in no doubt" that the Security Police were opposed to the legitimate activities of trade unions and were engaged in a campaign to "instil fear in workers and union officials"

In a statement, the Food and Canning Workers' Union and the African Food and Canning Workers' Union said Security Police had attempted to pay a newly elected official in Grabouw to pass on information about the union.

Security Police were repeatedly visiting the unions' offices in East London, "often with no apparent purpose" and and had recently demanded the names of committee members from union officials

A police spokesman said yesterday he was "unable to comment on the statement at this stage"

RDM 6/10/84 (134)

Union seeks conciliation board

By JEANETTE MINNIE

THE Sweet, Food and Allied Workers' Union (SFAWU) has applied for a conciliation board to consider two unfair labour practice charges against Simba Quix

The move follows a dispute in which 464 SFAWU members were dismissed by the company at its Isando plant in August

The first unfair labour practice charge is based on four arguments

- The company failed to negotiate in good faith on the dismissal of the first three workers,
- The company refused to negotiate on the resulting conflict which led to the strike by another 464 workers,
- The subsequent dismissal of the 464 workers;
- After these dismissals the company hired workers on a racial and not economic basis (Coloureds were employed in place of 464 blacks)

The second charge follows the dismissal of five workers who were on leave during the strike and who, the union alleges, were dismissed because they refused to resign from the union or in any way dissociate themselves from its activities

The company has welcomed the application for a conciliation board, saying it would prove who was right and who was wrong

It has indicated a willingness to reconsider the matter, but only if new facts emerge Simba's managing director, Mr Jan du Toit, has said that nine meetings of the company and union have been held since the strike He was satisfied the dismissals were justified

The company, and especially Simba Chips, face a countrywide boycott over the dispute

The SFAWU general secretary, Mr Jay Naidoo, announced this week that East Rand members of the National African Federated Chambers of Commerce (NAFCOC) had come out in support of a boycott

However, the majority of cafe outlets in East Rand townships will be affected by the decision

Dozens of support committees for the boycott are being set up around the country, including in Durban, Maritzburg, Johannesburg, all East Rand townships and in Lenasia

Support for the boycott has already been expressed by more than 30 trade unions, including community organisations which will urge their members to boycott Simba products

The company has stated that a boycott would not be in the interests of the economy, consumers or its remaining 900 black employees

The organisations which have come out in support of the boycott include the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), the National Federation of Workers (NFW), the African Food and Canning Workers' Union, the General Allied Workers' Union (GAWU), the South African Allied Workers' Union (SAAWU), the Johannesburg Scooter Drivers' Association, the Azanian Students Organisation (Azaso), the Congress of Students of South Africa (Cosas), the United Democratic Front (UDF), the Transvaal and Natal Indian Congresses (TIC and NIC), the National Union of South African Students (Nusas), the South African Council on Sport (Sacos) and Diakonia

International support for the boycott may also arise from the SFAWU's decision to notify the International Union of Food and Allied Workers' Associations, to which the SFAWU is affiliated

RDM 6/10/84 (134)

Trend seen to racially mixed unions

Financial Reporter

THE re-grouping of trade union memberships is a crucial aspect of the manpower scenario, says the director-general, manpower, Dr P J van der Merwe.

He told the Institute of Personnel Management (IPM) conference at Sun City yesterday there was a trend for unions organised on a particular racial basis to become racially mixed where possible.

"This movement is borne out by the fact that the number of trade unions which were open to membership of one racial group only decreased from 146 in 1980 to 114 at the end of 1983

"It is interesting though, to note that notwithstanding the decrease in the numbers of such unions, the membership of racially exclusive trade unions had nonetheless increased from 563 000 in 1980 to 702 000 in 1983.

"This phenomenon may be ascribed to the increase in the number of black workers who have joined unions whose membership is open to blacks only.

"There has also been a measure of re-grouping of trade unions where, for instance, old-established unions have broken their long-standing traditional affiliations to customary federations

"In the newly formed trade unions there is also grouping taking place with widely divergent views and approaches emerging," Dr van der Merwe said.

He said there was an increasing tendency towards rivalry among trade unions for the membership of workers.

"This has the effect of trade unions competing more and more in one another's vested areas of interest as they operate on the same terrain

"Although this tends to cause uncertainty and strained relations among trade union leaders and their members, one has to bear in mind that competition is a normal feature of the trade union movement worldwide

"There has also been growing influence from external sources in local trade union matters in the form of financial assistance, training, exchange of knowledge and expertise

"Added to this, the International Labour Organisation updated its programmes in 1981 for action against South Africa.

"Some of the actions are aimed at disinvestment, excluding South Africa from the international employers' organisation, the withdrawal of foreign companies, pressure by foreign trade unions, financial assistance to black trade unions, consumer boycotts and the institution of a prohibition on the handling of goods at harbours and airports," Dr van der Merwe said

Sowetan 8/10/84 (134)

Unions support boycott

By JOSHUA RABOROKO

MORE than 30 trade unions and community-based organisations representing over 400 000 people have pledged solidarity for the boycott of Simba products following the dismissal of workers at Simba Quix.

The boycott has been called by the Fosatu-affiliate Sweet Food and Allied Workers Union which represents the majority of the 422 workers sacked by the company during August

Unions and organisations who have pledged support for the boycott include the Council of Unions of South Africa (Cusa), Fosatu unions, Food and Canning Workers Union, Saawu, General and Allied Workers Union and the Commercial Catering and Allied Workers Union

Church, political and student organisations who have come out in support of the boycott are the UDF, Cosas, Transvaal Indian Congress, Natal Indian Congress, Azanian Students Organisation and the South African Council of Sport

An SFAWU spokesman said that committees have been set up in different parts of the country to co-ordinate the support for the Simba workers The union also intended notifying the international secretariat of the International Union of Food and Allied Workers' Associations in Geneva of the boycott

"We have tried our best to persuade the Simba management to return to the negotiating table to resolve the dispute Three workers were earlier fired and this followed the dismissal of the entire workforce, the spokesman said The company's spokesman said that several meetings have been held by them and the union representatives in an attempt to resolve the matter The dismissals had been investigated again and found to be fair.

Attempts to persuade union officials to discuss the strike had failed The workers had been dismissed within the terms of the recognition agreement with the union

Closed shop may be on the way out

134 Star 9/10/84

By Carolyn Dempster,
Labour Reporter

A crucial Industrial Court ruling which could herald the beginning of the end of the closed-shop stranglehold on employees wishing to join the union of their choice was handed down last week in the textile industry

The provisions of the closed shop determine that employees who join a particular company are required to be members of the union recognised by the company

Similarly, if an employee decides to resign from the union in order to join another he immediately loses his job

This clause has led to heightened tensions between established unions who have added to their membership figures by virtue of the closed shop arrangement, and emergent unions who are militantly active in the same industries

Last week, the closed shop hold on employees at James North Africa Pty Ltd who are members of the Garment Workers' Industrial Union (GWIU) was broken

EXEMPTION

Mr D R van Schalkwyk of the Industrial Court upheld an appeal by the National Union of Textile Workers (NUTW) — a rival union — for exemption from the provisions of the closed shop arrangement at the Isando factory

The NUTW initially applied to the Industrial Council for the Knitting Industry for exemption, but the application was turned down, and was then taken on appeal to the Industrial Court

The court found that James North had been placed in an invidious position Virtually the entire workforce signed a petition indicating they would not be members of the GWIU were it not for the closed shop clause

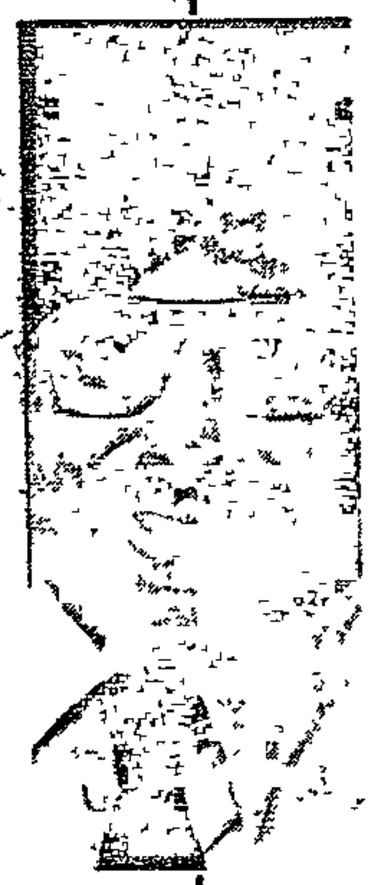
The company was faced with the dilemma of either dismissing its whole workforce or resigning from the Natal Clothing Manufacturers' Association (NCMA) — the key employer association on the Industrial Council — to escape the closed shop clause

At the same time, the GWIU threatened its members with expulsion if they did not give up their dual union membership, and this in turn would have meant the loss of jobs

Rdy 9/10/84 (134)

Going through the union mill — Southern-style

STEVEN FRIEDMAN, Labour Correspondent of the Rand Daily Mail, has returned to South Africa after looking at, in particular, trade union problems in the United States. In this article he examines some issues common to both countries.



WHAT does a small mill town in the American South have in common with the New Germany factory complex outside Durban?

The answer is that both have seen lengthy union-recognition disputes which have been key tests for their countries' textile unions.

In Durban the dispute between the National Union of Textile Workers and the Frame group drags on. In Roanoke Rapids, North Carolina, that between the Amalgamated Clothing and Textile Workers' Union and J P Stevens was settled in 1980

But not before it had lasted 17 years It led to a campaign against the company which was supported by most of the US union movement — and was also recounted in a film, Norma Rae.

ACTWU is now recognised at all six Stevens mills at Roanoke Rapids and negotiates conditions for all Stevens' plants

In a state which is only 7% unionised, with wage levels well below the national average, Roanoke Rapids (population 17 000) is a union town in which not only Stevens mills, but other plants, are unionised

The dispute — and its settlement — have wrought other changes as well.

Unionists say Stevens, once branded the US's most anti-union company, has "learned to live with unions" The average wage is now $7,30 an hour — it was $4 before ACTWU was recognised.

The dispute also affected black worker leaders in the mills They cite their increased political involvement as one result of union involvement.

"The union broadened me," says Mr Bennett Taylor, secretary of the joint board which brings worker leaders at the mills together "I now realise we were sending to Washington people who were anti-labour."

"Organised labour educated me more than anything," adds board president, Mr James Boone.

Mr Taylor was a Mondale delegate at the recent Democratic convention.

A further result is seeming racial harmony between Stevens' workers many, but not most, of whom are black Some of the harmony may have rubbed off onto the town

"White workers at Stevens had almost as many problems as blacks, so we co-operated from the beginning," says an ACTWU unionist

The Stevens story began in 1963 when the union began to organise the mills.

Stevens was a New England company which moved to the South — a step since emulated by other companies attracted partly by the anti-union climate in Southern states.

It was chosen by the union as a target for reviving textile unionism in the South, dormant since the 1930s.

This campaign ended in failure in 1965 when the union lost an election at the mills (US labour law compels employers to recognise unions who win ballots among their workers).

It reacted by filing scores of complaints against Stevens, alleging it had put improper pressure on workers to influence their votes.

Ultimately, 250 charges were filed. The company was accused of firing workers for pro-union activities, spying on them, tapping union organisers' telephones and issuing threats and promises to influence workers' votes.

This was the start of a concerted legal campaign which saw Stevens branded a

backed Stevens and some preachers warned in Sunday sermons against unionism

Stevens responded in several ways. It approached some workers, saying they did not need a third party to help them, and offered them promotion

An "education committee" sprang up, made up of workers who campaigned against the union It was allegedly started by the company

Stevens also showed films of strikes in which workers had been defeated, warning that the campaign could have the same result at Stevens

Ultimately, however, ACTWU narrowly won a new election in 1974 — which entitled it to negotiate a binding contract with Stevens

Unionists say the election was won because of rising worker frustration across race lines, prompted by poor pay and promotion prospects and a lack of job security.

But the election was in some ways only the start of the battle — which was to drag on for six years as the two sides failed to agree on a contract.

Stevens said it was only trying to secure a fair contract. Unionists say it deliberately set out to stall the talks

Mr Clyde Bush, the union's business manager, who moved into the area in 1974 and has been there since, says other firms have employed similar methods.

The law, he says, forces them to open contract talks But it is more difficult to persuade them to bargain "in good faith".

To avoid charges of bargaining in bad faith, Stevens proposed that the two sides set up a committee to handle day-to-day issues until a contract was signed.

Mr Bush claims Stevens saw this as another surface-bargaining body Instead, he says, he used it to challenge company discipline moves

"Whenever they took action, I demanded a mass of information from them — all the personnel records for that department and so on.

"There was no way they would give that out — but if they refused, we could file charges against them. So they would give in."

The real turning point came when the union, with the backing of the AFL-CIO, launched a public campaign against Stevens

This included a consumer boycott, launched in 1976, which drew support from church and community groups as well as unions Unionists in Roanoke Rapids say this was a major factor in Stevens' decision to sign a contract in 1980

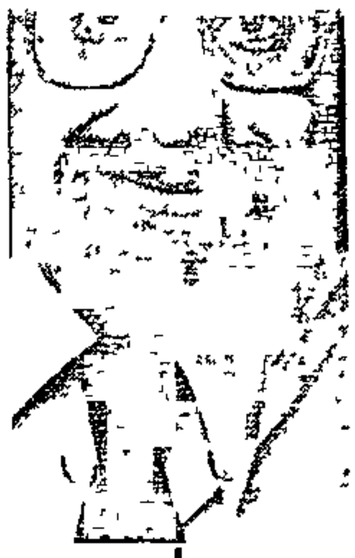
Other sources, however, suggest the boycott was less of a success

Only about a quarter of Stevens products were identifiable consumer goods and the campaign faced legal obstacles It had no impact on company profits although it did harm its public image.

Rather, the final straw seems to have been a campaign to separate Stevens from corporations and financial institutions.

A large New York bank, an insurance company and a major corporation were

Africa after looking at, in particular, trade union problems in the United States. In this article he examines some issues common to both countries.



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Ultimately, 250 charges were filed. The company was accused of firing workers for pro-union activities, spying on them, tapping union organisers' telephones and issuing threats and promises to influence workers' votes.

This was the start of a concerted legal campaign which saw Stevens branded a corporate outlaw, allegedly guilty of massive violations of labour law.

But, while US law gives unions more ammunition in recognition disputes than our own, court actions are time-consuming. The union won 15 conviction against Stevens — but many cases remained mired in the courts until the early 1970s.

Union organising efforts were largely dormant through that period and were only revived in 1973, when an organiser was sent to Roanoke Rapids.

Mr Taylor remembers the period before then: "You could sense the fear. If anyone mentioned a union, people would run away." But by 1973 a core of workers were ready to join.

"The evening the organiser arrived, we started a committee to get people to sign up," recalls Mr Boone.

Mr Taylor says he was interested because he had relatives at unionised plants who earned more than he did. Mr Boone says blacks were victims of pay and promotion discrimination and he felt a union could change this.

Not all workers backed the union. Mrs Gerlie Alstone, a worker who took part in the campaign, says she faced harassment from fellow workers: "The older ones were particularly against the union."

The campaign also faced opposition from groups in the town. Merchants backed Stevens and some preachers warned in Sunday sermons against unionism.

Stevens responded in several ways. It approached some workers, saying they did not need a third party to help them, and offered them promotion.

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Ultimately, however, ACTWU narrowly won a new election in 1974 — which entitled it to negotiate a binding contract with Stevens.

Unionists say the election was won because of rising worker frustration across race lines, prompted by poor pay and promotion prospects and a lack of job security.

But the election was in some ways only the start of the battle — which was to drag on for six years as the two sides failed to agree on a contract.

Stevens said it was only trying to secure a fair contract. Unionists say it deliberately set out to stall the talks.

Mr Clyde Bush, the union's business manager, who moved into the area in 1974 and has been there since, says other firms have employed similar methods.

The law, he says, forces them to open contract talks. But it is more difficult to persuade them to bargain "in good faith".

"They would just surface bargain," he says, "coming up with things they knew we couldn't accept."

By delaying a contract, Mr Bush says, Stevens hoped to foster worker disenchantment with the union — and to prompt a new election to vote ACTWU out.

Stevens offered a contract excluding "check-off" — automatic deductions of union dues — and the right to submit grievances to arbitration.

"We signed contracts like that before and they all died on the vine," says Mr Bush.

The ensuing battle saw Stevens at one point refuse to grant pay rises unless the union signed a contract on its terms.

ACTWU sought to keep workers united and to keep talks open so Stevens could be charged with bargaining in bad faith if it resisted a contract.

It rejected a strike: Stevens produced similar products at other plants to those at the Roanoke Rapids mills and would hardly have been affected.

Instead, it sought to rally workers through meetings and marches.

It also challenged firings and other labour practices in the courts — and won a celebrated case which charged the company with race discrimination.

And, indirectly, the law enabled Mr Bush to come up with a tactic which played a major role in the dispute.

To avoid charges of bargaining in bad faith, Stevens proposed that the two sides set up a committee to handle day-to-day issues until a contract was signed.

Mr Bush claims Stevens saw this as another surface-bargaining body Instead, he says, he used it to challenge company discipline moves

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The real turning point came when the union, with the backing of the AFL-CIO, launched a public campaign against Stevens.

This included a consumer boycott, launched in 1976, which drew support from church and community groups as well as unions. Unionists in Roanoke Rapids say this was a major factor in Stevens' decision to sign a contract in 1980.

Other sources, however, suggest the boycott was less of a success

Only about a quarter of Stevens products were identifiable consumer goods and the campaign faced legal obstacles. It had no impact on company profits although it did harm its public image.

Rather, the final straw seems to have been a campaign to separate Stevens from corporations and financial institutions.

A large New York bank, an insurance company and a major corporation were pressurised to sever links with Stevens' directors.

The final assault was on Stevens' links with the insurance firm, Metropolitan Life, which controlled a large piece of the company's long-term debt.

The campaign's architect, Mr Ray Rogers, discovered that policy-holders in US mutual insurance companies have the right to elect the directors.

He let it be known that activists planned to contest the next election. Metropolitan Life reacted by arranging a meeting between Stevens and ACTWU and a contract was signed within weeks.

In some respects, the Stevens dispute could have happened here — there are similarities between the company's workforce and that of some local plants and many tactics employed by both the union and company have been used here.

But it is doubtful whether any local union has the resources to man the sustained campaign ACTWU launched against Stevens — at one point it had 36 officials working full-time on it.

And the climate in the US is more conducive to the sort of public activism which finally prompted a settlement.

Nevertheless, the dispute does seem to show that even employers who resist unionism for 17 years may not be able to stop it for ever.

Simba bids to end boycott

SIMBA Quix management has agreed to hold a meeting with representatives from the Sweet Food and Allied Workers' Union (SFAWU) in a bid to settle the dispute and halt the boycott of Simba products.

Mr J C du Toit, managing director of Simba said the meeting was to be held yesterday with union representatives

This follows repeated calls by SFAWU to the company to hold discussions over the dismissal of more than 400 striking Simba workers on August 10

A total of 464 workers at the company's Isando plant went on strike over the alleged unfair dismissal of three colleagues whom they demanded should be reinstated

Within a day of going on strike, 422 workers were fired in terms of the peace clause in the recognition agreement signed with the union, said Mr du Toit

A new workforce was then taken on and last week, SFAWU and the Simba Workers' Committee launched a boycott of Simba products

By the end of last week, a number of trade union and civic organisations, representing the support of some 400 000 people had offered their support in the boycott

However, Mr du Toit said it was not yet possible to determine the effect or the extent of the boycott At this stage it did not appear to be having any impact

Sowetan 15/10/84 (134)

SFAWU condemn assault on Mbeleka

By SELLO RABOTHATA

THE Sweet, Food and Allied Workers Union (SFAWU) yesterday issued a statement condemning the "deliberate assault on the chairman and the secretary of the Simba workers committee as a blatant act of police intimidation."

According to the general secretary of the union, Mr Jay Naidoo, chairman Mr Walter Mbekela, and the secretary, Mr Paul Mosime, said they were picked up by police in riot uniform last Monday night -

"According to them, they were first assaulted before they were even questioned It was only learnt later that the policemen demanded stickers and pamphlets related to the Simba boycott," Mr Naidoo said

Lieutenant Colonel H V Haynes, Press liaison officer for the South African Police in Pretoria, yesterday said he could not confirm that the two men had been picked up by police. He said if the two claim they were assaulted by police they sh lay charges at the n t police station an matter would be investigated

Mr Naidoo said the two men were taken to the Tembisa police station where they were interrogated at length about the union involvement The police then allegedly confiscated all stickers and pamphlets and promised to visit them again

In the statement SFAWU said "We condemn the police intereference in the legitimate struggle of the Simba workers to gain their reinstatement This undemocratic action only highlight the fundamental injustice and lack of democracy in the present system

"Our union is presently involved in discussions with the company's management to resolve the present dispute and these can be jeopardised by the unwarranted and arbitratory action of the police "

RDM □□□ 15/10/84

A SIGN of worker willingness to take action over a non-workplace-based political issue was the half-hour stoppage at two Alfa Romeo workshops in Jonahnnesburg last week.

The workers were expressing solidarity with yet another victim of the country's security laws, Mr Jerry Kau, who is being held under Section 29 of the Internal Security Act.

Mr Kau, a worker at Renault Africa and a member of the Johannesburg and national executive of the National Automobile and Allied Workers' Union (Naawu), was arrrested at work almost two weeks ago.

While the primary focus of the stoppage was Mr Kau's detention, the union statement said: "Naawu members wish to make it clear that while Brother Kau is the focus of their symbolic protest, they are protesting against the legislation under which many people are currently detained."

Business Day/LABOUR

RDM 15/10/84

Screenex ruling angers black union

LABOUR WEEK
By Phillip van Niekerk

THE Metal and Allied Workers' Union's angry response, to the Industrial Court's judgement last week in the Screenex case, is a further sign of emerging unions' growing disenchantment with the official labour system

The Industrial Court is the carrot that was until recently enticing mainly black unions into making use of the system It was also criticised by employers as being too pro-union

Now it's looking less attractive

In the Screenex case Mr J A Erasmus found, in a dispute over the dismissal of 10 migrant workers, that the question of lay-offs did not arise for them because their contracts had expired

Thus, if this ruling is accepted, a migrant worker, who is always on a fixed-term contract, is not subject to the same criteria of "fair retrenchment" as other workers He is effectively denied the same security of employment

Mawu attacked the judgement because, it alleged, it contained factual errors, placed migrants outside the protection of the law and denied them full trade union rights

Mawu said "The court's decision emphasises that migrant labour contracts are purely an instrument of repression of workers and give them no legal rights or protection Mawu believes that unions will have to re-evaluate their entire attitude to the Industrial Court in the light of recent judgements"

In fact, the union claimed, the Unemployment Insurance Commissioner had prejudged the outcome of this case a few months ago by including a provision in the UIF contributors card for "ending of contract" as a different reason for termination of employment than "retrenchment"

□□□

AN UNDERLYING issue of the Screenex case is the credibility of the Government's official labour relations system

In a country where most representative black organisations refuse to have anything to do with the system, labour relations is one small island of participation some of the most fiercely independent unions have registered and joined industrial councils and routinely make use of the industrial court

The rewards of the system are, however, being increasingly questioned

Last month the National Union of Mineworkers (NUM), after the country's first legal black miners' strike, questioned the value of going through all the legal channels

The strike also brought to the fore the continuing contradiction between reform to labour relations — allowing unions to join trade unions and bargain wages — and other elements of the labour system, such as migrant labour.

Unions have also questioned the Minister of Manpower's decision to exclude from the terms of reference of conciliation boards the consideration of unfair labour practices

Other recent decisions of the court, the Labour Relations Amendment Act of 1984, the National Manpower Commission's report on registration and a host of other events, have led many unions to believe that a new wind of change is blowing

All of this coincides with turmoil in the black townships and a militant political climate.

Worker's body slams SA detentions

By JOSHUA RABOROKO

THE South African Council of the international Metalworkers Federation has condemned the recent spate of detentions without trial of people, especially trade unionists, in South Africa.

In a statement the federation's secretary, Mr Brian Fredericks, called on the Government to immediately release all detainees

Several people, including trade unionist Mr Jerry Kau, national executive member of the National Automobile and Allied Workers' Union, have been detained by police recently.

In the statement, Mr Fredericks said that the detention of trade union leaders who have no access to lawyers, their families and unions "is unacceptable and deplorable".

"Detentions of this nature have only the effect of making workers and their unions more angry and determined to fight with all the means at their disposal, and at this oppressive action by the South African Government.

"This council calls for the immediate release of all detainees We support whatsoever action our affiliate Naawu has taken and intends to take and assure the union of our solidarity

"We have informed our affiliates in the major industrialised countries of the world of Kau's detention and they have expressed concern and support to the members of his union and family," the statement says

Naawu, which is affiliated to the Federation of South African Trade Unions (Fosatu) and several emerging black trade unions, have also condemned the detention of the people

They have called on the Government to charge or release the workers who have been detained during the recent unrest and industrial actions

Maria Morodi, Bernice Loale and Emily Motsumi

Sowetan 17/10/84 (134)

Decline in trade unions

THE NUMBER of registered trade unions decreased from 199 in 1982 to 194 last year, but total membership increased by 62 294 to 1 288 748, according to the latest annual report of the national Manpower Commission (NMC).

There were 80 registered mixed trade unions at the end of 1983 — the year under review — NMC chairman, Dr H chairman, Dr H J J Reynders writes in the report, released in Pretoria yesterday.

"In all, black membership of registered trade unions amounted to 484 118, which is 38 percent of the total membership of registered trade unions, compared with 32 percent in 1982 "

Membership of registered unions amounted to roughly 14,4 percent of the total 1983 labour force and about 24,2 percent of workers in agriculture, forestry, fisheries and the central Government, the provincial administrations, domestic servants, self-employed workers and unspecified employees were excluded from the estimated workforce

The whites, coloured and Asians who belonged to registered unions constituted about 36,3 percent of the relevant 1983 workforce, taking the same exclusions into account

In the case of blacks the figure was a about 15,6 percent, but this increases to 20,4 percent if the estimated 150 000 paid up membership of the 59 unregistered unions is taken into account

"The degree of unionisation of the workforce in developed countries such as the United States, the United Kingdom, Japan, Sweden and Germany was 24, 50, 39, 83 and 38 percent respectively," Dr Reynders compares.

At the end of last year, 33 of the registered unions with black members were members of industrial councils, while the total number of these councils remained at 104 as in 1982 —Sapa

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RDM 18/10/84 (0134)

Slump and jobless fears cut strikes

A TOTAL of 336 strikes and work stoppages were reported in 1983 compared to 394 in 1982

Although this reflected a greater degree of industrial peace it should be seen against the background of recession and fear of unemployment, the NMC chairman, Dr Hennie Reynders, says in the report for 1983

Other factors involved were, however, greater understanding and use of collective bargaining and statutory machinery, and more balanced demands by younger trade unions

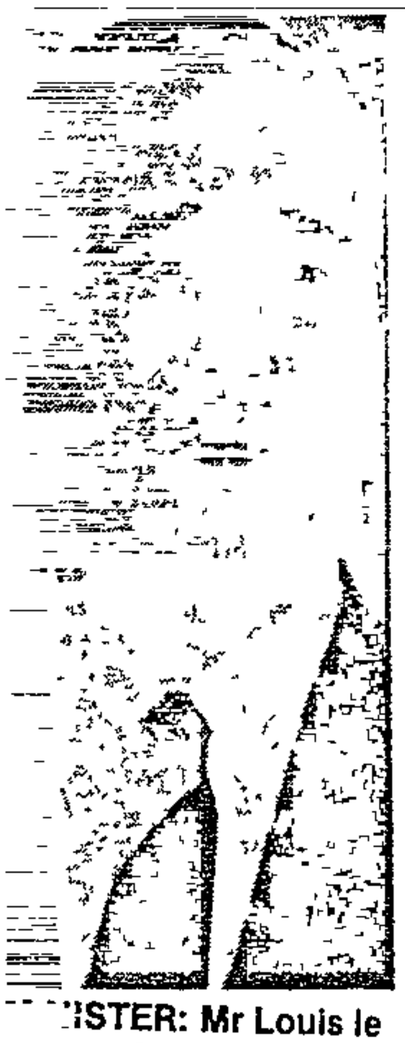
Last year's strikes and work stoppages involved about 65 000 workers and resulted in a loss of nearly 125 000 man-days, compared to 365 000 in 1982

"The average duration of these strikes, as measured by the 1,9 lost man-days per striking worker (2,6 and 2,4 in 1982 and 1981 respectively) and their extent as measured by the 23,4 lost man days per 1 000 workers, should not give rise to undue concern," Dr Reynders adds

The number of strikes, 199, showed a marked increase during the last three months of 1983

"The increase in the number of strikes should be seen as a long-term trend resulting from economic development in general, the development of the black population group in particular, and their realisation of their bargaining position and the normal operation of the labour market." — Sapa

Release unionists plea



MINISTER: Mr Louis le Grange.

HUNDREDS of letters from Amnesty International and individuals in Europe have been written to the Minister of Law and Order, Mr Louis le Grange, urging him to release five trade unionists who have been in detention since June.

The trade unionists, detained between June 10 and 26 are Mrs Rita Ndzanga, whose husband died in police detention in 1977, Mr Amos Masondo, Mr Xolani Nduna, Mr Zanemvula Maphela and Mr Amos Nkosi

Held in terms of Section 29 of the Internal Security Act, the five are treasurer of the General and Allied Workers Union (Gawu), organising secretary of Gawu, organiser of the Chemical Workers Union, Organiser of the Paper, Wood and Allied Workers Union and shop steward of Ccawusa respectively

Yesterday The SOWETAN received 121 copies of the letters which have also been sent to Mr P T C du Plessis, Minister of Manpower and Major-General S H Schutte, head of the Security Police

Hundreds of others have been received during the past weeks One letter appeals to The SOWETAN's editor to use his influence to secure the release of the detainees

The authors of the letters express grave concern about the health and well-being of the detainees whom they say should be allowed visits by doctors of their choice, lawyers and family members and to be released if no charges are being preferred against them

Some letters refer the South African authorities to Articles 3, 5 and 9 of the International Declaration of Human Rights

Article 9 reads "No one shall be subjected to arbitrary arrest, detention or exile "

Article 5 reads "No one shall be subjected to torture or to cruel inhuman or degrading treatment or punishment '

 RDM 23/10/84 (134)

SA on path for record industrial action year

THE National Manpower Commission's annual report released last week reads like a litany of last year's facts and trends ... more than 10 months into 1984.

The report shows that during 1983 there was a drop in the number of work stoppages and strikes

Already in 1984 this trend has been reversed and the country is well into a record year for industrial action.

The report shows an increase in the use of statutory machinery by emerging trade unions

While this trend has continued into 1984, emerging unions are increasingly questioning the value of using this machinery and the trend could soon well move the other way

The report notes that unemployment reached record levels during 1983, but that a turning point in the economic cycle had been reached, bringing with it a further improvement in the unemployment situation.

That turning point did not last long With hundreds of thousands of school-leavers flooding onto the job market, there is little doubt that the unemployment situation is worse now than it was a year ago

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ONE thing to emerge from the report is that the NMC's long-awaited investigation into the conditions of domestic and agricultural workers is complete.

However, the report has been handed over to the Minister of Manpower and is unlikely to be made public before next year.

Farm and domestic workers are outside the ambit of the Labour Relations Act and are not protected by most of the legislation that governs workers in other sectors

That this situation is unsatisfactory was recognised by Mr Fanie Botha, the then Minister of Manpower, when he launched the investigation almost three years ago.

From replies by Dr Hennie Reynders, chairman of the NMC, at a Press conference last week, it seems that the NMC is likely to recommend a mixed bag.

Because of the "peculiar" conditions relating to the employment of farm and domestic workers, they are unlikely to be neatly slotted into labour legislation alongside other workers

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LABOURWISE, 1984 has belonged to mineworkers

So one NMC statistic that makes interesting reading is the figure for strikes and work-stoppages According to the report, the total number of workers in all sectors who went on strike during the whole of last year was 60 000

In the National Union of Mineworkers' legal strike at six Anglo American mines last month at least 40 000 workers went out

Add to that the miners who struck at Hartebeestfontein, Western Areas, West Rand Consolidated, Unisell and Durban Deep and you have a figure of more than 60 000 in one related industrial action alone

And, in a reminder of the first dispute between the NUM and the Chamber last year, Rand Refinery workers stopped work last week.

They could return to a legal strike at anytime, while workers at the Johannesburg depot of Teba and at Rand Mines' Rietspruit and Duvha collieries are also entitled to take legal strike action.

After the failure of mediation, the NUM's dispute with the chamber over the wages of workers at the Rand Mutual Hospital has now been referred to arbitration.

So while the mining industry may have established something of a record for the number of workers out, the industry is not doing so badly for the number of disputes declared either.

RDM 23/10/86 □□□ (134)

THE detention of Mr Jerry Kau, a National Automobile and Allied Workers' Union (Naawu) executive member and a worker at Renault, has focused attention on other unionists who have been inside since June.

They include Mrs Rita Ndzanga, treasurer of the General and Allied Workers' Union (Gawu), Mr Amos Masondo, the organising secretary of Gawu; Mr Xolani Nduna, an organiser of the Chemical Workers' Industrial Union; Mr Zanemvula Maphela, an organiser of the Paper, Wood and Allied Workers' Union; and Mr Amos Nkosi, a shopsteward of the Commercial, Catering and Allied Workers' Union

All are being held under Section 29 of the Internal Security Act.

The continued detention of these unionists without trial is creating much interest internationally and is hardly a showcase for SA labour reform.

25/10/84 The Natal Mercury, Thu

S A heading for strike record

Property Editor

Kimberley—South Africa is heading for the worst strike year since World War II, delegates to the Building Industries Federation congress were told here.

A past president of the organisation, Mr John Barrow, said industrial conflict had increased sharply this year and it seemed likely it would increase even further

Mr Barrow said 1982 was the biggest strike year this decade and both the number of strikes and the man-days lost in the first half of this year were already higher than in 1982

Unions

The emerging unions, he said, represented mostly a labour force which was unskilled or semi-skilled and which lacked the background of labour experience and leadership, such as that offered by the artisan unions

'They are therefore more militant in their methods These unions normally draw their leadership from outside the union and not necessarily from within the membership,' said Mr Barrow

It would appear the unions were becoming more militant for the following reasons

- Worker militancy has been fuelled by basic price increases,
- A stronger union movement has developed while employers have been hamstrung by the worsening economy,
- Trade unions are getting involved in township unrest — for example they were involved in boycotting the coloured and Indian elections, and
- The new constitution does not provide for blacks and this could lead to the problem of emerging unions using trade unionism as a vehicle to achieve their aspirations

Mr Barrow said discussions between 24 trade unions have been taking place and a draft constitution for a federation has been drawn up

The unions are expected to use the legal system more and the Industrial Court could find itself inundated with applications for unfair labour practices

Militancy

From the builders' point of view it was fair to assume that the larger employers of labour would suffer most and it was likely the small contractor might not be affected directly by militant trade union action

'However, it is fair to assume that the militancy of these unions will be influenced by the attitude of Bifsa and the industrial councils,' said Mr Barrow

'Perhaps we should be thinking of ways and means by which we could make closer contact with the responsible unions'

He said the small contractor was an integral part of the building industry

'He is here to stay and I don't believe that we could operate without him The number of small contractors in both the formal and informal sectors is likely to increase considerably'

Review

Mr Barrow called for the industrial council system to be reviewed to meet the needs of an industry, which was changing both in attitude and representation

'Possibly we will have to set up parameters within which the informal and semi-formal sectors could be permitted to operate Limitations such as the nature and value of the work could be defined

'A man's acceptability and ability to stay in business will then be determined by the consumer and will be dependent solely on his competence'

Diversify

He called on the MBAs to reconsider their membership requirements with a view to improving their representativeness in the small contractor category, even if this meant establishing two levels of membership

Mr Neil Fraser, a divisional director of large contractor Murray and Roberts, said major companies had been forced to diversify to sustain dividend growth, because of the severe cyclical nature of the construction industry

Citing his company's annual report, Mr Fraser said only 41 percent of the group's R130 million operating profit came from its construction activities

He said in an appraisal of the role of the major contractor

- Insufficient time and energy have been devoted to industrial relations,
- Management is not developing skills among black employees,
- More research must be spent on research and development,
- Economic and financial skills must be honed,
- At least 4 300 non-white executives will have to be brought into the industry each year,
- There is little hope of alleviating the industry's skills shortage, especially among blacks,
- About 3,7 million houses will have to be built (at the rate of 200 000 a year) to accommodate the country's population of about 45 million by the end of the century

RDM 25/10/84 (134)

Nosa aims to achieve more trade union contact

By PRISCILLA WHYTE

CONTACT with trade unions was essential to steer the National Occupational Safety Association (Nosa) through the hazards of industrial relations.

Nosa's president, Mr Don Carroll, told the annual general meeting in Johannesburg last week. "There is no doubt that the manager who does not take his safety responsibilities seriously will reap the industrial relations whirlwind"

He said Nosa was working with trade unions to teach safety procedures Considerable time was being spent on establishing contacts with major unions

Contact was necessary because of the increased legal responsibilities imposed by the Machinery and Occupational Safety Act.

Mr Carroll said Nosa had taken the safety message to more than 4 000 firms but there were nearly 200 000 companies registered with the State Accident Fund.

"We are getting through to 2,1% of the firms and 40% of the employees

There were 2,5-million workers insured by the State Accident Fund whom Nosa was not reaching directly

A third of the fatalities, but only 8,6% of injuries, reported in the Workmen's Compensation Commissioner's report were related to vehicles

Vehicle accident deaths absorbed a large proportion of compensation payments

Mr Bunny Matthysen, Nosa general manager, said that in 1951, 4% of the workforce had disabling injuries The most recent figure released by the Workmen's Compensation Commisssioner showed a decline to 1,7%

The Commissioner, who administers the State Accident Fund, had been able to reduce the assessment rates of 82 of the 109 classes of industry and commerce in the period 1972 to 1984/85.

Of these, 12 classes had remained constant and 15 had increased.

The average unweighted assessment rate for all industry had dropped from R1,15 to R0,84 per R100 of wages

The merit rebate paid out for the 1980/82 cycle was expected to be a record, said Mr Matthysen

The Nosa safety budget was R3,5m and had grown at 20,5% compounded over the past five years Grants still comprised 60% of the total turnover

The number of trainees attending courses had increased by 69% Field staff had grown by 29% over the past five years

134

Miners walk out after row among unions

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers (NUM) has parted company with the rest of the Council of Unions of South Africa (Cusa) over the NUM plan to join up with a planned federation of emerging trade unions.

The rift — which holds major implications for trade union unity — arose at Cusa's annual conference at the weekend when the NUM delegation walked out over the rest of Cusa's resistance to the new federation

The NUM has already voted to link up with the federation once it is formed

Informed sources said the NUM had also objected to the lack of worker control at the conference, at which some unions were represented only by officials

The NUM is by far the largest union in Cusa, but the opposition of the rest of the council will come as a blow to the moves towards a new federation, which are at an advanced stage

Most of the country's leading emerging unions — including the Federation of South African Trade Unions (Fosatu), the Commercial, Catering and Allied Workers Union (CCAWUSA), the General Workers Union and the Food and Canning Workers' Union — are involved in the unity moves

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday it would be premature to comment on the issue

Mr Piroshaw Camay, general secretary of Cusa, said he was not prepared to discuss the domestic issues of the council with the Press.

"All I can say is we didn't conclude the business of the conference, and it has been postponed until November 18. After then we will be able to issue a more comprehensive statement."

Sources, however, said conference attendance was poor and four unions — including the Steel, Engineering and Allied Workers Union (Seawusa) — did not show up, while some unions were represented by two officials.

Two of the council's member unions had not paid their affiliation fees

The NUM clashed with the rest of Cusa over its affiliation to the International Confederation of Free Trade Unions — which it regarded as an ideological compromise.

It is understood the NUM will not be in a position to disaffiliate from Cusa until after its annual conference in December

RDM 30/10/84 (134)

Unions see industrial court balance teetering

PHILLIP VAN NIEKERK

THE credibility of one of South Africa's most innovative and progressive social reforms — the industrial court — is at risk as emerging unions increasingly question the court's value as a defence against unfair employment practices.

In recent weeks labour lawyers and unions have viewed with alarm the court's marked shift away from what they see as its previous role of developing fair labour standards in South Africa.

Several court findings such as the Screenex judgement — which held migrant workers to have less job security than other workers — and decisions by the Department of Manpower to prevent unfair labour practice cases coming to court have been severely criticised.

The new direction of the court and of the department follows closely strong pressure from some employers and labour academics who believed that the court was becoming too pro-union

Now the Metal and Allied Workers' Union (Mawu), one of the trend-setters within the emerging union movement, has threatened to stop using the court altogether.

One of the strongest criticisms was made last week by Johannesburg attorney, Mr John Brand, who warned that the collapse of the court would lead to an inevitable increase in industrial unrest.

At stake is whether emerging unions will continue to use statutory channels to sort out their differences with employers or whether this conflict will surface in greater unrest on the shopfloor.

The court, a creation of legislation which flowed from the Wiehahn Commission, was an attempt to apply international standards of fairness

With the introduction of the court five years ago came the introduction of a concept new to South African law the unfair labour practice

The aim of introducing this concept, as expressed by the Wiehahn commission, was to ensure the six basic rights of labour law.

"The commission found "Unfairness in employment can be related to the right to work, to associate, to bargain collectively, to withhold labour, to protection and to training and development"

In law the "unfair labour practice" concept was left vague — a fact which was high among criticisms of the court by employers, who felt the legal definition should have been tightened up.

But Mr Brand pointed out last week that the Wiehahn Commission had deliberately left the concept vague, letting the court be guided by international standards in developing fair labour standards

Mr Brand said that whereas the unfair labour practice concept was new to South African law, it was very well established internationally.

"It is a concept which has been used in many countries for many years as a means primarily of compelling effective collective bargaining," he said

"There were two major reasons for countries wanting to compel effective collective bargaining and the attendant right to associate and withhold labour

"The first reason was to reduce the incidence of industrial disruption caused by labour/management disputes and the second was to give workers more economic leverage to counteract the power of collective capital"

As Mr Brand pointed out, one of the most fundamental objects of labour law has always been to counteract the imbalance of power between an individual worker on the one hand, and collective capital on the other

Apart from the industrialised countries such as Japan, Canada and the United States who have the concept in their law, there are a host of third world countries with unfair labour practice legislation.

Apart from a few early hiccoughs, the industrial court set about developing these standards in an innovative manner which stunned many who believed such reform was not really possible.

Thus a landmark case such as United African Motor and Allied Workers Union versus Fodens found it an unfair labour practice to fail to negotiate with a representative trade union or to retrench workers without consulting a trade union.

The direction of the court has had a telling effect. In the first eight months of this year, 123 application were made to settle disputes with official conciliation boards and 175 industrial court cases were launched

This was more than the whole of the previous year, which had been a record year for use of the official machinery Many of these disputes would otherwise have ended up as strikes

The criticism of the direction the court had taken was entirely predictable, said Mr Brand

"It was consistent with that of many employers and lawyers in all countries where fair labour standards have been introduced

"However, unlike other countries, where fair labour standards have been introduced, the criticisms and resistance appears to be having a significant negative effect on the developing patterns of fair labour practices"

The most dramatic example of the new trend was the Screenex judgement several weeks ago which followed a wait of nearly eight months from the end of the trial

Mr Brand warned that the collapse of the court could be avoided if employers changed their attitude to the court and learnt from the experience of other countries who had found the channelling of conflict to be in their long-term interests

RDM 31/10/84 (134)

Group plans stayaway action

Political Reporter

A NUMBER of trade unions, political and youth organisations have come together to form the Transvaal Regional Stay-Away Committee and to investigate the possibility of organising a stay-away or other protest action.

The committee is to be launched at a Press conference in Johannesburg today.

According to a spokesman for the committee, its members include the Federation of South African Trade Unions, the Council of Unions of South Africa, the SA Allied Workers Union, the Motor Assembly and Component Workers Union, the Release Mandela Committee and youth organisations from Soweto, Tembiso, Alexandra and elsewhere.

This represents an unusual combination of trade unions, members of the United Democratic Front and members of the National Forum.

The protest will be directed against the crisis in education, the current unrest in the townships, retrenchments and similiar issues, the spokesman said.

LABOUR NEW
31/10/84 (134)

New law on unions likely

Mail Reporter

NEW labour legislation dealing with the registration of trade unions is likely early next year, according to Dr C F Scheepers, Deputy Director-General of Manpower.

Dr Scheepers said last week that some employers and trade unions were urging that unions should be compelled to register before they could exist and communicate or bargain with employers.

"These are thorny issues and it was for this reason that the National Manpower Commission (NMC) was asked to investigate the whole issue," he said.

In its report earlier this year, the NMC recommended that trade unions be made to comply with certain minimum requirements and that the industrial registrar issue some form of acknowledgement that the conditions have been complied with.

"It is expected that the department will introduce possible legislation in the first half of 1985."

He said the Government had passed legislation earlier this year determining that no agreement between an employer and a union which had not met the minimum requirements of law could be ratified in a court of law.

Black groups call for 2-day stay-at-home

By ANTON HARBER
Political Reporter

MORE than 30 organisations — including some of the largest black trade unions, the United Democratic Front and student and youth organisations — have launched a joint campaign for a two-day stay-at-home next week.

They have formed the Transvaal Area Stay-Away Committee and are distributing 400 000 pamphlets and 5 000 posters calling on people all over the province to stay in their homes on Monday and Tuesday

They have called for shops to close, for taxi drivers not to operate and for buses to stay out of the townships on the two days

They have also sent telexes to the Minister of Law and Order Mr Louis le Grange, and the Minister of Co-operation and Education Dr Gerrit Viljoen, asking them to heed the demands of the people in the townships

According to the committee, which held a Press conference in Johannesburg yesterday, the stay-away call emerged from a meeting of 37 organisations called by the Congress of SA Students (Cosas) last Saturday

They have demanded

- The resignation of community councillors,
- The withdrawal of the police and army from the townships

The nine trade unions involved met on Wednesday night and added demands for

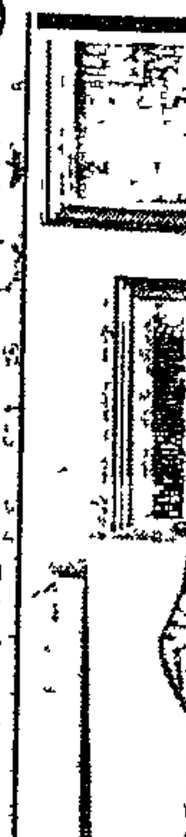
- The stopping of rent and bus fare increases;
- The release of all detainees and political prisoners,
- The reinstatement of dismissed workers, particularly the Simba Quix workers,
- The withdrawal of "unfair GST and taxes"

They have recommended that their members stay indoors, but that health workers be allowed to provide medical services

They also decided to send copies of their statement to managements, church ministers and to Putco Members of Cosas were visiting hostels in the townships yesterday, asking migrant workers to support the stay-away

The trade unions involved are the Federation of SA Trade Unions, the Council of Unions of SA, the SA Allied Workers' Union, the Commercial, Catering and Allied Workers' Union of SA, the United Mining, Metal and Allied Workers of SA, the General and Allied Workers' Union, the Municipal and General Workers' Union, the Scooter Drivers' Association of SA and the National Union of Print and Allied Workers

Other organisations taking part include the Release Mandela Committee, the Federation of SA Women, the Vaal Civic Association, and the Soweto Civic Association.



Karen M
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RDM 5/11/84 □□□ (134)

ONE sign that divisions within the trade union movement do not prevent unions getting together over a common issue is the call for a stayaway in the Transvaal today and tomorrow.

A broad range of union groupings have supported the call. Thus, for instance, the Federation of South African Trade Unions (Fosatu) is on the same platform as the United Mining, Metal and Allied Workers (Ummawosa) which recently split from Mawu, a Fosatu affiliate.

And the common stand between worker-based organisations such as Fosatu and political bodies like the United Democratic Front is important given the debates that have raged over unions who have refused to affiliate to the UDF.

The claim has been that the "workerist" union groupings such as Fosatu are concerned with shop-floor issues to the exclusion of political struggles in the wider community

It is a claim that will not be easily made in future.

Perhaps, most importantly, the stayaway call is the first time in decades that organised labour has involved itself so directly in the ongoing political campaigns in the townships.

Politically that is an important step for the unions, but one which the Government and employers are no doubt taking careful note of

RDM 5/11/84 □□□ 134

SIMBA QUIX'S decision to settle with the Sweet, Food & Allied Workers Union — announced on Friday — must rank as one of the most important settlements of the year for the union movement.

Simba has agreed to take back all the more than 400 workers fired during a work stoppage in August.

The company appears to have acted sensibly in settling before the nationwide boycott of Simba products could really take root.

It thus avoided allowing the boycott of its products — which have a large black market — from becoming one of the celebrated township causes of 1984.

The thing about consumer boycotts is that the stigma which becomes attached to the product in the public mind takes a long time to go away.

Argus 5/11/82 (136)

ONE wonders what new legislation on registration the Department of Manpower has in mind for the next session of Parliament.

Last week, Dr C F Scheepers, the deputy director-general of Manpower, said the legislation would probably be ready early next year

He said it followed urgings by some employers and trade unions for registration to be made compulsory.

Given last year's amendment to the Labour Relations Act, the National Manpower Commission's proposals on the subject and the apparent shift of the department under its new Minister, one could well see a tightening up on unregistered unions and on the registration process

If that is the case, the department could succeed in further alienating emerging unions, many of are already questioning their involvement in the official labour relations system

(134)

RDM 7/11/84

Reef stayaway 'may be only the beginning'

By ANTON HARBER and JEANNETTE MINNIE

THE Transvaal Regional Stayaway Committee (TRSC) has raised the possibility of further stay-at-home protests in the wake of what it described as the "overwhelming success" of this week's action

Mr Thami Mali, chairman of the TRSC, said yesterday that such stay-at-home calls could be repeated — and possibly on a larger scale — if the Government continued to ignore the demands set out when the stayaway was called

The TRSC will hold a "post-mortem" meeting in Johannesburg on Saturday to discuss the effects and consequences of this week's stayaway

All the organisations who joined the stayaway call — including the two large black trade union federations, Fosatu and Cusa — have been invited The meeting is likely to consider how to take the protest further

Mr Mali said in a statement yesterday that the protest had proved to the Government "that we now have power in our hands and can use it in any way we like

"We cannot go back any more now Our duty is to step up resistance and create an ungovernable situation and actually force the State to declare some of the area as liberated zones," he said

The TRSC said all the areas in which posters and pamphlets had been distributed achieved a stay-at-home total of not less than 75%, with some as high as 95%

Mr Mali said the stayaway had proved that trade unions and student and community organisations, rather than Chief Gatsha Buthelezi's Inkatha, enjoyed the support of the people

Chief Buthelezi criticised the call for a stay-at-home

A spokesman for Fosatu (the Federation of South African Trade Unions) said the trade union movement regarded the stayaway as having been "a very effective and major protest" against the "totally unacceptable" situation which had developed in Transvaal townships

The Fosatu spokesman described worker involvement in the stayaway as a "significant" development

The Release Mandela Committee (RMC) yesterday also warned of more effective protest action in the near future if the Government continued to ignore "popular demands"

It described the stayaway call as an "overwhelming success, despite underhand tactics by the Government and agents of reaction to break the call"

"In the eyes of the majority of our people the stayaway was the only effective action (by which) to draw the attention of the world and shake the South African Government to its senses about the grievances and demands of the oppressed and exploited South Africans," it said

● Mr Mali said yesterday that he had received dozens of death threats at his Soweto home since the stayaway call had been issued

The company that printed the TRSC pamphlets had also received many threats, he said

Pay hommes hio

RDM 8/11/84 (134)

Calm returns to townships

Mail Reporters

DEFENCE FORCE troops were seen pulling out of the troubled East Rand township of Tembisa yesterday as thousands of workers returned to work after a massive two-day stayaway during which at least 22 people died violently

Relative calm returned to the Reef's tense townships after clashes and bloodshed continued on Tuesday night — even in a the previously-subdued Soweto, where a woman died from burns after a Putco bus under police escort was petrol-bombed

Lieutenant Tom Jefferson of the SA Police Public Relations Division said yesterday that "as far as the SAP knows" 22 people had died in the widespread unrest since the weekend

Police yesterday released details of several violent clashes around the country on Tuesday night

No deaths were reported yesterday, although there were sporadic incidents at Tembisa, New Brighton near Port Elizabeth, and Hillcrest in Natal

A number of Defence Force vehicles were yesterday seen leaving Tembisa, scene of violent clashes between rioters and police in the past few days, but police continued patrolling, SAPA reports

Two youths have died in hospital after violent clashes in Atteridgeville, near Pretoria, on Monday and another man has died in a Tembisa hospital

Police said John Sello, 16, of Masemola Street, Atteridgeville, died on Monday, and Wallace Ramskin, 13, of Ramoshopa Street, died on Tuesday

Police are investigating the deaths

In Hillcrest, near Durban, 40 men were arrested yesterday after a mob hurled stones at buses and police vehicles

A bus was stoned yesterday afternoon in New Brighton, near Port Elizabeth, where violence also flared Police took no action, a police spokesman said

In Port Alfred in the Eastern Cape, a man was fatally wounded and a policeman slightly injured when police fired birdshot at about 20 stone-throwing youths on Tuesday

Meanwhile, Assocom says between 50 and 60% of workers in Johannesburg appear to have heeded the stayaway call

Firms on the East Rand were hardest hit

'Biggest stayaway in 35 years'

By PATRICK LAURENCE
Political Editor

THE two-day stayaway strike on Monday and Tuesday was the most successful stayaway strike in the 35 years that it has been used as political weapon, Professor Edward Webster, of the University of the Witwatersrand, said yesterday

Prof Webster, who has made a detailed study of 18 stayaway strikes since the launching of the first one in May 1950, said of the most recent "It was highly successful"

It was difficult to compare national with regional stayaways — the 1961 stayaway initiated by Nelson Mandela was national whereas the one launched on Monday was confined to the Transvaal — but in terms of the numbers involved the latest was also the most successful, he said

Prof Webster highlighted a key difference between the six stayaways of 1976-77 and the one launched on Monday by the Transvaal Regional Stayaway Committee trade unions remained uncommitted in 76-77 but gave their support to the latest

He offered two reasons for the involvement of unions in the latest stayaway strike

- In 1976-77 the unions were still concentrating on securing their position on the factory floor, whereas they now felt that their organisational base in the factories was more substantial, and
- There was greater polarisation of South African society and therefore greater pressure on the unions to choose sides rather than stand aloof

Prof Webster cited the condemnation of this week's stayaway by Chief Gatsha Buthelezi, of KwaZulu and Inkatha, as a sign of the sharper division of South Africa into two camps

Another difference between the stayaways of 1976-77 and this week's is that those of 1976-77 were concentrated in Soweto whereas the latest drew most support from townships on the East Rand and in the Vaal Triangle

"There is a strong correlation between the degree of organised labour in an area and the success of the stayaway," he said of the most recent stayaway

Prof Webster, who closely monitored the latest stayaway, sees the November 1984 strike as a resurgence of the patterns of the 1950s when the stayaway was the product of an alliance between community organisations and trade unions rather than the work of students alone

Argus 8/11/84 (134)

Call to recognise unions in homelands

By PIPPA GREEN
Labour Reporter

AFFILIATES of the 300 000-strong Federation of South African Trade Unions (Fosatu) have demanded that International Labour Organisation conventions be recognised in the homelands, many of which forbid or restrict union activity

Fosatu affiliates say there are incresing restrictions on trade union organisation in companies operating in homelands

"Present Government policy is designed to destroy jobs in existing areas and move these jobs to decentralised areas in homelands These areas are designed to be union-free zones As a result there is gross exploitation," Fosatu said in a statement

Unions claim they can show cases where workers in homeland industries are earning less than R15 a week

DIVIDE AND WEAKEN

There was no legislation to protect workers and homelands had been empowerd to pass separate industrial legislation

"This is designed to divide and weaken our existing unions," the organisation said

Trade unions were disturbed at the refusal of at least two multi-national companies in decentralised areas to recognise the Metal and Allied Workers' Union and the companies' dismissal of striking workers, Fosatu said

● Mr Thembinkosi Mkalipi, chairman of the Eastern Province region of Fosatu, has been elected the federation's new vice-president He replaces Mr Andrew Zulu who was expelled after helping to set up a rival metal union.

November 9, 1984

Bid for metal unions merger

By JEANETTE MINNIE

THE Metal and Allied Workers' Union (Mawu) has approved a resolution calling for the merging of all metal unions into one powerful union.

At the recent annual general meeting of Mawu, which was held on the East Rand and which was attended by more than 4 000 workers, the workers urged that such unity talks commence as soon as possible.

The resolution said it was necessary to build one strong union which could effectively oppose the giant metal employers' association, the Steel and Engineering Industries Federation of South Africa (Seifsa).

The resolution calling for unity was closely linked with other resolutions condemning Seifsa for its "manipulative" role in wage negotiations and further stating that in 1985 Mawu would concentrate on fighting for a "living wage".

Resolutions on wider community issues were also approved, including one condemning the State for its action during township unrest.

STAR 10/11/84. (134)

The answer to SA problems?

It's so simple!

UNDERCURRENT AFFAIRS
BY HARVEY TYSON

This week may provide a footnote in history, one that can be assessed accurately only after years of hindsight

It was the week in which black labour deliberately tested its strength as a racial political force

The test was limited, for it involved mainly semi-skilled, exclusively black (ie African) workers, mostly in organised unions, and was confined to the Witwatersrand, with emphasis on the East Rand

The efficacy of the stayaway, in terms of organisation, control, political protest or pressure on production will be argued, but the result hardly matters History will remember only that it happened

And history will probably condense events to the point where it will be remembered (wrongly) that "troops were used by the white regime for the first time in an attempt to contain the pressure" (I paraphrase more than parody the style of historians)

What matters today is that political theory about the strength of the masses became, momentarily, a reality

What matters is that the white population, instead of learning any lessons, shrugged them off In general, whites suppressed their irritation and looked the other way Or, as history changed gear before their eyes, they rationalised the situation to avoid reality, and so managed to ignore some significant omens

Conversely, black organisers of the campaign lost touch with reality to the point where one was quoted as saying "We now have power in our hands and we can use it any way we like Our duty is to create an ungovernable situation and actually force the State to declare some of the area as liberated zones"

Good grief! The European revolutionaries of 1848 demonstrated by default that timing was the essence of success for revolution If you lose your grip on reality, you may miss out — not just by a decade but, as in the case of Russia, by as much as 69 years (And even then, in 1917, revolution came almost by accident to Petrograd — and certainly as a surprise to the Marxists and bolsheviks)

No, the South African issue of the 1980s is not revolution, despite the impression given in news bulletins to the rest of the world The issue, as I said in this column last week, is whether South Africans will sit down and talk to each other, or whether they will blindly follow the usual route through *decades* of destruction and bloody feuding, before they sit among the ruins to talk to each other

★ ★ ★

The priorities lie as much in economics as in politics The two are interdependent, though an eminent banker suggested to me this week that inflation — and the threat of its rampant growth — was the single most important priority facing all interests in the country

Well, if you cannot solve the nation's other problems, how do you solve inflation?

Sadly, there is no simple answer to this single problem

To beat inflation (and so bring benefits to everyone, particularly the poor) ALL people have to make willing sacrifices A whole series of measures has to be applied by government, private enterprise, organised labour and individuals

As a first step it is necessary to make the entire population understand that they have a common interest in the economy It is necessary to educate all people, and provide them with jobs. It is necessary to ensure equal opportunity at every level

Thus, even to combat inflation we have to get back onto the old political treadmill

★ ★ ★

This week happened to be one in which I was present at discussions with military generals, politicians white and black, businessmen at various functions, some bankers and some economists All seem to have the same yearning "Why doesn't some-one spell out clearly the priorities?" they ask

Yet all seem to come to the same conclusion There *are* no simple answers

Indeed there are no answers at all until the nation sits down together and agrees on what the problems are

So the first priority is that South Africans must talk to each other (not at each other) That is blindingly obvious — yet everyone shies away from it

Another obvious priority is to ensure that the black population is allowed to understand the capitalist system — let alone have a share in it — if the system is to survive Yet nothing is done in this regard

The Government itself never even talks to the black communities about its budget proposals Official explanations are reserved exclusively for white voters

It is no wonder so many black citizens believe that they can own a mansion in Houghton tomorrow if only they can take over the Government.

Another priority, then is for the Government to start treating black citizens as people — even if they are not voters

The "reformists" have their priorities wrong There is no need for them to give anything away For whatever they dispense will be rejected by the unconsulted blacks Instead of soft give-aways, there needs to be real, hard bargaining

Thus there remains just one, basic, simple answer sit down and talk

Any concessions arising out of talks between representative groups of voters and of blacks will have reality

Union federation issues call for 'Black Christmas'

Christmas 1984 has been declared a "Black Christmas" by the 115 000-member Federation of South African Trade Unions (Fosatu)

The call has gone out to all affiliates and union members not to buy anything other than essentials over Christmas in protest at the police detention of Fosatu president Mr Chris Dlamini and Transvaal organiser Mr Moses Mayekiso, and the mass dismissal of 6 500 Sasol workers

"As a trade union movement, we feel we have nothing to celebrate," Mr J Naidoo, general secretary of the Fosatu-affiliated Sweet Food and Allied Workers' Union (SFAWU) told a Press conference in Johannesburg yesterday.

— by —
Carolyn Dempster,
Labour Reporter

Other steps the federation has taken in response to the detentions and mass dismissal of Sasol workers, 4 000 of whom belong to Fosatu's Chemical Workers' Industrial Union, are

- Fosatu general secretary Mr Joe Foster has raised both issues with international union federations currently attending the conference of the International Confederation of Free Trade Unions (ICFTU) in West Germany
- The German trade union federation DGB has been asked to raise the issue of the detentions and dismissals with the German Government and urge that the matter be raised with the South African Minister of Foreign Affairs, Mr Pik Botha, who is visiting West Germany
- A possible boycott of all Sasol products is being discussed by Fosatu regional committees
- All affiliates are contacting their respective International Trade Union Secretariats to inform them of the detentions and mass dismissal
- A special edition of *Fosatu Worker News*, mouthpiece of the federation, is being published this weekend and it will concentrate on the events which led up to the Sasol dismissals and the stayaway

In addition to these actions, a special Fosatu executive committee meeting has been called for next week to discuss further possible action

Other unions involved in the stayaway action — including the 150 000-member Council of Unions of South Africa (Cusa), the 100 000-member South African Allied Workers' Union (SAAWU), General and Allied Workers' Union, Commercial Catering and Allied Workers' Union (CCAWUSA) — will also be consulted on their possible participation in the "Black Christmas"

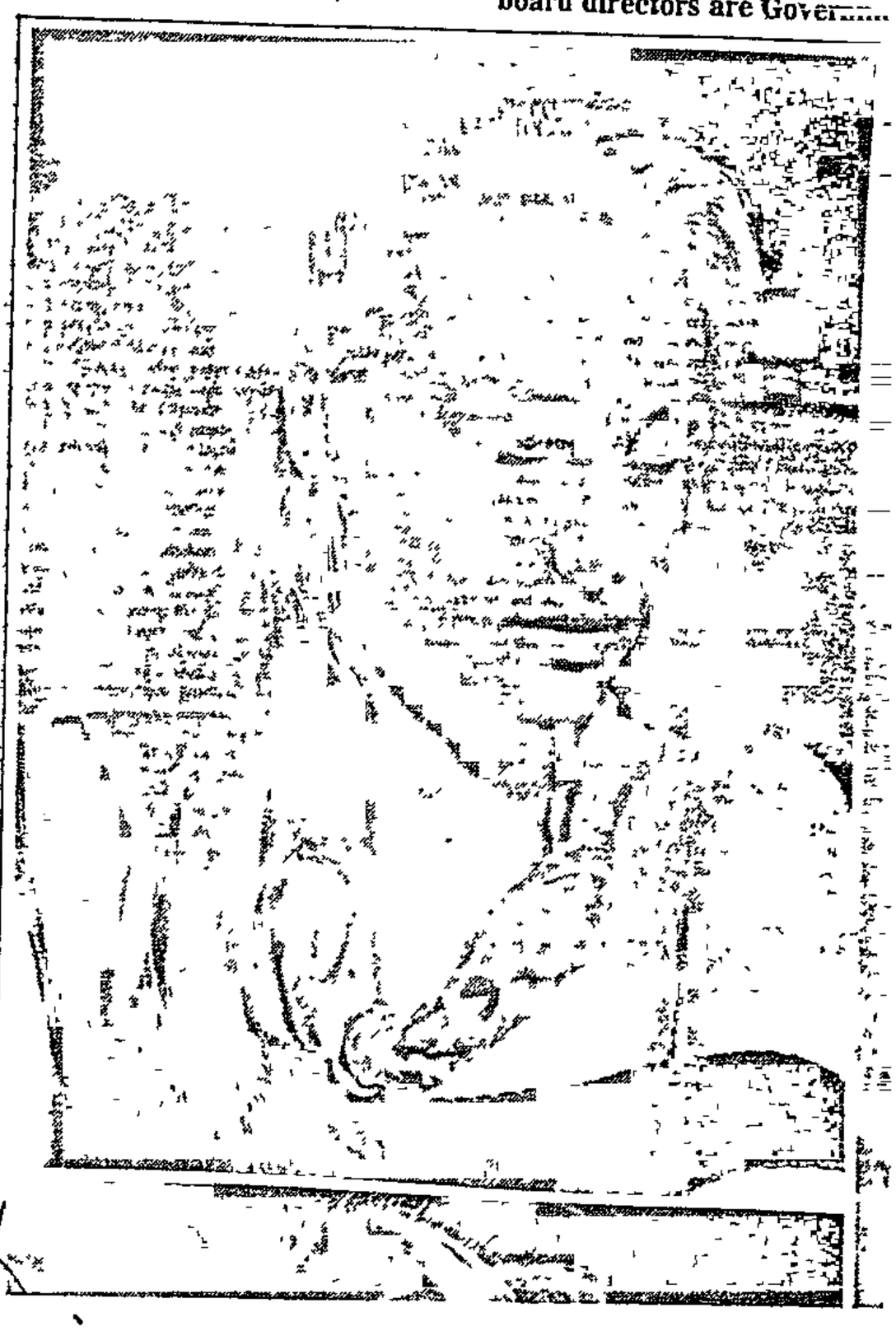
A meeting of the union groupings involved in the union unity talks has also been scheduled for mid-November and the action taken against Fosatu officials and members will be high on the agenda, said Mr Naidoo

— by —
Carolyn Dempster

Sasol was "morally right" in its decision to dismiss 5 400 workers who took part in the two-day stayaway this week, but would not tolerate the interference of its operation by related actions, the corporation's senior general manager, Dirk Mostert, said last night.

The dismissed workers — up 38 percent of the workforce at the two oil-from-coal plants at Secunda

Dr Mostert denied claims the mass dismissal was carried out on the orders or behest of the Government, or that it was a political decision — despite the fact that seven of Sasol's board directors are Government



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Sasol firings 'morally right'

by
Carolyn Dempster

Sasol was "morally right" in its decision to dismiss 5 400 workers who took part in the two-day stayaway this week, and would not tolerate the interference of its operation by unrelated actions, the corporation's senior general manager, Dr Dirk Mostert, said last night.

The dismissed workers made up 38 percent of the workforce at the two oil-from-coal plants at Secunda.

Dr Mostert denied claims that the mass dismissal was carried out on the orders or behest of the Government, or that it was a political decision — despite the fact that seven of Sasol's 11 board directors are Government appointees or have direct State links.

He said the dismissal decision was carried out by the corporation's senior management, and the action was "unavoidable" because of the sophisticated nature of the plants, which depend for their safe operation on a high labour force reliability

Dr Mostert said that because of the extraordinary measures and precautions taken by the company, there had been no loss of production so far.

In response to claims that Sasol utilised the heavy police and army presence to oust the dismissed workers from their hostels, Dr Mostert said it had not called in the police.

But it would have been "highly irresponsible" not to have requested protection for employees subject to intimidation, and the company communicated with the police regarding protection during the paying-off process

He said the company was not answerable for the action of police in Hippos during a mass union meeting during the stayaway

Dr Mostert denied that the army had been called in to assist with the running of the plant

Argus 12/11/84 (134)

Trade unions slam dismissals at Sasol

Labour Reporter

EIGHT Western Cape trade unions today condemned the detention of leading South African trade unionists and Sasol's dismissal of 6 500 workers following last week's work stayaway in the Transvaal

The Food and Canning Workers' Union, the General Workers' Union, the Clothing Workers' Union, the Plastic and Allied Workers' Union, the Retail and Allied Workers' Union, the Cape Town Municipal Workers' Association, two Fosatu affiliates, the National Union of Textile Workers and the Paper, Wood and Allied Workers' Union, described the detention of trade union officials as "grossly provoctaive"

Fosatu president, Mr Chris Dlamini, and other union office-bearers and officials were detained in a security-police swoop following the two-day stayaway.

The unions demanded the reinstatement of the Sasol workers, who had been dismissed and said they were prepared to back their demand "with appropriate action"

A union spokesman said he could not say what "appropriate action" the unions would take.

(Report by P Green, 122 St George's Street, Cape Town)

Argus 13/11/84 (134)

Unions may declare 'black Christmas'

Labour Reporter

THE largest black labour body in the country, the Federation of SA Trade Unions, is to consider a nation-wide campaign to declare a "black Christmas" this year to protest against Government action against trade unions

The 150 000-strong federation, which played a key role in the two-day stayaway in the Transvaal, condemned the detentions of its president, Mr Chris Dlamini, and officials Mr Moses Mayekiso of the Metal and Allied Workers' Union and Mr Agilizwe Solo of the National Union of Textile Workers

At a specially convened Fosatu central committee meeting this weekend, the Transvaal region suggested that workers declare this a "black Christmas" and not celebrate the end-of-year holidays

AFFILIATES

"Fosatu is not prepared to stand by and watch its leadership being detained We see this as a direct attack on unions and we will be contacting other unions to support us," said a federation spokesman

The Transvaal region's proposal for a "black Christmas" will be discussed by all Fosatu affiliates and regions

Fosatu also said it wished to "state clearly" why hundreds of thousands of Fosatu members in the Transvaal stayed away

"We believe this is necessary because there has been too much focus on reports of violence and too little on the issue"

AGE LIMIT

Fosatu said it supported the stayaway because it wanted

- A "clear announcement" on removing the age limit in schools
- Democratically constituted student representative councils in schools
- The army removed from Vaal Triangle townships "and a stop to police harassment of residents"
- The suspension of rent and bus fare increases

(Report by P Green, 122 St George's Street, Cape Town)

'Release unionists'

DELEGATES attending an international gathering hosted by the South African Council of the International Metalworkers' Federation in Lesotho, has called for the unconditional release of all detained South African unionists.

In a hard-hitting statement, Mr Herman Rebhan, secretary of the IMF, said the Federation was not prepared to accept behaviour "so clearly aimed at destroying the legitimate activities of a lawful organisation"

Trade union leaders engaged in constructing a fair and just South Africa were not common criminals The families of the detainees and their lawyers should also have access to the men

The detention of Mr Jerry Kau a Renault worker and member of the National Automobile and Allied Workers' Union (Naawu), Mr Moses Mayekiso, branch secretary of the Metal and Allied Workers' Union (Mawu), and of Mr Chris Dlamini president of the Federation of South African Trade Unions (Fosatu), was the central point of discussion at the meeting which opened yesterday

Attending are delegates from 11 countries, among them Mr Leif Blomberg, president of the Swedish Metalworkers' Union

The Swedish parliament is currently studying new legislation concerning investment policies in South Africa

Mr Blomberg said his trip to southern Africa was an attempt to gain some first hand impressions and information which will be relayed back to the Swedish unions

Also due to be discussed are trade union proposals for economic and social policies to be implemented in Africa increased union involvement in development issues including support action to alleviate famine

Post 14/11/86

Delegation seeks lifting of halls ban

By JIMMY MATYU

A DELEGATION of five from organisations affiliated to the United Democratic Front today met Mr R J Scholtz, the Town Clerk of Kayamnandi Town Council, to discuss a ban on their use of community halls

It comprised Mr Fikile Kobese, vice-president of UDF (East Cape) and national organiser of the Motor Assemblers' and Components Workers' Union of South Africa, Mr Denis Neer, secretary of Macwusa and the General Workers' Union of South Africa, Mr Sipho Hashe, secretary of the Port Elizabeth Black Civic Organisation, Mr Bonisile Mbikanye, executive member of the Port Elizabeth Youth Congress, and Mrs Virginia Ngalo, a member of the Port Elizabeth Women's Organisation

The Press was barred from the meeting held in Mr Scholtz's office

The meeting stemmed from statements made last week by Mr Tamsanqa Linda, Deputy Mayor of Kayamnandi Town Council, that he would not hire out halls to the Crisis in Education Committee and other organisations he termed "irrelevant", or to individuals who intimidated children when they were writing examinations

After the meeting, Mr Kobese, who headed the delegation, said Mr Scholtz told them the ban was not permanent.

"We told him that if Mr Linda was not reported correctly, he has had enough time to complain to the newspapers But since last week he had remained quiet, which meant he was correctly quoted by the two newspapers," he said

Mr Kobese said Mr Scholtz told the delegation he was not in a position to reply to the delegation before meeting the executive committee of Kayamnandi Town Council tomorrow afternoon

Business joins in detainee outcry

STAR 15/11/84 134

Unions and political groups have protested strongly over yesterday's Security Police swoop in which six activists were held and the number presently in detention topped 230 — the highest for years.

And, as the row over the detentions continued, seven students and ex-students at the University of Natal and three women students in Grahamstown were arrested after demonstrations against the moves

Staff Reporters

Big business has added its voice to the outcry In a significant move the Association of Chambers of Commerce and the Afrikaanse Handelsinstituut have supported the Federated Chamber of Industries statement that the detention of unionists is a serious setback to talks between the private sector and major union federations

They have called on the Government to meet key industrial, commercial and labour organisations as a matter of urgency

The largest trade union federation, the 460 000-member Trade Union Council of South Africa (Tucsa), has declared the detentions of the general secretary of the Council of Unions of South Africa, Mr Piroshaw Camay, and Mr Chris Dlamini, of the Federation of South African Trade Unions (Fosatu), harmful to community and industrial relations

Fundamental

"Tucsa believes that the current and tragic unrest in various troubled black urban areas cannot be resolved by violence, from whatever quarter, or by detentions and bannings but only by addressing the fundamental problems facing our society"

Mr Camay was one of those held yesterday under section 29 of the Internal Security Act Others were National Union of South African Students president Miss Kate Philip, Mr Guy Berger, of Media and Research Services, Mr Jethro Dlalisa, a branch chairman of the Transport and General Workers' Union, Mr John Campbell, of the Screen Training Project, and Congress of South African Students member Mr Victor Kgobe

Professor Karl Tober, vice-chancellor and principal of the University of the Witwatersrand, and Professor Alf Stadler, chairman of the Senate Academic Freedom Committee, reiterated the university's grave concern about detention without trial

Yesterday's detentions have been linked to others since the stayaway last week In this period there have been 17 confirmed detentions which have crippled the Transvaal Regional stayaway committee and taken away leaders of unions and community groups which spearheaded the protest

The Azanian Students' Organisation said students could not sit back and "silently watch the removal from society of fellow South Africans whose only crime is their thirst for democracy and justice"

The Release Mandela Committee reiterated its commitment to mass-based action in the face of detentions It asserted that detaining leaders would not remove the present conflict which sprang not from the detained leaders but from the Government's refusal to address popular grievances

Wits SRC president Mr Grant Rex said last night "We see the detention of Kate Philip as part of the ever-increasing State repression of legitimate opposition to apartheid Mass detention without trial clearly illustrates the myth of reform"

Business groups warn Govt as . . .

6 leaders held in police raids

RDM 15/4/84

134

By PHILLIP VAN NIEKERK and ANTON HARBER

AS Security Police detained another six people yesterday, the country's three major business organisations issued a strongly worded warning that the wave of detentions of trade union leaders could endanger labour peace.

The Afrikaanse Handelsinstituut (AHI), the Federated Chamber of Industries (FCI) and the Association of South African Chambers of Commerce (Assocom) said the detentions had put at risk the harmonious relationship between employers and a large section of their workforce

Their statements were among an extraordinary range of condemnations from individuals and organisations yesterday of the current spate of detentions

Held yesterday were Mr Piroshaw Camay general secretary of the Council of Unions of South Africa, Ms Kate Philip, the president of the National Union of SA Students, Mr Guy Berger, of the Media and Research Services, Mr John Campbell, of the Screen Training Project, and Mr Jethro Dlalisa of the Federation of SA Trade Union's Transport and General Workers' Union

Their arrest brings to about 22 the number of people presently in detention without trial in what the Detainees' Parents Support Committee (DPSC) has called "the worst wave of repression since 1976, reminiscent of the post-Sharpeville state of emergency"

This has brought the total number of people detained this year to 1 034, the highest in many years

The AHI, the FCI and Assocom warned that the wave of detentions of trade union leaders was exacerbating a "very delicate" labour situation.

They urged the Government to enter into top level discussions with key industrial, commercial and labour organisations as soon as possible

The private sector was "deeply concerned" about the detentions at a "sensitive time such as the present" and, like the Government, were anxious to preserve stability in the economy, the statement said

The detention of Mr Camay, who is well-known in international trade union circles, seems set to focus more international attention on the detentions

The detention of Mr Camay — who played an important role in the recent two-day work stayaway — brings to 12 the number of unionists believed to be held in detention without trial.

Two other detainees, Mr Berger and Mr Campbell, are both members of the Johannesburg Democratic Action Committee (Jodac), an affiliate of the United Democratic Front that concentrates on organising the white community

A sixth man, Mr Victory Kgobe, was also believed to be held, but no details could be obtained last night.

Police confirmed the detention of Ms Philip under Section 29 of the Internal Security Act, but have not yet replied to queries about the other detentions

Strong reaction came from organisations such as Nusas, Jodac, Lawyers for Human Rights (LHR), the Friends of Nusas Society (Fons), Wits and Cape Town universities, the Release Mandela Committee, the Transvaal Indian Congress and the Progressive Federal Party

Trade union condemnation came from Fosatu, Cusa, the Urban Training Project and the Trade Union Council of South Africa (Tucsa), who all called for the immediate release of detainees

About 35 students from the University of the Witwatersrand held a brief picket on Jan Smuts Avenue, Johannesburg, to protest against the detentions Plainclothes police kept a

To Page 2

134

Union leader detained

From Page 1

close watch, but no incidents were reported.

Dr Stuart Saunders and Professor Karl Tober, vice-chancellors of the universities of Cape Town and Wits respectively, condemned Ms Philip's detention as did Professor Alf Stadler, chairman of the Wits Senate Academic Freedom Committee

Mrs Helen Suzman, PFP spokesman on Law and Order, warned that if the Government carried on in this fashion, it would cause an escalation of the present disturbances into a crisis situation.

A spokesman for Anglo American Property Services — who employ one of the detainees, Mr Dlalisa — said they felt strongly that any detained employee should be charged or released and would be contacting the Security Police

Tucsa said such detentions were destructive to community and industrial relations

Mr Jules Browde, chairman of the LHR, said the detentions appeared to be "further indication of the intention of the authorities to stamp out the right of protest in South Africa and to prevent even university students from expressing views considered inimical to the racial policies of the Government"

Mercury 15/11/84 134

Big business slams arrests

Mercury Correspondent

JOHANNESBURG—South Africa's three major business organisations said yesterday that detentions of trade union leaders were exacerbating a 'very delicate' labour situation

In a strongly worded statement, the Afrikaanse Handelsinstituut, the Federated Chamber of Industries and the Association of South African Chambers of Commerce said detentions had endangered the harmonious relationship between employers and their work force

They urged the Government to enter into top-level discussions with key industrial, commercial and labour organisations as soon as possible

Police detained at least six prominent activists yesterday, including the president of the National Union of South African Students, Miss Kate Philip, and the general secretary of the Council of Unions of South Africa, Mr Piroshaw Camay

'Deeply concerned'

The swoop in Johannesburg and

Ingrid takes a break on the beach

Baby Fae 'past crisis'

LOMA LINDA—Four-week-old Baby Fae showed subtle but definite signs last night of an early recovery after her body had tried to reject her transplanted baboon heart, a medical bulletin said

'We believe Baby Fae reached the peak of her rejection episode on Monday evening,' the bulletin said

The optimistic news came a day after Loma Linda University Hospital reported that the baby, who received a baboon heart 19 days ago, had been placed in a respirator and a

Bad drive

South African d
the most arroga
world.

Long wait

Britain's heir to t
terday, may have
to become King

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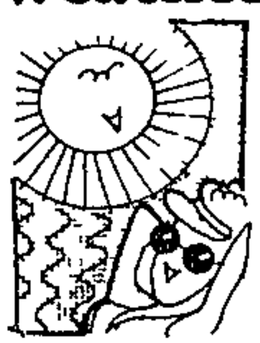


Fine, warm
Page 4

Plus

'Deeply concerned'

The swoop in Johannesburg and Soweto brings to at least 13 the number of confirmed detentions on the Reef since last week's two-day stayaway

Another seven people held in this period are thought to be security detainees but police have not confirmed this

Mr Guy Berger, of the Media and Research Services, Mr John Campbell, an official of a United Democratic Front affiliate organisation, Mr Jethro Dlalisa of Soweto, a branch chairman of the Transport and General Workers' Union, and Mr Victor Kgobe, another unionist, also were detained yesterday

Police have confirmed the detention of all but Mr Dlalisa

The statement by the business organisations said the private sector was 'deeply concerned' about the detentions at a 'sensitive time such as the present' and, like the Government, was anxious to preserve stability in the economy

The detention of Mr Camay who is well known in international trade union circles seems set to focus more adverse international attention on the detentions

Mr Camay is an acquaintance of Dr Chester Crocker, the American Assistant Secretary of State for Africa, and Mr David Rockefeller the head of the Rockefeller Institute

Dr Crocker is due to arrive in South Africa today, and it is likely that the issue of Mr Camay's detention will be raised when he meets South African Government officials

Along with Mr Chris Dlamini president of the Federation of South African Trade Unions, who was detained last week, Mr Camay's detention means the heads of the country's two largest black union federations are in detention

A spokesman for Anglo American Property Services which employs Mr Dlalisa, said the company felt strongly that any detained employee should be charged or released

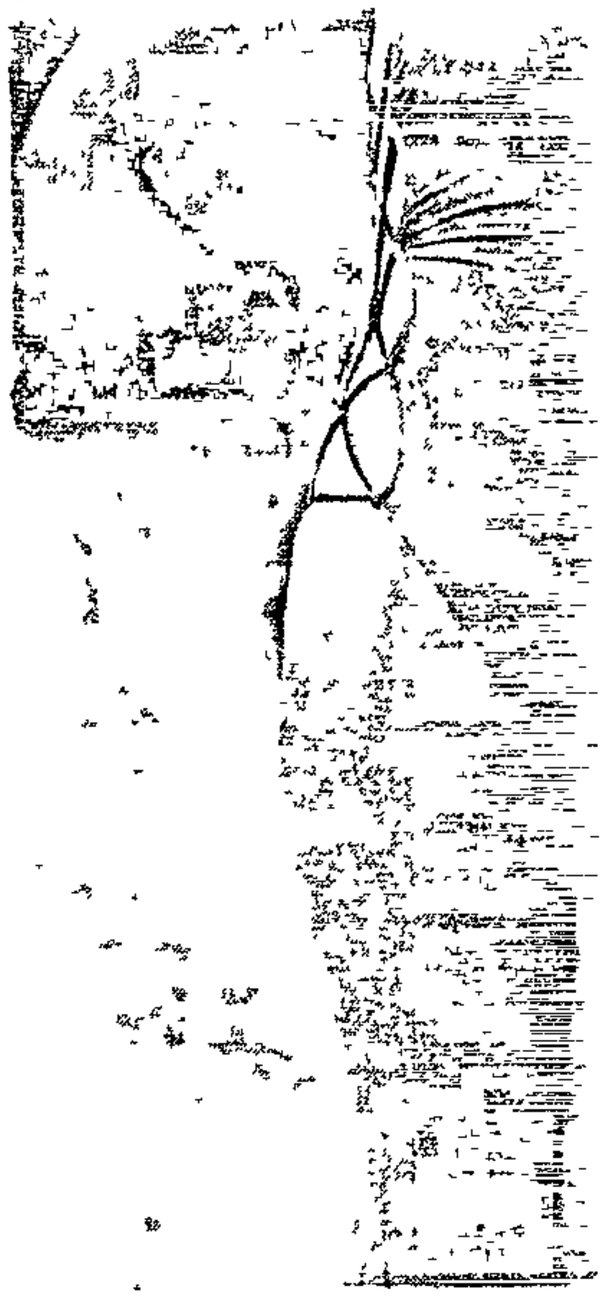
The company would contact the security police to put its views to them

The detentions were condemned by both union bodies, by the Urban Training Project and by the Trade Union Council of South Africa, all of whom called for the immediate release of detained unionists

In a statement yesterday Tucsa said such detentions were destructive to community and industrial relations

Our Pietermaritzburg Bureau reports that about 50 students stood outside the main en-

TURN TO PAGE



Ingrid Boulting, daughter of
ers, and star of a locally pr
movie camera at an Umhla
burg, stars opposite Brent
Singh.

Nuts about Miss Brazil

London Bureau

PUNTERS were going nuts about statuesque 21-year-old Miss Brazil, Adriana Oliviera, yesterday making her the strongest candidate in many years to win the Miss World title in London tonight

Betting closed last night with the striking blonde 2-1 favourite

Lagging behind were Miss Ireland, 6-1, Miss Germany, 7-1, Miss Venezuela, 8-1, and the Australian, Canadian and Norwegian girls on 10-1

Mr Harry Greenaway, the Labour MP who has forecast the winner four times in the past five years, said only Miss Canada, Connie Fitzpatrick, another blonde, stood any chance against the devastating Brazilian

However, there was some late money going on raven-haired Miss Venezuela, Astrid Herrera

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Find stumps

London Bureau

AN ARTIFICIAL leg has been
Wolverhampton The leg, valued
stored in a police lost property off
are made to trace its owner, but
come forward to claim it

Arrests slammed

FROM PAGE 1

trance to the University of Natal in Pietermaritzburg during peak afternoon traffic yesterday with placards protesting against the detentions

Some students hung a 5 m banner across the university entrance

'Release our Nusas president and others in detention,' it read

In a joint statement, the Student Representative Council on the Pietermaritzburg campus and Nusas condemmed the 'arbitrary detention' of Miss Philip

Prof Peter Booysen, principal and Vice Chancellor of the University of Natal, called for Miss Philip to be released or charged

'On behalf of the university I would like to express particular concern for her I believe she is a very successful president who relates well to the campus at large,' Prof Booysen said

A spokesman for the Natal Indian Congress condemned the detention and Mr Paddy Kearney, of the Durban-based Diakonia, said 'The Government needs to listen to such people rather than detain them'

About 220 people are thought to be in detention

● See Editorial Opinion

Sowetan 15/11/84

134

Race bias blamed for Tvl unrest

THE turmoil, violence and "bloody repression" which has characterised protest action in black Transvaal communities over the past three months, has been slated as a direct result of the apartheid system by two major European trade union confederations.

The Confederation Francaise Democratique du Travail (CFDT) in France issued a public declaration on the situation this month, and has offered its support and solidarity to the Council of Unions of South Africa (Cusa)

In the declaration, the CFDT says the repressive response taken by the Government against workers and unionists "shows the minimum of interest given to the life and dignity of black people"

The Unione Italiana Del Lavoro (UIL) has also denounced the actions of the State in a statement delivered to the South African Ambassador in Italy

"The new explosions of violence indicate that the so-called Constitutional Reform promoted by President P W Botha is not meant to solve the real problems of the country

"On the contrary, it perpetuates the unacceptable oppression exerted by the white minority," said Mr Mauro Scarpellini, the UIL's confederal secretary

Argus 16/11/84

CITY/NATIONAL

Opposition groups could face clampdown, warns professor

Political Correspondent

OMINOUS signs of further Government action against extra-parliamentary movements like the United Democratic Front and trade unions were mentioned at a symposium on the future of oppositional politics in Southern Africa at the University of the Western Cape yesterday.

Professor Andre du Toit, professor of political philosophy at the University of Stellenbosch, warned of this and said that one of the prospects is the possible banning of the UDF

He added, however, that he does not think this is imminent

Public statements by Ministers such as Mr Louis le Grange and Mr F W de Klerk, along with detentions and raids on the premises of some extra-parliamentary movements, indicated that the Government could be planning further action against them

Necessary

While in the 60s it took a decade for the renewal of extra-parliamentary movements after bannings, such movements emerged far more quickly after the 1977 clampdown

He said extra-parliamentary bodies were necessary and the Government's credibility in the reform process would suffer if they are banned

Dealing with the recent patrolling of black townships in the Transvaal by the Defence Force, Professor Michael Savage of the department of sociology at the University of Cape Town said the non-democratic nature of South African society was the central issue

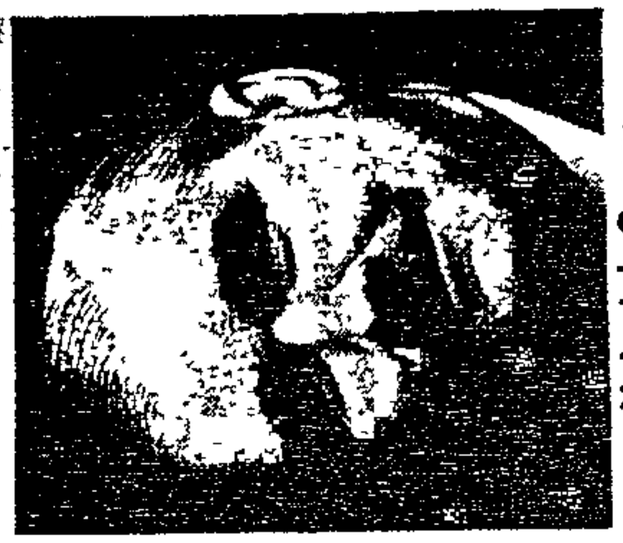
Best defence

He said that most of South Africa's current problems had arisen from the dissatisfaction of a broad majority of citizens who are shut out of political power and who experience racial discrimination in their daily lives

No amount of military power could alter the reality that the best defence of any country was a satisfied citizenry, he said.

In the debate on the military the fact that South Africa was at war with itself because it was an undemocratic society should not be obscured, Professor Savage said

(News by T Wentzel, 122 St George's Street, Cape Town).



Mr Louis le Grange

Employer bodies and Govt at loggerheads

Business to meet Minister on arrests

By Michael Chester

STAR 16/11/84

Big business today confirmed that talks would begin in the next few days with Mr Louis le Grange, Minister of Law and Order, about the wave of detentions that has followed the recent nationwide black stayaways.

The Minister and the three main employer organisations are at loggerheads in the heated controversy.

Tension was heightened in Virginia, Orange Free State, last night when the Minister used a public political platform to counter-attack the organisations over the combined protests they lodged about the detentions

The row is expected to reach a peak when the Association of Chambers of Commerce, which claims to represent more than 20 000 companies, meets the Minister for talks on the handling of the stayaways

Neither Assocom, the Afrikaanse Handelsinstituut nor the Federated Chamber of Industries, who joined forces to send a telex to the Minister warning that the detentions could endanger labour peace, made any move to soften their protests today

'Government saddened'

Mr le Grange told the Virginia meeting that the combined statement issued by the three organisations was an "extremely serious matter which had left the Government disappointed and saddened".

He said that when he had asked them for clarification of their stand they had replied that the motive was "to reconfirm their credibility" with two trade unions that had been named

The Minister argued that if the three organisations had issued their protest without the backing of all their members, there had been abuse of the name of each organisation

Mr Raymond Parsons, chief executive of Assocom, today issued a brief statement following a hurried telephone conversation with Dr Johan van Zyl, executive director of the FCI "The employer organisations do not wish to respond further on this matter to the Minister of Law and Order publicly.

"Assocom has an interview with Mr le Grange in Pretoria next week to discuss the whole question of the stayaways, intimidation and the role of the trade unionists"

Talks to meet Retreat organisations

Mercury Correspondent

Mercury 17/11/84

JOHANNESBURG—Organised business will meet Mr Louis le Grange, Minister of Law and Order, on Wednesday to discuss several 'sensitive' issues related to the recent unrest, and the reasons for its condemnation of the latest wave of detentions.

At a political meeting in the Orange Free State, the minister launched a public attack on three major business organisations who warned that the detention of trade union leaders was exacerbating a 'very delicate labour situation'

The Association of South African Chambers of Commerce (Assocom), the Federated Chamber of Industries (FCI) and the Afrikaanse Handelsinstituut (AHI) sent a joint telex to Mr le Grange warning that the wave of detentions of trade union leaders could endanger labour peace

Assocom confirmed yesterday that it would meet Mr le Grange and would probably be joined by the FCI

Violence

An FCI spokesman said that Dr Johan van Zyl, executive director of FCI, had met Mr Raymond Parsons, chief executive of Assocom, to discuss Wednesday's meeting in Pretoria

Issues that would be discussed at the meeting would be stayaways, intimidation, violence in the townships and the role of trade unionists

Yesterday, however, the president of the AHI, Mr Leon Bartel, said he did not think there was a possibilty that the AHI would participate in the talks

Mr Parsons was not prepared to respond to Mr le Grange's statement which said that the statement issued by the three organisations was an 'extremely serious matter which had left the Government disappointed and saddened'

Assocom, however, issued a brief statement saying 'Organised business does not propose to respond further publicly to the Minister of Law and Order on this matter

'Assocom will meet Mr le Grange in Pretoria next week. We hope this meeting will clear up any misunderstanding about the private sector's view'

All three organisations refused to discuss the row yesterday

When asked to comment on what indications there had been to business that labour peace could be endangered, Mr Bartel said that the situation was far too sensitive for any further comment.

'If one had to sit down and get to the bottom of it, the reasons for thinking this way would be clear but it is not in anyone's interests to elaborate on the issues,' he said

The joint business statement was released soon after the detention on Wednesday of Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa, and Mr Jethro Dlalisa, of the Federation of S A Trade Unions' Transport and General Workers' Union

Mr le Grange told the Free State meeting that when he had asked the three organisations for clarification of their stand their reply was that the motive was to 'reconfirm their credibility' with two trade unions that had been named

S. Express 18/11/84 (134)

Cabinet hardliners smash labour truce

● Mr Tony Bloom
. Premier chief

By JEAN LE MAY: Political Correspondent

DELICATE negotiations between big business and black labour were shattered this week when hardliners in the Cabinet seized the initiative for strong-arm tactics to control township unrest

The wave of detentions and arrests came as rumours of impending unrest swept the white community although newspapers, besieged by callers, were unable to substantiate them

The detention of 12 trade union leaders and the arrest of more than 2 500 people coincided with the start of negotiations to avert another labour stayaway

Mr Piroshaw Camay, leader of the Council of Unions of South Africa (Cusa), was detained the morning after he had had informal discussions with executives of the Federated Chamber of Industries (FCI)

This has been confirmed by Dr Johan van Zyl, executive director of the FCI, who told foreign and local newspapers. "We were making good progress — until the detentions began"

Mr Tony Bloom, chairman of the Premier Group, said the FCI had been "in the middle of negotiations" when the trade unionists were detained

"We attempt to play a low-key negotiating role" he said "I am sorry that Mr le Grange reacted the way he did because it upped the temperature on the government side — it was already pretty high on the other side"

The strong-arm tactics brought organised commerce and industry — which only a year ago gave Mr P W Botha then Prime Minister, solid support in the referendum — into open conflict with the government.

In an unprecedented public protest, the country's three major employer organisations — the FCI the Afrikaanse Handelsinstituut and the Association of Chambers of Commerce (Assocom) — condemned the detentions

They warned the government that "harmonious and productive relations" with workers were at stake and urged it to hold top-level discussions with key industrial, commercial and labour organisations involved in the unrest as soon as possible

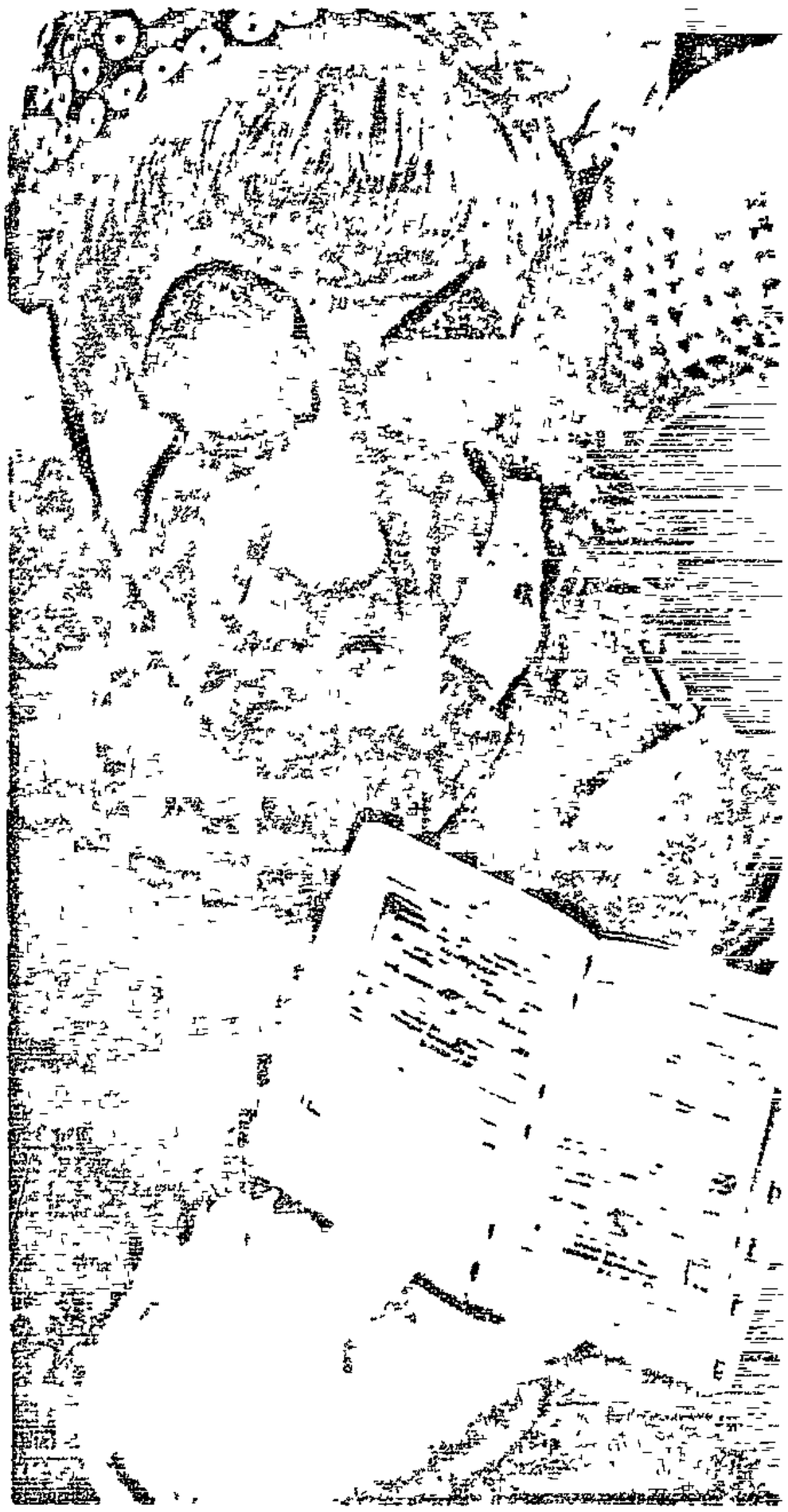
Prevailed

The Cabinet hardliners, identified by political sources as Mr Louis le Grange, Minister of Law and Order; General Magnus Malan, Minister of Defence, and Mr F W de Klerk, Minister of Home Affairs and National Education, were said by the same sources to have prevailed over protests from colleagues who urged consultation with blacks rather than police action

All three men have taken hardline positions in public Mr le Grange, justifying the detentions in a speech in Virginia this week, said some of the detained leaders had been on a "core committee" which organised the stayway on November 5 and 6 when an estimated 800 000 blacks stayed away from work in the Pretoria/Witwatersrand-/Vereeniging area

Mr de Klerk, in a speech in Cape Town, said "certain elements" must be removed from trade unions, while Mr Malan, accepting the freedom of Edenvale on Friday, said unrest in the townships was proof of the total onslaught against South Africa,

● To PAGE 2



Clown in ring over pa

WHEN South Africa's White Face Clown, Mr Gilyan Francesco, stepped into the Roodeport magistrate's court on Friday, all the fanfare of a circus seemed to come to town. Two bomb scares in three hours had court officials and the public rushing in and out of the courts

Yet Francesco the clown was taking on a more serious role. to challenge the pass laws

He was appearing in court for employing an unregistered domestic, Mrs Eunice Mgaga.

He first tried to ... years ago. After 11 Rand Administration Rand Developement home by Mrs Mgaga her 'chief', Mr F... wrongfully having a ... ploy.

The magistrate ...

TED is set to school fees ...

Cabinet stand shatters truce

● From PAGE 1

which, he added, was now "a reality"

Dr Gerrit Viljoen, Minister of Co-operation and Development, and at least one other Minister urged a more conciliatory approach, the sources said

Mr Pietie du Plessis, Minister of Manpower, said in an interview with the Sunday Express that police action was not directed against the trade unions, but against individuals

"There are still plenty of trade union leaders left to negotiate with employers," he said

Officials at director-general level in several government departments are deeply distressed by the detentions, according to the same sources

The position of the Reverend Allan Hendrickse, Minister without Portfolio from the (coloured) House of Representatives, appears to be ambivalent.

He responded to requests for a telephone interview with the statement that he disapproved of detentions without trial except in cases where the Minister of Law and Order had "adequate reasons"

Mr Amichand Rajbansi, Minister without Portfolio from the (Indian) House of Delegates, was "unavailable"

Business sources said the government's ambivalent approach to trade unions had more than once been criticised at the highest level — within the Manpower Commission, a permanent commission of the Department of Manpower

The criticisms were to the effect that while the department itself maintained an "arm's length" approach to negotiations with trade unions, negotiations had been upset previously by precipitate police action against the people with whom negotiations were being conducted.

"The government tells us they have given us the machinery and that it is up to us to negotiate with the trade unions — then they step in and detain the very people we are negotiating with," said a source

A top-level company representative on one of the employers' bodies described the difficulty experienced by many employers in accepting that the stayaway had had a vast groundswell of support

His interpretation was that they had fallen for the official line that the stayaway had been organised by a relatively small body of people and that intimidation — not grassroot support — was responsible for the extensive stayaway

Assocom and the FCI plan to discuss the issue with Mr le Grange this week

Mr Raymond Parsons of Assocom said that "organised commerce does not propose to respond publicly to Mr le Grange on this matter" Assocom would discuss "the whole question of stayaways, intimidation, violence in the townships and the role of trade unions" with Mr le Grange

"We hope that this meeting will clear up any misunderstandings about the views of the private sector," Mr Parsons said.

SUNDAY TRIBUNE, NOVEMBER 18, 1984

SECRET TALKS WERE DISRUPTED BY ARREST

By Deon Delport

SECRET talks between top trade unionists and businessmen were interrupted by the detention this week of Piroshaw Camay, general secretary of the Council of Unions of South Africa (Cusa)

Mr Camay was detained on Wednesday — "right in the middle of consultations", the industrialists said angrily

The leader of the 150 000-strong union council was a top negotiator at the talks

"Now we have no one to talk to," said Dr Johan van Zyl, executive director of the S A Federated Chamber of Industries

He said informal discussions opened with Cusa and the Federation of South African Trade Unions (Fosatu) after rumours persisted that a second, longer stayaway was being planned The discussions were directed at preventing the occurrence of more unrest

"At the best of times it is not all that easy to talk to the trade unions, but we were making considerable progress in getting our viewpoint across that a second, longer stayaway would be very bad for all concerned," Dr van Zyl said

"Then, right in the middle of the consultations, Mr Camay was held Suddenly the whole issue becomes very emotional and the danger exists that people won't behave rationally"

The arrest of Chris Dlamini, president of Fosatu was "almost the final straw", Dr van Zyl said

"He is president of a national labour federation that is the equivalent of our own organisation"

Unionists and employers were united in anger this week at the police action against union leaders Grave fears were expressed that the detentions placed at risk the labour relations built up after the reforms of the Wiehahn Commission

"Normally there is not much trade unions and employers agree on, but now the entire framework of labour relations is in danger," said Dr van Zyl

A top businessman agreed "Union leaders should be back in their own communities trying to calm the people down They would be doing a lot more good there"

This week, as the country's major employer bodies prepared to meet the Minister of Law and Order, Louis le Grange, to discuss the wave of detentions, businessmen expressed fears that a second stayaway supported by the unions would be disastrous

"Employers will simply not be as sympathetic during a second stayaway, especially after what happened at Sasol,' an industrialist said

"People will be fired in their thousands or ten thousands and this could lead to a bloodbath Other people will get in on the act, the criminal elements and the thugs, then the police will get involved and we will have a very ugly situation"

Members of the Afrikaanse Handelsinstituut (AHI), the federated Chamber of Industries (FCI) and Association of South African Chambers of Commerce (Assocom) are "very upset" at the "bad overreaction" of Minister of Law and Order Louis le Grange to a warning from the three bodies that the detentions threatened labour peace

A top-ranking labour expert said the detentions of "very senior officials of the two black trade union federations has created a climate of high conflict for the unions in which to decide whether or not to join a second stayaway and has bedevilled our relationship with them"

The three organisations said in a statement the detention of the trade union leaders was a "precipitous step that can only exacerbate a very delicate situation"

"What is fundementally at stake are the harmonious and productive relations between employers and a large portion of their workforce"

Thoughout Thursday, office bearers of the three organisations were swamped with calls from members, very supportive of the statement, and less friendly calls from Mr le Grange's office

In his reponse on Thursday night at a public meeting in Virginia, Mr le Grange said the combined statement was an "extremely serious matter which left the Government disappointed and saddened"

Mr le Grange also argued that if the three organisations had issued their protest without the backing of all their members then there had been abuse of the name of each organisation

"This was a bad overreaction on his part," said one top figure in the industrial world

"His arguement is crazy He was in a spot

"The normal policy is one of divide and rule but he cannot do that with the Afrikaanse Handelinstituut on the scene — that was our bullet-proof vest"

Star
(134)
20/11/84

Mr Dirk Mostert .. justified sackings

Sasol sackings raise crucial labour issues

Minister Schoeman . no "outside" unions.

The mass firing of some 6 000 Sasol workers this month has raised crucial questions about the role of the public and parastatal sectors in labour reform in South Africa. CAROLYN DEMPSTER reports.

While rubbish piled up in Johannesburg's streets during the winter months of 1980, a struggle was being waged which was to set the stamp on the State's handling of the new style of black trade unionism.

For Joe Mavi's Black Municipality Workers' Union (BMWU) the lesson was a hard one

After the initial success of the strike by 10 000 of the city's black workers, 1 350 were dismissed and bussed back to their homelands, and the month-old union effectively crushed

The municipality admitted backing and favouring the Union of Johannesburg Municipality Workers — to the extent that the in-house union was registered and recognised with only 40 paid-up members

It had a signed-up membership of 2 000 out of a potential 15 000 — hardly representative.

Labour consultants and commentators were critical but understanding of the reactive way the management committee had handled the strike.

It was, after all, not long after the implementation of the Wiehahn Commission's recommendations, and it was a reaction more typical of the times than anything else

In September 1982, South African Transport Services (SATS) peremptorily fired 423 East London railway dock-workers for staging a go-slow in an attempt to pressurise SATS into talks with the non-racial General Workers' Union

The Minister of Transport, Mr Hendrik Schoeman, made it blatantly clear at the time that "outside unions" were not welcome in SATS and would never be recognised — not as long as he was Minister

The premise for the dismissal was that SATS was an essential service and already had staff associations that could adequately articulate the needs of the massive 240 000 worker force

But it was arguable at that stage whether the newly-formed Black Staff Association (BSA) — a "sweetheart" in-company union — was voicing the needs of its members

Wages, working conditions and benefits of black SATS employees have traditionally been unilaterally decided upon by the State, and the advent of the BSA did not alter this fundamentally.

In any event, SATS took a hard line on the issue in spite of Minister of Manpower, Mr Fanie Botha's open criticism of "sweetheart unions" and the new spirit of enlightened labour reform

Less than six months after the mass dismissal, the Conditions of Employment (SA Transport Services) Act was passed

By law all public sector employees are excluded from the provisions of the Labour Relations Act, cannot go on strike and are not afforded many of the protections which private sector employees enjoy.

The Act took this even further Black, coloured and Indian SATS employees are openly discriminated against — they do not enjoy equal rights accorded to whites

Nor does SATS have to deal with any unions it does not choose to recognise.

And collective bargaining — an essential feature of the new era of labour relations — has no real place in the Act

Even freedom of association has been undercut in the legislation SATS employees are allowed to belong only to unions which are officially permitted to exist

Both the BMWU and GWU's attempts served as an explicit demonstration of just how difficult it would be to organise the public sector — and what treatment was likely to be meted out in the event of industrial action

But the grievances which drove 10 000 Johannesburg municipal workers to form the BMWU and 1 100 SATS employees to join the GWU have not abated, nor have emergent unions given up the fight to organise the public sector

Because of this, and against the backdrop of the progress that has been achieved in labour relations in the private sector, the hard-line stance adopted by Government and parastatal organisations is seen as counter-productive and a growing threat to labour reform.

Sasol this month vigorously denied the Government had any say in the firing of some 6 000 black workers.

Yet the fact remains that until it went public in 1979, Sasol was State-controlled, and today seven out of its 11 directors are State-appointees or have strong Government links

Sasol workers, unlike public sector employees, are subject to the provisions of the Labour Relations Act

At the time of the stay-away, the corporation's senior general manager, Dr Dirk Mostert, justified the mass firing as "morally right," but the action has drawn sharp criticism from private sector industrial relations practitioners.

"Industrial relations is a game of consequences and social and political issues are a part of the process," said Mr Mark Anstey, director of the Institute of Industrial Relations

"A dismissal of workers at that level is a political act, and I would not be surprised if it invited a political response"

Industrial relations consultant Mr Gavin Brown views the action in terms of tolerance thresholds "I think Sasol made its point very clearly — that there are some sectors of the economy where latitude will not be allowed The public and parastatals have a very low tolerance threshold"

But it is becoming increasingly obvious that the public sector and parastatals simply cannot afford to pursue a hard or intolerant line

In February this year, 800 Groote Schuur Hospital workers participated in work stoppages over wage demands — an action initiated by the hospital workers themselves

Labour Bulletin researcher Mr Marcel Golding quotes one of the striking workers

"The authorities are spending millions on this new Groote Schuur project, yet they cannot pay their existing staff a living salary We cannot survive And when we talk they don't listen We are forced to take action."

Unions quash rumours of 2nd stayaway

STAR 20/11/84 (134)

By Carolyn Dempster, Labour Reporter

Three leading trade union organisations have come out in strong opposition to another work stayaway

There are widespread but unfounded rumours of a call for another stayaway towards the end of this month Unions as well as industrialists have been unable to determine the source of the rumour

The executive of the Federation of South African Trade Unions (Fosatu) yesterday stated that it had not called for, nor would it participate in any stayaway

The Council of Unions of South Africa (Cusa) has also taken a stand against the call

Cusa's general secretary Mr Piroshaw Camay was involved in delicate discussions with the Federated Chamber of Industries concerning the rumours of a repeat stayaway when he was detained last week The aim of the talks was to allay widespread fears in industry of a second stayaway.

The Commercial Catering and Allied Workers' Union (CCAWUSA) has also made it clear that its members will not support another stayaway call

No pay if employees are absent, says JCC

STAR 20/11/84 Labour Reporter

134

In a brief to its members, the Johannesburg Chamber of Commerce has advised that in the event of any possible future stayaways employers should embrace the policy of no work, no pay.

Other guidelines which the JCC has offered to its members in the light of the successful stayaway by some 500 000 black Transvaal workers on November 5 and 6 are.

- In the interests of both workers and employers there should be no disruption of business.
- Members should formulate their own policy with regard to dismissals and communicate this to employees — as well as the company policy on absenteeism
- In the event of a stayaway, employers should examine individual circumstances before taking action.
- It should be clearly explained to employees that there could be no remuneration for work not performed

The brief went out amid widespread rumours of a call for another stayaway within the next couple of weeks The rumours are unfounded, and the organisations who lent their support to the November 5/6 action have declared themselves opposed to another stayaway.

Vaal unions may take legal action

TRADE unions in the Vaal Triangle have threatened to take legal action against several managements that sacked and victimised workers during the recent two-day stay-away from work.

The threat has been made by the Food Beverage Workers Union, Oranje-Vaal General Workers Union and the Commercial Catering and Allied Workers Union following reports that over 20 workers were dismissed and others threatened with dismissal in the area.

At Creamline Dairies Company near Vereeniging, over 10 workers, members of the FBWU, were sacked after they failed to report for work on September 5-6, the union's general secretary, Mr Frank Mohlala, said yesterday.

The workers had earlier indicated to management that they would have difficulty in getting transport to work and that they might become victims of "intimidators" when returning home.

Mr Mohlala said that he approached management on the issue, but was told that "the management has ruled on the dismissal which it considered reasonable, especially in the present economic climate."

"We have advised our legal representatives to take the matter up because we feel the dismissals were unfair," he said.

The company's general manager, Mr Abram Flock, declined to comment on the dismissal.

The general secretary of OVGWU, Mr Philip Masia, told **The SOWETAN** that they managed to seek reinstatement of several workers who were fired at Iscor Steel Company in Vanderbijlpark.

134

20/11/84

Sowetan 20/11/84 (134)

Go to work say unions

By JOSHUA RABOROKO

LEADING trade unions and organisations have dissociated themselves from and strongly opposed another work stayaway next week.

Amid widespread but unfounded rumours of a call for a week-long stayaway starting from November 26, the Johannesburg Chamber of Commerce (JCC) has advised employers to embark on a policy of no work no pay

However, investigations by trade unions, organisations and industrialists, have been unable to determine the source of the rumour which has already sent fear in the hearts of many people, especially the fear of more violence

The Council of Unions of South Africa (Cusa), Fosatu, Commercial Catering and Allied Workers' Union, United Democratic Front and unions affiliated to it, the Transvaal Regional Stayaway Committee, Vaal Civic Association and Azanian People's Organisation, yesterday said they were "mystified" by the rumour for another stayaway

All trade unions and organisations rejected the call for a stayaway and advised their members to ignore it

In a statement, Cusa said "While we identify with the sentiments expressed by the callers of this campaign, we cannot respond positively to a call made by unknown parties

"We believe that a campaign called for at this time will be destructive and diversify the unity of our people We advise our people to be cautious of this call "

RDM 25/11/84 (134) (329)

INTERNATIONAL labour bodies — including the International Labour Office and the International Metalworkers Federation (IMF) — have expressed their support for South African unions over the detention of trade union leaders.

Local emerging unions have returned the compliment by expressing their support for the striking British coalminers fighting to keep British pits from being closed.

This support was expressed at a recent conference of African unions in Maseru where the South African unions warned British miners not to accept jobs in South Africa.

The call — which is being relayed in Britain — states that British miners who accept jobs in South Africa will face conscription into the army and may find themselves being used against South African workers.

RDM 27/11/84 (134) 178

FCI urges Minister to charge labour detainees

By GERALD REILLY
Pretoria Bureau

ORGANISED commerce and industry has consolidated its demand on the Government that recently-detained trade union leaders be brought to court and charged

In Pretoria yesterday a delegation of the South African Federated Chamber of Industries told the Minister of Law and Order, Mr Louis le Grange, that the detainees should be charged as quickly as possible with the specific offences they were alleged to have committed against the State

This follows a similar demand made last week by the Association of Chambers of Commerce (Assocom) at a meeting with Mr Le Grange

Present at both meetings were the Minister of Manpower, Mr Pietie du Plessis, the Commissioner of Police, General Johan Coetzee, and the Director General of Manpower, Dr Piet van der Merwe.

The FCI delegation at yesterday's meeting was led by its president, Mr J R Wilson, and its chief executive, Dr Johan van Zyl.

"The Assocom and FCI meetings follow a recent joint statement by Assocom, the FCI and the Afrikaansehandelsinstituut which warned that the detention of trade union leaders threatened labour peace

The AHI is due to meet Mr Le Grange on Thursday

In a statement after yesterday's meeting the FCI said the Minister of Law and Order said the State only acted where individuals were involved in activities which threatened the security of the State, and not because of their political views or trade union activities

For this approach to be demonstrably clear, the FCI statement said, both inside and outside South Africa, and especially in the workplace, the detained unionists should be charged in court as soon as possible with the specific offences they were alleged to have committed

Industry fears stayaway show trial

STAR 29/11/84

By Carolyn Dempster, Labour Reporter

Apprehension is mounting in industry and union circles over a possible "show trial" of trade unionists detained after the recent two-day stayaway.

Several East Rand and Vaal Triangle companies have been approached by the police to disclose details of financial losses suffered as a result of the two-day stayaway earlier this month.

Other information which the companies have been asked to reveal includes the number of workers at the factory, the union to which they belong, the names of the shop stewards, and how many of the employees participated in the stayaway

The Police Directorate of Public Relations in Pretoria told *The Star* that it could not comment on routine investigations

Concern in industry

Most of the company spokesmen approached said they would have preferred to have handled the stayaway issue as a labour matter without the interference of the authorities

Mr Bobby Godsell, industrial relations adviser to the Anglo American Corporation, confirmed that one of the corporation's subsidiaries had received "a casual request" from the police for information

He said he believed the request was part of an investigation by the police prior to charging detained union leaders under section 54 of the Internal Security Act

Spokesmen, who did not wish their companies to be identified, said they were worried about the implications of a show trial of detained union leaders under section 54

A spokesman for the 115 000-member Federation of South African Trade Unions (Fosatu) said the federation intended to take definite action in response to the events

Fosatu's president, Mr Chris Dlamini, was one of the union leaders detained after the stayaway.

Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa (Cusa), which also supported the stayaway, was one of the other union leaders detained

A Cusa spokesman said the council was aware of the approaches being made by police

"If companies assist by giving evidence, of whatever kind, it will nullify all of their discussions with the Minister of Law and Order," he said

'Quizzing' of unionists is attacked

Mall Reporter

THE Urban Training Project (UTP) has strongly protested against the police allegedly holding a group of unionists for questioning for more than an hour after they were stopped at a roadblock near Sharpeville on Sunday.

A spokesman for the UTP said the unionists, from the Building, Construction and Allied Workers' Union and the Food Beverage Workers' Union, were returning from a UTP seminar when they were stopped.

A police spokesman said he could not comment by telephone on the allegations

Sowetan 30/11/84 (134)

'Show trial' of unionists is feared

APPREHENSION over a show trial of trade unionists detained after the recent two-day stayaway is mounting in industry and union circles.

A number of East Rand and Vaal Triangle companies have been approached by the police to disclose details of financial losses suffered as a result of the two-day stayaway earlier this month

Other information which the companies are being asked to surrender includes

- The number of workers at the factory,
- Which union they belong to,
- Who the shop stewards are, and
- How many of the employees participated in the stayaway

The inquiries have evoked ripples of concern in industry

Most of the company spokesmen approached said they would have preferred to handle the stayaway issue as a labour matter without the interference of the authorities

Mr Bobby Godsell, industrial relations advisor to the Anglo American Corporation, confirmed that one of the Corporation's subsidiaries had had "a very casual request" from the police for information

He said he believed the request was part of an investigation by the police prior to charging the union leaders currently in detention under Section 54 of the Internal Security Act

Worried

A number of company spokesmen, who wished their firms to remain unidentified, said they were worried about the implications of a show trial of detained union leaders under Section 54

However a spokesman for the SA Police Directorate of Public Relations in Pretoria said the police could not comment on routine investigations

Section 54 is extremely broad in its ambit and provides for a 20-year jail sentence if the person is found guilty and convicted on a charge of subversion

Offence

Any person who "causes or promotes or attempts to promote general dislocation or disorder in South Africa, or cripples, prejudices or interrupts any industry or undertaking, or the production, supply or distribution of commodities or foodstuffs," can be found guilty of an offence under the Act

Mr Sam van Coller, executive director of the Steel Engineering Industries Federation of South Africa (Seifsa), the massive metal employers' association, said he had heard of the inquiries

In specific instances, the police were allegedly asking employers to sign affidavits detailing their losses as a result of the stayaway

Stayaway planners face sabotage trial

C Herald 1/12/84 (134)

ORGANISERS of the wave of black unrest that reached a peak with the mass stayaways on the Reef three weeks ago may be tried for economic sabotage or subversion.

A senior officer of the Security Police confirmed last week that dossiers had been opened on several of the scores of activists — including 19 trade union leaders — held in detention

Investigations were still in progress He did not rule out the possibility of more arrests in the wake of the November 5 and 6 stayaways that cost tens of millions of rands in industrial production losses

The probe appears to be intended to ascertain whether ardent trade unionism and political protest crossed the border line into what the Internal Security Act defines as terrorism or subversion

CHARGE

Confirmation of the investigations follows an appeal by big business to the Minister of Law and Order, Mr Louis le Grange, to charge the detainees — or release them

The appeal was first made by the Association of Chambers of Commerce at talks with the Minister and is likely to be supported by both the Federated Chamber of Industries and the Afrikaanse Handelsinstituut

All three organisations have warned the Minister that detentions without trial had jeopardised industrial peace

Observers forecast that if extremists are put on public trial it will draw the most intense international attention since the Rivonia trials of the 1960s

Police preparing dossiers are known to be concentrating on Section 54 of the Internal Security Act, which spells out the legal interpretation of terrorism and related offences

SUBVERSIVE

It is understood that under particular scrutiny are offences regarded as subversive and carrying a maximum penalty of 20 years in jail — or 25 years if violence was used.

A sub-section classifies a subversive as anyone who

- Causes or promotes general dislocation or disorder, or attempts to do so
- Cripples, prejudices or interrupts any industry or undertaking, or the production, supply and distribution of commodities or foodstuffs
- Interrupts, impedes or endangers the manufacture, storage, generation, distribution or supply of fuel, petroleum products, energy, light, power or water, or sanitary, medical, health, educational, police, fire-fighting, ambulance, postal or telecommunication services, or radio or television broadcasts

Industrial laws under fire

SOUTH African law pertaining to strikes and the workers' right to strike came in for some criticism in the Springbok Radio programme "Top Level" broadcast last night.

An industrial relations consultant, Mr Eddie Nicholson, said the fact that employers have the right to fire strikers after they have followed the legal procedures required for a strike, made the South African industrial relations procedure suspect.

He added that the system's credibility had to be questioned if in spite of following procedure, the consequences of the strike action may result in firing just as it would in an illegal strike

Unions, he said, would then be justified in questioning why they should go through the long list of requirements for a legal strike when the same end effect would be achieved if a strike was illegal

Speaking on the same programme, the Professor of Law at the University of the Orange Free State, Professor Jimmy Claasens, said without the freedom to strike without being fired, there could be no equilibrium in industrial relations

He said only lip service was paid to use of the strike as a legitimate tool of negotiation

The acting general secretary of the Trades Union Council of South Africa, Mrs Ruth Imrie, said Tucsa, which represents 400 000 union members, had taken a policy decision to oppose the retention of the common law right to fire strikers

It was recommended that strikers' service contracts be retained — Sapa

Sowetan 3/12/84

RDM 4/12/84 (134)

THE continued arrests of trade union leaders going about their union business is a blot on South Africa's claim to uphold the principle of freedom of association

Last week it was the turn of Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), the week before it was Mr Jeremy Baskin, an organiser for the Paper, Wood and Allied Workers' Union

In Mr Ramaphosa's case he was released without charge and is planning to sue the Lebowa authorities for unlawful arrest

In the case of others, they are usually charged for offences under legislation, such as the Internal Security Act and the Blacks (Urban Areas) Consolidation Act, not strictly speaking related to labour relations

All of which should back up the claim that there can hardly be normal unionism in an abnormal society

RDM 4/12/84 (134)

Unions launch 2-month protest over arrests

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions is to launch a "far-ranging" campaign in the next two months to protest at the detention of several of its leaders and the sacking of union members by Sasol, a Fosatu statement said yesterday

It says the campaign, which may be backed by other unions, is a result of the "inability" of employers to persuade the Government to release detained unionists It also attacked employer "involvement" in police investigations into the detainees' role in the recent Transvaal stayaway

Fosatu said it had decided at a special central committee meeting over the weekend on "certain actions" in response to the detentions and firings, and added that these would be put to other unions to seek their support They would be implemented over the next two months

It declined to give details until other unions had been consulted But the latest issue of Fosatu's newspaper, Fosatu Worker News, suggests that "international solidarity action" will play a part in the planned campaign

Several key Fosatu officials, including its president Mr Chris Dlamini, have been detained in the wake of the recent stayaway by hundreds of thousands of Transvaal workers

Police have been gathering information from employers and journalists — a move which is believed to precede a trial of the stayaway's alleged organisers

In its statement, Fosatu said its central committee had heard reports from all regions on meetings between shop stewards and their employers over the detentions and the recent firing of 6 000 workers by Sasol, as well as reports on recent meetings between Fosatu and major employer bodies

"It is our view that employers are unable to influence a stubborn, misguided and misinformed Government," Fosatu said

It was "also convinced" that "employer involvement in the charges to be laid under section 54 of the Internal Security Act (against the detainees) will be disastrous to future industrial relations"

Fosatu believed the government and "certain major employers were "not fully aware of the implications of charging union leaders"

It added that current protests by civil rights activists in the United States "are indeed justified morale support to detained union leaders"

On the call for a Christmas shopping boycott, Fosatu said an effective national campaign could not be organised "at such short notice" as factories were now closing and workers were returning home with their purchases

It suggested its members "make a symbolic gesture over Christmas of showing black on their clothing or houses as a sign of mourning"

Union's beliefs prompted May Day holiday

Post Reporter

PILKINGTON Shatterprufe Safety Glass, Port Elizabeth, the first South African company in decades to introduce May Day as a paid holiday, has done so because unions attached particular importance to the day and it is happy to go along with it

The personnel director of the company, Mr Neville Schonegevel, said today it was agreed with the chemical workers' union that May 1 be substituted for one of the other prescribed public holidays, Founder's Day or Kruger's Day.

Although legislation did not prescribe that these be paid holidays this has been traditional practice, he said

Mr Schonegevel said the union attached particular importance to Labour Day

The agreement applied to the Struandale plant of Pilkington, said Mr Schonegevel

Fosatu Worker News reported that May Day — a holiday celebrated in honour of the labour movement and worker rights — ceased to be a holiday in several companies in South Africa in the early 1960s

It said this agreement meant that for the first time in many years, workers at a South African factory would be able to celebrate May Day with management support

134

Rent issue may lead to Vaal strikes

MORE VAAL Triangle industries are threatened with strikes following a ruling by the Oranje-Vaal Development Board and the Lekoa Council ordering employers to deduct rents from their employees' wages

By JOSHUA RABOROKO

This warning comes from several trade unionists who told The SOWETAN that workers have expressed anger and indicated that they rejected the order and may take industrial action

Workers at two institutions — Pilkington Tiling, and the entire staff, including nurses, at Sebokeng Hospital — have gone on strike in recent days in protest against the deductions

Prosecuted

Employers have indicated that they will not do the "donkey job" of the council and board by making such deductions However some have expressed views that they will be prosecuted if they do not do so

Angry Vaal residents have not been paying house rents since September 3

The unions, which include the Council of Unions of South Africa, Federation of South African Trade Unions, and Oranje-Vaal General Workers' Union, said that they have already talked to their legal advisers on the aspect

"We have received reports from workers that their monies have been deducted for rents They are unhappy Others have indicated that they will take action," a spokesman for Cusa said

OVGWU's spokesman said that they have approached several employers who "sympathised with us," and promised to look into the problems. But, he added, others have been "very rude" and "chased us out of offices "

Mr Fezile Dabi, of Cusa's Legal Unit, said they have approached legal experts in this regard and the matter might be taken to court within the next two weeks

The Sharpeville Civic Association was due to meet the officials of the council to discuss the controversial issue

Clerk

The Lekoa Town Council clerk, Mr P N Louw, said that the response has been "very good" from employers who deducted rents from wages It was important that essential services be paid," he said

RDM 7/12/84 (134)

Unions win lots of recognition

Labour Correspondent

THE number of recognition agreements between companies in the giant Barlow Rand group and emerging unions more than doubled over the past year, according to the group's annual report, which was released this week

According to the report, Barlow Rand companies had negotiated 92 recognition agreements with 20 black or mainly black unions by September this year Of these, 48 were signed during the 1984 financial year, it said

The report also reveals that a further 39 agreements were being negotiated at the year's end.

The sharp increase in Barlow recognition agreements comes at a time of recession which has hardened management and union attitudes and was expected to slow union growth

In last year's Barlow annual report, its executive chairman, Mr Mike Rosholt, sharply attacked some emerging unions, but the figures indicate that Barlow Rand is still willing to recognise these unions

This year's report says industrial action by workers was "at a high level" and complains that it was "often accompanied by intimidation and on some occasions by violence".

It adds, however, that some disputes between Barlow companies and unions were settled by conciliation and mediation

One challenge facing Barlow Rand over the next year, it says, is to "reduce the tension which currently exists between companies and some of the trade unions with which they are involved"

In his chairman's statement, Mr Rosholt says there has been an "unfortunate" rise in union militancy this year and repeats the charge that this has led to "intimidation and violence".

But he adds that a "positive development" has been a sharp increase in the use by unions of the official machinery for settling disputes.

Mr Rosholt added that Barlow Rand "trusts" changes to the law curbing recognition agreements and a tendency by the Minister of Manpower to narrow the scope of official conciliation boards do not signal a change in Government policy of "minimising State involvement" in labour relations.

Three detained trade union leaders released

By MAURITZ MOOLMAN

AT LEAST three union leaders were released from police custody yesterday in the wake of an increasing international outcry against what South African unionists describe as "union bashing" by the Government

The three are Mr Chris Dhlamini, president of the Federation of South African Trade Unions (Fosatu), Mr Jethro Dlalisa of the Transport and General Workers Union and Mr Bangilizwe Solo of the National Union of Textile Workers

A police spokesman said yesterday that he could only verify their release today

A spokesman for Fosatu, however, said he had spoken to the three after their release

They were among a number of union leaders arrested a week after the two-day work stayaway last month

Mr Dhlamini was arrested on November 10 while at work He was held under Section 29 of the Internal Security Act

The police swoop also included a leader of the Council of Unions of South Africa (Cusa), Mr Phiroshaw Camay

The trio's release follows on the recent row between the Minister of Law and Order, Mr Louis le Grange, and South African businessmen over the detention of union leaders

They asked that the unionists be released or charged as soon as possible

The Free South Africa Movement, formed two weeks ago by the black foreign policy group TransAfrica, has staged protests outside the South African Embassy in Washington since November 21 over the detentions

It widened the protests this week to South African consulates in New York, Los Angeles and Boston

In a Washington protest early this week, three union leaders were arrested, bringing to 22 the number of Congressmen, labour leaders and black activists arrested since the protest began

Three Fosatu members held a Press conference in the United States this week in an effort to muster foreign support against Government action on its members

RDM 10/12/84 (154)

LAST week's Barlow Rand annual report showed just how widespread recognition agreements between employers and emerging unions have become.

It revealed that Barlow firms have now signed 92 agreements with 20 mainly black unions.

More striking is that more than half — 48 — were signed in the past year and another 39 were in the pipeline when the report was prepared.

Emerging unions thus continue to establish themselves in factories, despite the recession.

And tougher employer and union attitudes have not affected both sides' desire to bargain permanently at Barlows'.

This is significant because last year's Barlow report contained a sharp attack on emerging unions, particularly those in Fosatu, by the chairman, Mr Mike Rosholt.

And this year, Mr Rosholt complained of increased union militancy accompanied by growing "intimidation and violence".

Obviously, Barlows does not believe opposition to union demands and methods should mean a refusal to bargain with it if they represent most workers.

That the two sides can conflict sharply, but still continue bargaining, shows a new maturity in our labour relations.

RDM 10/12/84 (152) (134)

Union crackdown reaction still to come

LABOUR WEEK By Steve Friedman

THE full effect of union reaction to the Government's crackdown after the recent Transvaal stay-away is still to be felt.

Last week, Fosatu announced plans to act, possibly with other unions, in protest against the arrest of union leaders and the firing of Sasol workers after the stay-away.

This follows attempts to persuade employers to act.

Fosatu says employers have failed to budge the Government — and attacks some for helping police inquiries aimed at framing charges against the arrested unionists It says it is now forced to take action itself

It has not revealed its plans, but one aspect is an attempt to muster foreign support — three Fosatu unionists are now in the US seeking backing on this issue

Both the US union movement, the AFL-CIO, and the International Confederation of Free Trade Unions, which represents national union bodies in the West, have toughened their stance on South Africa in the past week

But Fosatu sources say local action will also form part of the campaign.

Last week also saw the Chemical Workers Industrial Union (CWIU), whose members were fired by Sasol, quickly re-establishing itself there in a way which seems to have taken the company by surprise

CWIU said it had recruited most of the 9 000-plus miners at four Sasol coal shafts in Secunda and had asked the company for "stop order" facilities.

(CWIU claims recruitment at the mines rose sharply after the firings).

If Sasol refuses the request, it risks charges that "union-bashing" was the motive behind the firings.

This has clearly strengthened CWIU's position at Sasol.

It has taken only weeks to re-establish itself as a force there and the fact that it represents most workers in a key Sasol operation may well strengthen its campaign for reinstatement of the fired workers.

Star 11/12/84 (134)

Assocom: talk to black trade unions

By Michael Chester

Big business today urged moves to ensure that all lines of communication stay open with black trade unions to allow a flow of grievances — "imagined and real, political and economic".

But the Association of Chambers of Commerce (Assocom) warned that the attitude of "tolerance and understanding" shown by most employers in the recent wave of black unrest would be ended if there was a repeat of the mass stayaways

In a quarterly review released today, Assocom said "One accepts without hesitation that there are grounds for restlessness among urban blacks They are excluded from any meaningful participation in the new constitution and were not consulted about the form of representation they have been given.

"A groundswell of unhappiness and dissatisfaction is engulfing the townships There are limited channels for blacks to express their feelings and their views and the stayaway was in part, as it were, a voting with the feet, a silent protest.

"For this, one has understanding But there can be no understanding for the senseless violence and the brutal hooliganism which swept through the townships

"Nothing can justify the burning of homes and facilities, the looting of shops, the killing and the destruction.

"This was mob rule, senseless and without motive — a development which antagonises instead of winning and understanding

"It is necessary, however, to distinguish between the youth-led violence and the stayaway which followed, although there is a link — that of intimidation and the fear of further violence if the call for a stayaway were ignored

"There is a case to be made for the steps which the authorities took to stem the hooliganism There is no time for talk and debate when a mob runs amok. That is the time for action."

But it was imperative that lines of communication were kept open, at least in the economic field "If a society is to progress", says the review, "people should speak to each other, frankly and freely They should not be silenced"

Bosses welcome detainees' release

Mercury Correspondent

JOHANNESBURG—The Association of Chambers of Commerce and the Afrikaanse Handelsinstuut have welcomed the release from detention of trade union leaders late last week.

Assocom represents organised commerce countrywide, while the AHI represents Afrikaans-speaking businessmen and is close to the Government on political issues

Both bodies, together with the Federated Chamber of Industries, originally criticised the detention of unionists in the wake of the recent Transvaal stay-away This was the first time the AHI had joined with other employer bodies to criticise police action against labour leaders

However, after meetings with the Minister of Law and Order, Mr Louis le Grange, the AHI endorsed the Government's action while Assocom called for detainees to be brought to court as soon as possible or released

Last week at least four unionists, including the president of the Federation of S A Trade Unions, Mr Chris Dlamini, and the general secretary of the Council of Unions of S A, Mr Phiroshaw Camay, were released

Two others were charged with 'subversion' and released on bail

The AHI's president, Mr Leon Bartel, said in a statement to Sapa in Pretoria that the release of the unionists would 'contribute greatly to stabilising international and domestic relations'.

'The AHI wants to compliment and thank the Government for the high-level initiative taken, under very difficult circumstances, with the release of certain trade union leaders,' Mr Bartel said

Assocom's statement was issued by its president, Mr Michael Weir

He urged that 'whenever possible', workplace disputes 'should be settled by negotiation and full and continuous consultation should be established between all concerned parties'

RDM 11/12/84 (134)

Business welcomes unionists' release

By STEVEN FRIEDMAN
Labour Correspondent

BOTH the Association of Chambers of Commerce (Assocom), and the Afrikaanse Handelsinstituut (AHI), have welcomed the release from detention of trade union leaders late last week.

Both groups, with the Federated Chamber of Industries, criticised the detentions but the AHI later endorsed the action after consultations with the Minister of Law and Order, Mr Louis Le Grange

Late last week, at least four unionists, including the president of the Federation of SA Trade Unions, Mr Chris Dlamini, and the general secretary of the Council of Unions of SA, Mr Phiroshaw Camay, were released from detention.

Two others were charged with "subversion" and released on bail

The AHI's president, Mr Leon Bartel, said in a statement to Sapa in Pretoria that the release of the unionists would "contribute greatly to stabilising international and domestic relations".

Assocom welcomed the release of the union leaders and urged that, "whenever possible", workplace disputes "should be settled by negotiation and full and continuous consultation should be established between all concerned parties"

● Last night the International Federation of Free Trade Unions issued a guarded statement expressing "satisfaction" at the release but reservation at moves to subpoena individuals to give evidence in forthcoming trials

Lawyers say educator is being held by police

12/12/84
Star

By Jo-Anne Collinge

An educator working for the Urban Training Project in the Vaal area is being held by police, lawyers report.

They add that Security Police in the Vaal area have told them that Mr Bavumile Vilakazi (29) of Zone 3 Sebokeng, is being held under section 29 of the Internal Security Act — that is, for purposes of interrogation

They have not been informed where he is being held

But the Police Division of Public Relations in Pretoria has been unable to confirm that he is being held under security laws In response to a telex sent to the police by *The Star* the police said they "were unable to confirm the detention of Mr Vilakazi under security laws".

INFORMATION

The UTP — a worker education organisation servicing 24 trade unions — has information from Mr Vilakazi's family that he was taken at 4 10 am in a raid on his home yesterday

"The UTP wishes to protest at this type of action which has already brought discredit to South Africa," read a statement released by the organisation

It added that Mr Vilakazi, a former member of the Transport and Allied Workers' Union, had won respect as an educator from his colleagues and the unions he served

"We regard his detention as another attack on the union movement," the UTP concluded

134 13/12/84 SOWETAN, Thu

More unrest next year?

EMERGING trade unions are set to become "a major vehicle for political aspirations" resulting in an upsurge in labour unrest next year.

Trade unions are to become more politicised and will begin to rely less on the courts and agreements with employers and more on their numerical powers, according to an annual report released by Industrial Relations Consultants, Andrew Levy and Associates

In the 21-page report, Mr Levy says political grievances in the new year will be increasingly articulate through industrial action at the workplace, and employers will be faced with losses caused by issues outside their control

However, the report entitled "Industrial Relations 1984 and the Year Ahead," says there will be white resentment that will result in race relations deteriorating, especially in the workplace

"At the same time a distinct politicisation has and is occurring at an accelerating pace, and the movement is becoming far more of a political vehicle than has been the case in the past," he says.

Leadership

He adds "This is in part the response to the emergence of a black leadership cadre, tensions between them and the white organisers, as well as the heightened level of political awareness and activity that has typified the year of the introduction of the new constitution

"There is reason to believe that this pattern will continue into the future, with major distinctions being the ANC supporting unions, and those that see themselves as being more inclined to the UDF in their orientation "

Mr Levy also says the political strike, or at least the stayaway, will account

He argues that Government response to the growing union politicisation will be a "crucial factor" in the make up of the quality of labour relations in the period ahead

"In the past Government has not been slow to stifle union political affiliations and involvements in a draconian manner, using detentions and bannings as an effective method of decimating the leadership

"This pattern has to some extent already manifested itself as a result of the November stayaways, although there is no doubt that the Government will justify the position by arguing that the detentions were primarily because of activities in organising stayaways, rather than activity of trade unionists

Academic

This point seems to be academic and is unlikely to satisfy trade union members It is likely that such disturbance and unrest is likely to culminate around any Government dispensation for urban blacks," the report says

Mr Levy contends that if the recent wave of unrest results in sustained attack on the black union movement, then far greater pressure from overseas interests is to be expected

He adds, any major and sustained anti-union drive will inevitably accelerate and add to South Africa's alienation internationally

Referring to the courts and the law, he says there are indications of union dissatisfaction with the Industrial Court It appears that the channel for the settlement of labour disputes will become less prominent

He predicts that this trend will be speeded up as leadership positions

"The ability, training and patience which are a prerequisite for the successful deployment of such tactics will be lessened, says the reports

Companies which take a tough stand against unions are not likely to find a long term solution to the problems of racial polarisation and political unionisation

Escaping

The report says possibly the only companies which have a chance of escaping these developments, are those which recognised unions at an early stage and have since formed "good relations" with unions and their employees

In these situations, the parties have experienced the advantages of orderly collective bargaining Employers would therefore be unwise to rely too heavily on the existence of procedures or agreements to bring predictability and stability to their labour relations

Referring to individual trade unions, he says Fosatu/Cusa rivalry continued in industries such as chemical and food, and it still remains possible that the unity moves may prompt splits within Cusa and amalgamations with Fosatu

He says the year has not been distinctive in any sense for Cusa, growth largely been attained through the National Union of Mineworkers The confederation lacks the tight organising discipline and shop floor strength so typical of Fosatu, but has during the period under review taken a higher public profile than has been noted in the past

Fosatu has depth, density and concentration of organisation

(The report is available from Andrew Levy and Associates (Pty) Ltd at 17 Baker Street, Rosebank 7700)

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Leadership

He adds. "This is in part the response to the emergence of a black leadership cadre, tensions between them and the white organisers, as well as the heightened level of political awareness and activity that has typified the year of the introduction of the new constitution

"There is reason to believe that this pattern will continue into the future, with major distinctions being the ANC supporting unions, and those that see themselves as being more inclined to the UDF in their orientation "

Mr Levy also says the political strike, or at least the stayaway, will be expected to continue to be used on strategic occasions and issues, and active intimidation will be a factor that needs to be taken into account

He argues that Government response to the growing union politicisation will be a "crucial factor" in the make up of the quality of labour relations in the period ahead

"In the past Government has not been slow to stifle union political affiliations and involvements in a draconian manner, using detentions and bannings as an effective method of decimating the leadership.

"This pattern has to some extent already manifested itself as a result of the November stayaways, although there is no doubt that the Government will justify the position by arguing that the detentions were primarily because of activities in organising stayaways, rather than activity of trade unionists.

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He adds, any major and sustained anti-union drive will inevitably accelerate and add to South Africa's alienation internationally

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He predicts that this trend will be speeded up as leadership positions in the emerging unions are transferred from white intellectuals to union members who have come up through the ranks.

"The ability, training and patience which are a prerequisite for the successful deployment of such tactics will be lessened, says the reports

Companies which take a tough stand against unions are not likely to find a long term solution to the problems of racial polarisation and political unionisation.

Escaping

The report says possibly the only companies which have a chance of escaping these developments, are those which recognised unions at an early stage and have since formed "good relations" with unions and their employees

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Fosatu has dep density and concen tion of organisati

(The report is av from Andrew Levy Associates (Pty) Ltd 17 Baker Street, R bank 7700)

Argus 13/12/84 CAPE/NATIONAL

134

PE firm to give workers May Day as paid holiday

Argus Bureau

PORT ELIZABETH — A glass factory here has accepted a worker demand that May 1, International Labour Day, replace Founder's Day as a paid public holiday

Founder's Day, April 6, recalls Van Riebeeck's landing at Table Bay in 1652.

Public relations officer for Pilkington-Shatterpruffe Glass, Mr Neville Schonegeval, said the Struandale division of the company, a separate negotiating entity with the company, had asked for the day to be made a paid public holiday during recent discussions.

"By law we must give eight paid holidays a year, and in addition there are two unpaid holidays which we have traditionally also paid — Founder's Day and Kruger's Day

"We gave the union the option of replacing one of those days with May Day, and the union chose to replace Founder's Day." he said.

According to Fosatu Workers News, before the 1960s many companies had allowed workers to take May Day as a paid holiday, but that the practice had gradually died out during the 60s.

It is believed the company's decision makes it the only major manufacturing concern which officially recognises May Day in South Africa

FM 14/12/84

the metal sector as its factories are more capital intensive and employ fewer artisans Another factor is that economic conditions for the two are not always similar, which means that they have different priorities when it comes to wage negotiations

Nevertheless, Uys emphasises that the advantages of membership of the engineering council are considerable and that no move away from it is likely in the foreseeable future One major consideration is that the infrastructure and benefits offered by the council are substantial

In addition, no move would be considered without the agreement of all employers and unions concerned, and it is unlikely that the unions, as well as a number of employers, would agree to it A further obstacle would be that while the PMA is strongly representative of the industry in the Transvaal, it is less representative in Natal and the western Cape

The *FM* understands that the Plastics Industry Group Committee of the industrial council is due to meet next March to discuss the matter The committee will be asked to recommend to the council a suitable and clear definition of the plastics industry so that all companies will know whether or not they are covered by the council's agreement

Uys believes that the PMA has not been sufficiently active within Seifsa, and it intends to "play a greater role in the future" so that the interests of the plastics industry are better catered for

Seifsa director Sam van Coller says the situation is very complex and it will take a great deal of discussion before it is sorted out He adds "Seifsa itself doesn't have a view and it is up to the employers and the unions in the plastics sector to decide on their future direction"

White miners ... allocated by occupation

MINING INDUSTRY

Closed shop tangle

A legal dogfight about the closed shop in the mining industry has moved a step further. Last week, the 3 300-member SA Technical Officials Association (Satoa) lost its appeal against a Supreme Court decision that the court has the power to review an Industrial Court judgment which went in the association's favour

At the heart of the case is the mining industry's unique combination of closed shop and allocation of occupations agreements This has the effect of ensuring that all mine workers, barring blacks and learners, have to belong to a union or an officials association to which they are allocated by occupation

The Mine Surface Officials Association (MSOA) and the Underground Officials Association (UOA) signed combined closed shop/allocation of occupations agreements with the Chamber of Mines in 1969 However, a complication arose when the Satoa, which only represents two categories of workers — reduction plant employees and winding engine drivers — was formed in 1973

Satoa agreed with the chamber that it would not have closed shop facilities It also agreed that employees in the two categories who work on the mine surface would be able to choose between joining it or the MSOA, while underground workers would have the same choice with regard to the UOA In addition, it agreed that Satoa members would be allowed to resign to join either the MSOA or the UOA if they wished, but that MSOA and UOA members would not be able to resign to join Satoa This agreement is known as the "one way traffic rule" in the mining industry

Satoa declared a dispute over the "one way traffic rule" in 1981 At the end of that year, the Industrial Court handed down a judgment which stated that the rule was an unfair labour practice However, MSOA and UOA contended that the court had included all officials in the mining industry — even those for whom Satoa is not registered — in its consideration of the case and took the judgment on review to the Supreme Court

When the case came to court, Satoa countered by alleging that the Supreme Court did not have the right to review Industrial Court decisions The Supreme Court ruled against it and Satoa then took the matter on appeal Satoa legal representatives argued that the Industrial Court is not only a court of law, but also has a status equal to that of the Supreme Court

Last week's decision means that the Supreme Court now has the right to go ahead with its review of the Industrial Court's ruling that the mining industry closed shop and allocations of occupations agreement is an unfair labour practice

Commenting on the Appellate Division's judgment, MSOA general secretary Robbie Botha said "We are very pleased that the decision went our way If the Industrial Court's finding is implemented, it will mean the wholesale destruction of the closed shop and allocation of occupations agreements in the mining industry And it will have an effect beyond that as well"

Botha told the *FM* that his association is hoping that Satoa will decide to throw in the towel and take up a 15-month-old MSOA offer to amalgamate their two unions "If they don't accept the offer it will be a tragedy for the interests we both represent," he says

But Satoa general secretary Harry Mallet-Veale rejects the idea "The MSOA did make us an offer and we had discussions but they broke down completely I don't think amalgamation is on the cards and I don't see it happening in the near future

"The Industrial Court gave a judgment that the closed shop is an unfair labour practice, and we intend in the long run to see that its judgment will be implemented and adhered to We must get something out of all this"

Sowetan 17/12/84

Workers urged to discuss unity

(134)

THE Trade Union Council of South Africa has invited all trade unions in South Africa to hold informal talks with the council in an attempt to seek unity of workers in the country.

In a letter the council says its affiliates are sincerly committed to seeking and establishing dialogue with other unions and trade union co-ordinating bodies in South Africa.

"We sincerely believe that while there are some issues which divide us, there is also a great deal of common ground which should be explored and a great many issues on which we could make a stand in the interests of all our members," the letter says

Already two Fosatu affiliates — the Paper Wood and Allied Workers Union and the National Union of Textile Workers — have received such letters

Fosatu's general secretary, Mr Joe Foster, told The SOWETAN that the unions have resolved to send the letters of invitation to the "mother body" for consideration

"Our affiliates felt this is not a matter that fell within their jurisdiction, that is why they sent it to us. Our national executive council is to meet next year to decide on the matter," he said.

Other Fosatu affiliates have indicated that they have not received the letters. Fosatu has eight affiliates in the country.

Council of Unions of SA (Cusa) and other emerging trade unions have indicated that they have not as yet received the invitations. They will consider them when they come

Cusa / Fosatu and other unions are currently involved in unity talks in an attempt to form a giant trade union federation in the country and speculations are that Tucsa wants to join in these talks, although these unions have indicated that the talks are already at an advance stage

In the letters, Tucsa stresses its sincerity to the approach and the Council's flexibility on the matter. The statement of intent declares an open-door policy to any parties linked to the labour scene who were interested in sincere and constructive debate.

Tucsa has called on all unions in the Republic to align themselves with a co-ordinating body, claiming that individual unions could no longer afford the luxury of operating in isolation.

"The time has come to shape the new South Africa and the country's workers cannot let others fashion our destinies says one Tucsa leader.

SA union to give aid to UK miners

THE 100 000-strong National Union of Mineworkers is to provide financial support as a gesture of international solidarity to the striking British miners — a move believed to be the first done by a black union here.

NUM's assistant general secretary, Mr Mokheseng Maloka explained to The SOWETAN yesterday that the financial support will be arranged from the shop floor.

The final decision on the matter will be reached at a meeting to be held by the central committee this week after South African miners had expressed support for the strikers

South African mine bosses have also expressed support for the British miners by recruiting some of them to work in the local mines because of what they termed "shortage of skilled workers in the country"

However, the NUM and Black Allied Mining and Construction Workers (Bamcwu) have expressed concern on the recruiting issue and contended that there was job reservation in the mines and blacks were not given blasting certificates They condemned the move to recruit overseas miners

Mr Maloka said that the financial support was to be provided because overseas miners have come to the union's help on various issues, especially during the Hlobane mine disaster

"British miners provided us with expert legal advise when we probed the disaster Otherwise, we would have lost out on the issue. Our members are going to benefit following the court's decision.

"We have decided to ask for additional compensation for our members who died and suffered injury during that disaster This is the reason why we want to give support to the British miners in their struggle to fight for their jobs," Mr Maloka said

He said that the aid was a gesture of international support, but declined to disclose how much money will actually be provided. "It will definitely not be millions of rands," he chuckled

Asked where the union will get the money from because black miners were the poorest paid and exploited workers, he reiterated "The money will not be substantial and a decision still has to be taken on the matter anyway"

"We are also drawing lessons from their strike One day we too might have to face the whole issue of the closure of mines," Mr Maloka said

D-Dispatch 19/12/84 (134)

Move to cement SA, British mining ties

LONDON — A campaign to establish solidarity in Britain with the South African National Union of Mineworkers (NUM) and to discourage British trade union members from emigrating to South Africa has been launched here

Spearheading the campaign are a Labour MP, Mr Dave Nellist, and a striking British miner, Mr Roy Jones, who has returned to the UK after a month's tour of South African coal and gold mines

Addressing a press conference in the House of Commons, Mr Nellist said Mr Jones' experiences in South Africa would be used by the British labour movement to assist the fast-growing South African union in any way it could

• Striking Staffordshire miner, Mr Jones said he had been tremendously impressed by the vigour and fervour of the black union in South Africa

"I tell you, when I walked into a regional NUM congress in South Africa it had the impact on me of 100 FA Cup finals at Wembley"

He said British trade unionists could learn a great deal from the determination and ardour among black unionists in South Africa

"The message I took them was one of solidarity This, too, is the message I brought home with me to the striking miners of Britain," Mr Jones said

He added "The South African union is a tremendous organisation To be made their first white member was an honour which will remain with me until the day I die"

Mr Jones said he had found conditions in South African mines "appalling" and he attacked safety standards, as well as housing and living conditions

He said he had been able to "sneak" into hostels, as well as visit areas not usually seen by most visitors to South Africa

"The struggle of black miners in South Africa today is the same as we British miners had to fight 100 years ago"

Asked if he had been harassed by the authorities in South Africa in any way, Mr Jones said the police had simply wanted to make him aware that they knew he was there

"But that does not differ from what I've experienced at the pithead here in Britain," he said

"Introducing Mr Jones, Mr Nellist said no questions would be answered which would give clues to the "mechanics" of the visit — for security reasons All they were willing to say was that it had taken place at the express invitation of the South African union

Both men expressed gratitude at the donation of R500 from the South African union to striking British miners They called this a historic act of solidarity

Mr Jones brought back with him a number of affidavits from black mineworkers who were injured during the strikes in September These allegations would be made known through Parliamentary, trade union and other channels the two men said — DDC

Argus 20/12/84 (134)

Union body to step up anti-SA protest action

By STEVEN FRIEDMAN
Labour Correspondent

THE premier union federation in the West is to seek an emergency meeting of Western unions to plan stepped up action in protest against South African police action against unionists and Government labour policies generally

The International Confederation of Free Trade Unions (ICFTU), which brings together national union federations in many Western countries, is also planning to step up its own anti-apartheid action and to seek tougher action by Western governments against apartheid

This emerges from a resolution adopted by the ICFTU's executive board

Among the measures it suggests is a toughening and expansion of the European Economic Community's labour code for foreign companies operating here.

It also demands that the Government begin "an immediate and unconditional conference" with black leaders

The resolution authorises the ICFTU's general secretary to organise "an emergency international free trade union conference" to plan "further action to obtain the release of all detained trade unionists and compliance with internationally recognised standards"

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Union and the struggle

LABOUR reporter JOSHUA RABOROKO looks at the influence of the Black Consciousness ideology in several unions among the black community. This is the second of two articles

Workers linked with Black Consciousness

THE involvement of black consciousness trade union movement in labour issues has grown rapidly in the past two years.

The formation of an alliance by nine unregistered black trade unions, founded on the notion of the black consciousness, bears testimony to this idea

The alliance was the result of months of behind-the-scenes discussions which started in February this year, according to Mr Pandelani Nefolovhodwe, coordinator of the alliance

Mr Nefolovhodwe, who is secretary of the Black Allied Mining and Construction Workers Union (Bamcwu) — a member of the alliance — says the ideological orientation of the unions is to provide black workers leadership

The involvement of blacks in trade union movements is a long and traditional one which started as early as 1917 when they were not allowed recognition

Various commissions

strikes During 1977 clampdown, which included the banning of Saso and BPC, BAWU somehow survived

With the formation of the Azanian People's Organisation (Azapo) in 1978 and the increasing re-examination by black consciousness activists of the nature of SA society, the unionisation of black workers was once again placed on the agenda

Azapo, a black consciousness organisation, arranged labour clinics with the aim to assist workers It was here that assistance was given to workers and where many of the unions which presently form part of the alliance were first discussed

After Azapo's labour secretary, Mr Letsatsi Mosala, had helped workers on strike at Ready Mix Concrete, in resolving their wage dispute, Bmacwu was formed in 1982

Since that time until now, Mr Nefolovhodwe says, "We never looked back in organising workers and we formed the alliance to help one another "

The unions which form the alliance are. Bamcwu, Insurance and Assurance Workers Union, African Allied Workers Union (AAWU), Amalgamated Black Workers Union (ABWU), Black General Workers Union (BGWU), National Union of Workers' of SA (NUWSA), Black Electronics and Electrical Workers Union (BEEWU), and the SA Scooter Drivers Union

The Black Health and Allied Workers Union, Oranje-Vaal General Workers Union and the South African Domestic Workers Union, have given their support to the alliance, although have not formally joined

During May a declaration of intent was adopted by the unions stating inter alia

- That the unity of black workers is paramount in all efforts directed at the eradication of all forms of oppression, exploitation and discrimination
- That it is the inalienable right of all wo.' er organisations to organise themselves into a solid structure that will be capable of defending the right of workers
- There is a need to come together to co-ordinate resources as a means towards the fulfilment of black workers' objectives
- The need to encourage the spirit of solidarity and unity within the black working community

STRUGGLE Bamcwus general secretary Mr Pandelani Nefolovhodwe whites have their own struggle.

134

21/12/84

THE REVEREND JOE SEOKA: President of Insurance Insurance Assurance Workers Union.

ernments recommended that blacks should not be allowed trade union recognition — but the spirit of unionism was kept alive among blacks throughout the years

Strong

Some blacks were accommodated in white unions which accepted their membership — but there was a strong and growing need for blacks to have their own unions

In 1971 the Black Worker Project was formed under personalities such as the exiled South African Students Organisation and Black People's Convention member, Mr Bokwe Mafuna

Mr Mafuna, a former journalist with a Johannesburg newspaper, together with several other black consciousness exponents, ran labour clinics throughout the country, especially in Johannesburg and Durban.

Saso and BPC were for many years the driving force of the black consciousness movement. In 1972, they were instrumental in the launching of the Black Allied Workers Union, to organise black workers exclusively.

Leaders such as Drake Koka, Lindiwe Mabandla, Saths Cooper and Strini Moodley were very influential in the running of the union, especially during the 1973 Durban

RDM 22/12/84

Court to get new chief

By STEVEN FRIEDMAN
Labour Correspondent

THE industrial court is to get a new president from the beginning of next year — and the change could have an important effect on its role in labour relations.

A statement by the Minister of Manpower, Mr Pietie du Plessis, announced yesterday that the court's president, Mr Benjamin Parsons, retires at the end of this month

Dr Daniel Ehlers, the court's deputy president, will replace him

The court has played a key role in labour relations and, in 1983, several of its judgments significantly extended worker and union rights It has since been under pressure from employers and there have been moves to curb its powers

Over the past few months, however, several key judgments by the court have been seen by unions as sharp blows to their rights

This has prompted union disenchantment with the court and some that have used it most frequently, in particular the Metal and Allied Workers Union, have suggested they may not do so in future

Dr Ehlers's appointment could, however, have an important impact on these developments As deputy president of the court, he has been responsible for most of its judgments extending worker rights

What chance for a black 'Solidarity'?

STAR 22/12/86

134

By Gary van Staden, Political Reporter

The successful call for a two-day work stoppage by South Africa's black workforce has raised new fears among white business interests in the country that they may soon face a Solidarity-type movement, similar to that which developed in Poland, *The Economist* reports in a recent issue

The temptation to compare Poland's Solidarity movement and the trade union movement in South Africa is easy to understand both collections of workforce organisations are seen to represent the classic confrontation between the oppressed and a powerful, unjust, State

That, however, may be where the similarities end

There is no doubt that Poland's Solidarity has become an extremely powerful pressure group, despite the efforts of the authorities there to crush the movement

There is also no doubt that the South African trade unions have the potential to become just as strong — and even less doubt that this is a long way away

There are three major reasons for this Firstly, South African unions lack the leadership typical of Solidarity

The leadership problem is not helped by the fact that trade union leaders in South Africa are constantly harassed, intimidated and detained And while it can be argued that this obviously happens in Poland as well, the unions there have the benefit of many years during which they have built a solid organisational structure and gathered the experience required to survive such an onslaught from the State

The South Africans do not have that background

Secondly, the local unions do not have anything resembling the representation that is enjoyed by Solidarity

Less than 10 percent of the total black workforce in South Africa is unionised While this includes most skilled workers in some industries, it falls far short of what would be required before local unions could wield the kind of power that Solidarity has

Thirdly, and probably most important, is the fact that while Solidarity represents a united worker front against the Polish authorities, the South Africans are struggling to achieve some form of unity

The unity factor in South African trade union organisations is hampered by the same problem which prevents a united black political front — the split between the Charterists and the advocates of Black Consciousness

There is already some discontent in black political quarters over the November two-day stayaway

It is no coincidence that complaints about lack of consultation and high-level involvement in the strike are coming from mainly Black Consciousness quarters while the strike itself was organised mainly by Charterists

Some of the larger unions in South Africa have thrown in their lot with the United Democratic Front, a Charterist organisation, while others have attempted to maintain neutrality by affiliating to both the UDF and to the National Forum, an umbrella body for Black Consciousness groupings

Others have stayed out of the political arena altogether

It is at this point, the question of trade union unity, that the biggest stumbling block to a black "Solidarity" is to be found

It can, however, be overcome

Discussions between major South African unions have been under way for about two years and there is promise that something may develop ea year

One important factor helping to bridge the pol ferences between the the heavy-handed actio South African Governm

The anger and bitter the recent spate of d trade unionists and the ing trial of six stayaway on charges of economic and subversion has not despite the fact that of ists were released charge

The Government's act further politicised the u helped bring them closer in the face of common ad

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It can, however, be overcome

Discussions between major South African unions have been under way for about two years and there is promise that something may develop early next year

One important factor which is helping to bridge the political differences between the unions is the heavy-handed action of the South African Government

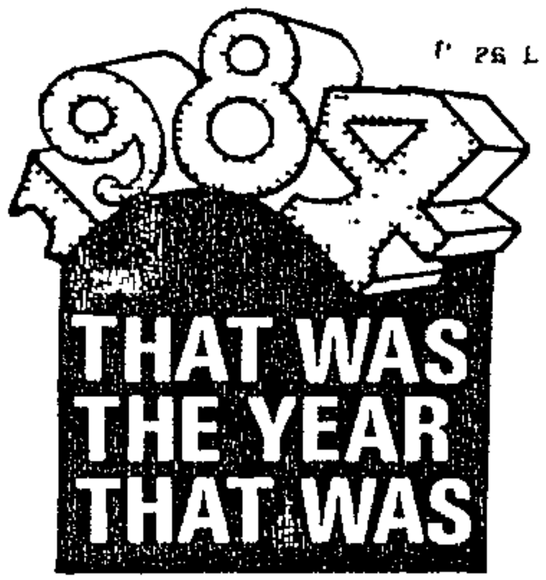
The anger and bitterness over the recent spate of detentions of trade unionists and the forthcoming trial of six stayaway leaders on charges of economic sabotage and subversion has not abated — despite the fact that other unionists were released without charge

The Government's actions have further politicised the unions and helped bring them closer together in the face of common adversity.

The combined membership of the black trade unions today stands in the region of 400 000. A long road to unity lies ahead but with it will come increased membership, greater experience and expertise

In the long term the white businessman's nightmare of a black "Solidarity" is bound to become reality

In the short term some sort of loose federation between the major unions can be expected to emerge and even if it represents just 10 percent of the black workforce it will nevertheless be a formidable challenge to the South African Government



Day Nine of an absorbing series in which The Star writers chronicle the triumphs, the defeats and contortions of the human spirit in South Africa during the year that is now drawing to its close . . .

LABOUR: 1984 not a good year

STAR 28/12/84 (34)

By Carolyn Dempster,
Labour Reporter

For labour in South Africa 1984 was not a good year ... and neither employers nor unions will regret its passing.

Looking back over 12 months of a deepening recession, strikes, mass dismissals, massive retrenchment, mine violence and heightened shop-floor conflict, managing directors and general secretaries alike wish it had been the year that wasn't.

The worsening economic situation and mid-year GST increase, which hit the working classes particularly hard despite concessions, gave a sharp edge to all labour events in 1984.

Union triumphs, few and far between, were liberally interspersed with tragedies.

The first national legal strike by 8 750 black workers at four AECI plants collapsed virtually before it had even got off the ground in January

The general secretary of the Chemical Workers' Union, Mr Maneni Samela, reflected sadly that under pressure of mass firing and without protection from the law, the resistance of the strikers crumbled.

"And," he said, "there was nothing that we could do."

Similarly, the mass dismissal of 6 000 Sasol workers at Sasol 2 and 3 in Secunda after the regional two-day stayaway on November 5 and 6 left union leaders helplessly watching thousands of members being returned home by bus.

With unemployment unofficially running at close to 3 million and drought ravaging rural areas, the mass dismissal exacerbated the plight of the Sasol 6 000 ... and certainly did not earn the oil-from-coal organisation any friends.

It also tested the resources of the union, an affiliate of the Federation of South African Trade Unions.

Perhaps for the first time, the Federation's international support links were utilised and employers and the state began to recognise the extent of the solid base of the union federation

Historical

Another first for 1984 was a legal strike by 40 000 black mineworkers on seven Chamber of Mines gold mines

Ironically, Anglo American, long regarded as the more enlightened of the chamber members, bore the brunt of the legal action.

Apart from the historical significance of the event, the strike was a turning point in labour relations on the mines and a taste of what the industry can expect in the future.

The solidarity exhibited in the face of employer and state pressure by the striking members of the country's fastest-growing and largest union, the National Union of Mineworkers, signalled a major victory for the union, which it has capitalised on to further swell its membership to 100 000.

However, the violence which erupted at three of the mines, after police had been called in to maintain or restore order, was reminiscent of the old style of labour relations ... a style which the mining houses are finding difficult to shrug off

Altogether 250 mineworkers went to hospital, most with injuries suffered at the hands of the police.

But the violent spillover in the form of illegal strikes at four other Transvaal gold mines, claiming 10 lives and leaving 400 injured, left few in doubt that collective bargaining and the legal dispute route are the only routes to follow in the future

Against a backdrop of mounting unrest in the Vaal Triangle, East Rand and Pretoria townships and the swelling number of boycotting black school pupils, the two-day protest stayaway in November signalled a strong triumph for organised labour in the Transvaal.

Never before has industry witnessed such concerted community and worker action.

The impact had its desired effect.

But once again the triumph was marred by tragedy when the government lashed out with an iron fist.

Prominent union leaders Mr Piroshaw Camay, of the Council of Unions of South Africa, Mr Chris Dlamini, president of the Federation of South African Trade Unions, and popular Transvaal organiser Mr Moses Mayekiso, of the Metal and Allied Workers' Union, were among a score of unionists detained in the weeks after the stay-away.

Even more ominous is the likelihood that the figures central to the organisation of the mass industrial action will be charged under section 54 of the Internal Security Act, further jeopardising relations between organised labour and business in the months ahead.

Repression

The major union federations have made it patently clear to big business that as long as they continue to remain silent in the face of this kind of repression, they will be seen by employees as lending support to the abhorrent apartheid system.

In attempts to restore some normality to industrial relations, the Federated Chamber of Industries, Johannesburg Cha ber of Commerce and Af kaanse Handelsinstituut stepp in to hold high-level talks wi the Government.

We are yet to see the effe tiveness of this representati but at least it demonstrated unions that business is no long prepared to play a dorma role.

In straight shop-floor spa ring, the Simba dispute demo strated that industrial relatio has progressed beyond cour room drama to reach a fund mental level

As such, industrial relatio has settled down to a mo straightforward power struggl between capital and organise labour.

The Department of Manpov er, and more specifically, th new Minister of Manpower, M P T C du Plessis, have not er deared themselves to unions b constraining the jurisdiction o Conciliation Boards and barrin disputes from being taken to th Industrial Court.

Next year will probably se more use of the strike weapo and less recourse to the court a a result.

And finally, although union and employers are trying t muster courage and hope for a economic upturn in 1985, th first few months promise to b even worse than 1984.

Happy New Year!

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Another first for 1984 was a legal strike by 40 000 black mineworkers on seven Chamber of Mines gold mines.

Ironically, Anglo American, long regarded as the more enlightened of the chamber members, bore the brunt of the legal action.

Apart from the historical significance of the event, the strike was a turning point in labour relations on the mines and a taste of what the industry can expect in the future.

The solidarity exhibited in the face of employer and state pressure by the striking members of the country's fastest-growing and largest union, the National Union of Mineworkers, signalled a major victory for the union, which it has capitalised on to further swell its membership to 100 000.

However, the violence which erupted at three of the mines, after police had been called in to maintain or restore order, was reminiscent of the old style of labour relations . a style which the mining houses are finding difficult to shrug off.

Altogether 250 mineworkers went to hospital, most with injuries suffered at the hands of the police.

But the violent spillover in the form of illegal strikes at four other Transvaal gold mines, claiming 10 lives and leaving 400 injured, left few in doubt that collective bargaining and the legal dispute route are the only routes to follow in the future

Against a backdrop of mounting unrest in the Vaal Triangle, East Rand and Pretoria townships and the swelling number of boycotting black school pupils, the two-day protest stayaway in November signalled a strong triumph for organised labour in the Transvaal.

Never before has industry witnessed such concerted community and worker action.

The impact had its desired effect.

But once again the triumph was marred by tragedy when the government lashed out with an iron fist.

Prominent union leaders Mr Piroshaw Camay, of the Council of Unions of South Africa, Mr Chris Dlamini, president of the Federation of South African Trade Unions, and popular Transvaal organiser Mr Moses Mayekiso, of the Metal and Allied Workers' Union, were among a score of unionists detained in the weeks after the stay-away.

Even more ominous is the likelihood that the figures central to the organisation of the mass industrial action will be charged under section 54 of the Internal Security Act, further jeopardising relations between organised labour and business in the months ahead.

Repression

The major union federations have made it patently clear to big business that as long as they continue to remain silent in the face of this kind of repression, they will be seen by employees as lending support to the abhorrent apartheid system.

In attempts to restore some normality to industrial relations, the Federated Chamber of Industries, Johannesburg Chamber of Commerce and Afrikaanse Handelsinstituut stepped in to hold high-level talks with the Government.

We are yet to see the effectiveness of this representation but at least it demonstrated to unions that business is no longer prepared to play a dormant role.

In straight shop-floor sparring, the Simba dispute demonstrated that industrial relations has progressed beyond courtroom drama to reach a fundamental level.

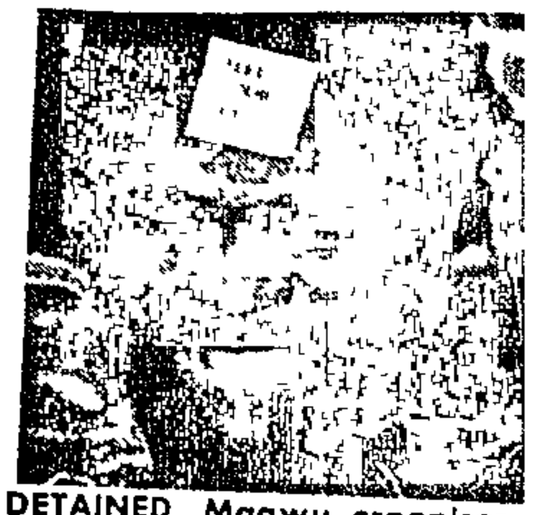
As such, industrial relations has settled down to a more straightforward power struggle between capital and organised labour

The Department of Manpower, and more specifically, the new Minister of Manpower, Mr P T C du Plessis, have not endeared themselves to unions by constraining the jurisdiction of Conciliation Boards and barring disputes from being taken to the Industrial Court.

Next year will probably see more use of the strike weapon and less recourse to the court as a result.

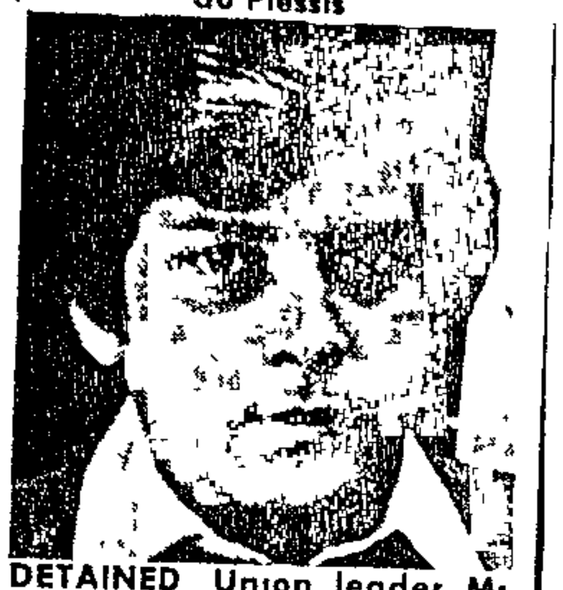
And finally, although unions and employers are trying to muster courage and hope for an economic upturn in 1985, the first few months promise to be even worse than 1984.

Happy New Year!



DETAINED Maawu organiser Mr Moses Mayekiso

CONSTRAINTS Minister P T C du Plessis



DETAINED Union leader Mr Piroshaw Camay (of Cusa)

358 - LIQUOR MANUFACTURING INDUSTRY, CERTAIN AREAS.

Superceding w.d. no: -

AREA A: Bellville, Goodwood, Simonstown, The Cape and Wynberg

AREA B: Bloemfontein, East London, Kimberley, Pietermarizburg, and Welkom

AREA C: Paarl, Port Elizabeth, Stellenbosch, Uitenhage and Kuils River; Durban, Inanda, Pinetown, Sasolburg, Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugerdorp, Nigel, Oberholzer, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria and Randburg.

IND. RELATIONS - Workers' Org. - General

1985

Cosatu a new force to be reckoned with

The Super-union

THE launch of a labour super-federation committed to a militant stand against apartheid marks a major shift in the role of South Africa's emergent black unions.

The best organised of the country's new black unions, granted legal recognition only over the past six years, have so far concentrated on improving pay and conditions in battles with individual employers

But after four years of heated discussions they have agreed to join forces with loosely based, politically orientated general unions in forming South Africa's biggest-ever labour federation, pledged to mounting a tough challenge to the Government

The Congress of South African Trade Unions (Cosatu) decided at its weekend launching conference in Durban to use the political muscle of its 500 000 affiliated unionists to fight apartheid and to campaign for the nationalisation of major industries

Industrial relations consultant Mr Andrew Levy said "At a stroke the unification has rewritten the political-labour arithmetic of South Africa"

Mr Levy said "The biggest labour lobby is now the one that is disenfranchised In terms of the ability of some of the people within the new federation, there is no doubt it has to be taken seriously"

Cosatu officials told reporters today that the federation rejected anything less than one-person one-vote in a unitary state

Mr Alex Boraine, Progressive Federal Party MP for Pinelands, said the militant political overtones of Cosatu's launch was no surprise, given the exclusion of blacks from central government

He added in a statement. "The super-federation is a major milestone in labour and political developments in South Africa"

Cosatu is committed to merging its 34 affiliates into 11 industry-based unions Mr Vincent Brett, manpower secretary for the Association of Chambers of Commerce (Assocom), said better union organisation would make it easier for employers to negotiate

"From a labour relations point of view, the formation of the federation is probably a good development The unfortunate aspect is that it has committed itself to such political demands," Mr Brett said

"But we have said on many occasions that until there is some other avenue open for the black population, trade unions will become a vehicle for their political aspirations"

Mr Brett said that when labour laws governing black workers were liberalised, it was foreseen that the new unions would seek to federate

"But in the early days one did hope that unions would not polarise on a racial basis to the extent they have," he said

About 200 000 workers in black consciousness federations have refused to join Cosatu because of its commitment to non-racialism

In practice, this merely means that it can keep on the white activists who have played a major role in planning shop floor organisation and passing on negotiating techniques to black workers, who have limited educational opportunities under apartheid

White workers are linked in the 100 000-strong right-wing South African Confederation of Labour Associations, while about 300 000 workers are left in the weakening Trade Union Council of South Africa, which takes a centrist line

Mr Levy attributed the politicisation of the black union movement to the growing assertiveness of its leadership over the past three years

"As long as the emerging unions were really under the tutelage of young white liberals, they were kept almost antiseptic politically," he said

"The growing black leadership has tended to have a very different political perception," he said

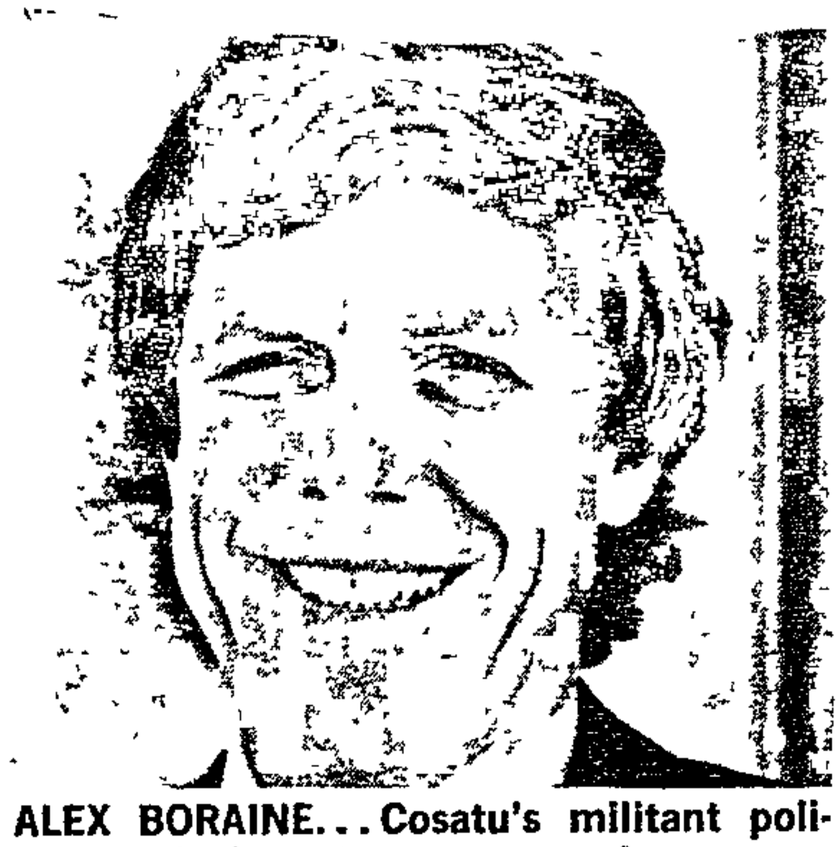
Cosatu has avoided affiliating at this stage to the anti-apartheid umbrella group, the United Democratic Front Mr Levy said the UDF urgently needed Cosatu in organising black protest strikes and consumer boycotts

"Organised workers are very, very important to the political organisations. There is going to be a lot of power broking," he said

Cosatu gauges its membership on paid-up support Mr Levy said that many more black workers were signing up with the rapidly-growing new unions, and there were probably in fact up to three quarters of a million people under the union's direct influence, while it could probably count on millions of black sympathisers

However, he added, major political and organisational tensions remained within Cosatu that could jeopardise its unity

"Any setback in the early phase could be fatal, and any major confrontation (with the authorities) could waste a lot of blood," he said — Sapa-Reuter



ALEX BORAINE... Cosatu's militant political overtones no surprise.

No Govt comment on Cosatu's formation

E. Post 3/12/85 (134)

By DIRK VAN ZYL
Political Correspondent

THE Government preferred not to comment on the weekend formation of the massive new labour federation, the Congress of South African Trade Unions (Cosatu), a senior spokesman for the Ministry of Manpower said from Pretoria today

The spokesman said although strong anti-Government political statements had been made at Cosatu's founding congress in Durban, the Minister of Manpower, Mr Pietie du Plessis, and senior officials, would withhold comment until "we know how the whole thing works"

Cosatu's constitution had, for instance, not yet been received by the department, the spokesman said

"We feel this is just a federation which has been established, and there have been cases in the past of such organisations collapsing within a short while

"Once we have received the constitution and other official communication, the Minister may, however, comment"

Cosatu, representing more than 500 000 mainly-black workers, adopted a tough political stance at its founding on Sunday.

Some obesryers felt this could lead to immediate confrontation with the Government

The newly-elected president of the "super-federation", Mr Elijah Barayi, called for the nationalisation of the mines and major industries and said South Africa would "ultimately be a socialist state"

He also called for President P W Botha's resignation and the coming to power of "legitimate leaders"

The chief Opposition spokesman on Manpower, Dr Alex Boraine, warned yesterday that in the light of the "anti-private enterprise system" statements made by Cosatu's leadership, a special challenge rested on the Government and the private sector to demonstrate clearly that the system offered benefits and opportunities for all South Africans

There was no doubt that Cosatu's formation was going to speed up pressure on the Government to dismantle apartheid, Dr Boraine said

Sapa reports from Durban that Cosatu yesterday threatened to call a national strike if the Government carried out its threat to repatriate migrant workers

The union has also adopted a strong feminist position, rejecting the exploitation of and discrimination against women.

Cosatu to strive for 'united SA'

3/12/85 Mercury (34)

Labour Reporter

THE newly formed Congress of South African Trade Unions committed itself to fighting for a 'united South Africa, free of oppression and economic exploitation' yesterday

Speaking at the end of the super-union's three-day inaugural congress in Durban, Mr Elijah Barayi, the new leader, said 'We believe that this can only be achieved under the leadership of a united wo.king class

'Our history has taught us that to achieve this goal we have to carry out a number of tasks '

Uniting

These were

Recruitment of workers who did not already belong to trade unions,

Building of effective unions based on democratic organisations of workers in factories, mines, shops, farms and other work places,

Organisation of national industrial trade unions, financed and controlled by their worker members through democratically elected committees,

Combating divisions among workers and uniting them into a strong and confident working class,

Reinforcing and encouraging progressive international worker contact and solidarity

Security

A preamble to a resolution passed at the congress stated 'We call on all those who identify with this commitment to join us and the workers as comrades in the struggle ahead

'We call on all trade unions to strive to unite their members in their ranks without discrimination and prejudice and therefore resolve that this federation shall determinedly seek to further and protect the interest of all workers '

Another resolution called for the removal of all forms of security legislation which denied workers full freedom of association, assembly and picketing for strike action

The congress also said that where workers had followed mutually agreed dispute procedures with employers, there should be full job security during strikes 'This requires that eviction from accommodation and other measures be outlawed '

The congress also decided to campaign against and respond vigorously to police and State intervention in strikes or industrial action and to fight for the right of trade unions to establish strike funds

In another resolution, Cosatu threatened to call a national strike if the Government carried out its threat to repatriate any migrant workers

Harassment

Cosatu has also pledged to fight for equality in pay and working conditions for black women

In a resolution, Cosatu said women employees experienced both exploitation as workers and oppression as women, and black women were further discriminated against on the basis of race

They often suffered sexual harassment in recruitment and employment, and most lost their jobs when they became pregnant.

The congress was told that women also had to work under conditions harmful to themselves and their unborn children

Union launches assault on pass laws

Mercury 21/4/85

THE Congress of South African Trade Unions, launched at a rally attended by more than 10 000 workers in Durban yesterday, threatened to call on all blacks to burn their pass books unless President Botha dismantled apartheid within six months.

Mercury Reporter

Mr Elijah Barayi, leader of South Africa's biggest trade union grouping, told the rally at Durban's Kings Park Rugby Stadium that Mr Botha should start by scrapping the pass laws.

'Otherwise we will call on black people to burn their pass books, and when they are stopped in the streets by the police and asked to produce a pass, they must then ignore them,' he said amid resounding applause.

Mr Barayi, who is also vice-president of the National Union of Mineworkers, said the federation would 'not concentrate only on wages, but also on the townships and politics as well'

Interviewed before the rally yesterday, he said Cosatu would aim at building a socialist South Africa and would work for the nationalisation of the mines and other major industries.

'Ultimately there will be a socialist state in South Africa,' he said.

'Our short-term objectives are to mobilise the black masses and to embark on an education programme. Blacks will have to know that they must not feel guilty because of their colour'

He said Cosatu would work in alliance with 'all progressive democratic organisations'

Responding to a claim by Chief Mangosuthu Buthelezi that the new federation was 'hardly directed at Pretoria but is directed against Inkatha', Mr Barayi said there had been no mention of Inkatha at meetings preceding the formation of Cosatu.

'He is just scared'

Addressing the crowd, he said the federation had been formed 'to build a new South Africa'

'Last warning'

Mr Botha and his Government had 'failed completely' to govern the country and should resign.

'P W Botha's position should be filled by the right people, like Nelson Mandela,' he told the cheering crowd

He said Cosatu supported disinvestment.

He called the homeland leaders 'puppets' and said that instead of 'going up and down shouting that blacks will suffer if there is disinvestment they should use the money to increase pensions paid to blacks'

It was sad that while the whole world was calling for disinvestment, Britain and America were against it, saying it would affect blacks most.

He issued a 'last warning' to the homeland leaders to change their minds before time ran out, and called on Mr Botha to release ANC leader Nelson Mandela and remove the troops from the townships.

In an impromptu news conference after the rally, he told reporters that Cosatu hoped to fill the vacuum created by the outlawing of the ANC, and said it would strive for the dismantling of apartheid.

New pattern

He said the days of trade unions playing a passive role were over. Boycotts and stayaways would become the new pattern of industrial action in future.

Uniformed policemen patrolled the area but kept a low profile.

Cosatu, which claims a membership of more than 500 000, has 35 unions from a wide spectrum of the economic sector as its affiliates Its main affiliate's are the 150 000-strong National Union of Mineworkers and the 100 000-strong Federation of South African Trade Unions, Fosatu.

The new general secretary, Mr Jay Naidoo, is an official of the Sweet, Food and Allied Workers Union and is believed to be a strong sympathiser of the United Democratic Front.

● See Page 3

134

Massive Cosatu set to challenge white power

134

30/11/85

E. Post

DURBAN — The biggest labour federation in South Africa's history met behind closed doors in Durban today for a tough debate on how it can use black industrial muscle to challenge white political dominance

The Congress of South African Trade Unions (Cosatu), being launched this weekend by 900 delegates, is due to elect its leadership, endorse a constitution and finally to begin debating questions crucial to its internal unity and its ability to intensify the struggle against apartheid

The Press was excluded from the conference hall at Durban's Natal University today.

Labour sources said the debates would probably show that deep political divisions remain within the 500 000-member Cosatu

It took four years of talks to settle a framework for the federation

The 36 unions who joined finally united on the principle of non-racialism in both their own ranks and in their political battle against apartheid.

They cut themselves off in the process from black consciousness groupings — including two union federations with about 200 000 members — which spurn white allies

Today Cosatu must start deciding where that leaves it in relation to the United Democratic Front, whose broad class and racial base is still suspect to many delegates, nearly all of them black

Mr Cyril Ramaphosa, leader of the powerful National Union of Mineworkers (NUM), which quit a black consciousness federation to ally itself with Cosatu, made plain in a keynote speech last night that the terms on which it formed any political alliance would have to be "favourable to us as workers"

Political scientists say that if Cosatu can resolve its organisational and ideological problems, it could provide a tough challenge to the Government, taking a much more strongly socialist stand than the banned African National Congress — Sapa-Reuter

were waiting for him In the UK, an MP or Peer may stop an immediate deportation Through a personal contact, a Member of the House of Lords intervened on his behalf and has since written to the Minister of Home Affairs asking for the order to be rescinded Douglas, however, has been warned that the Minister usually upholds the passport control officer's decision and, therefore, he will probably still be deported At the time of going to press, the final outcome was still pending ■

FACE TO FACE

134

CHRIS DLAMINI

On union unity

Chris Dlamini is the president of the Federation of SA Trade Unions (Fosatu), which has played an important role in the formation of the "superfederation" of 35 emerging unions — likely to be called the Congress of SA Trade Unions (Cosatu) — that will be launched in Durban next week

***FM.* The launch of the new federation is an historic event. What does Fosatu expect from it?**

Dlamini The new federation will bring workers together in a broad organisation covering almost the whole of SA One aim is to merge the various unions to create strong industrial unions We hope that the establishment of one union for each industry will stop managements from playing unions off against each other We also hope that the new federation will be in a position to challenge the growing monopoly capitalism in SA In addition, we expect the federation to address itself to the social problems of its members and the people in SA, and to play a very important role in transforming this society into one which will be acceptable to everybody and which will eventually become a non-racial, classless and democratic society

Although the unions which will form the new federation organise in a large number of sectors there are some industries which they do not cover. Can we expect to see new areas of organisation opening up?

There may be decisions to create new unions for sectors that are not being organised at present But that will probably take time Our first priority after the federation is launched will be to assist unions to merge and to help the general unions to construct themselves into industrial unions

Why did Fosatu decide to invite several unions affiliated to the United Democratic Front (UDF), with whom there had been a fall-out, back into talks earlier this year? Why were other unions invited to join in for the first time?

Fosatu saw that a large number of workers would be left out of the new federation We wanted as many workers as possible to be included In fact, we invited all progressive unions to join us

The Council of Unions of SA (Cusa) and the black consciousness Azanian Confederation of Trade Unions (Azactu) have decided not to join the new federation What do you think of this?

It is a pity that they could not accept the principle of non-racialism which the federation espouses I cannot understand Cusa's action Cusa was part of the unity talks from the beginning and had not raised any objections to non-racialism until earlier this year However, our position remains the same that all progressive unions should come into the new federation for the benefit of all exploited workers and the oppressed working class in this country

Do you think Cusa and Azactu will form a rival federation?

We are not sure if they are really intent on doing that or whether it is just the press which is saying that

What kind of political policy will the new federation adopt?

We will have to look at the new federation's relationship with political organisations that are seen to be progressive and addressing themselves to the workers' struggle But we would lay down certain conditions before we would consider forming alliances We cannot form alliances with organisations which would expect to control us, or organisations that support the enemies of the working class We see the labour movement as the most important sector in the working-class movement Because of this we feel that workers should give the direction in any actions on the issues that are seen to be oppressive to the majority of the people

Fosatu members have always been free to join any political organisation of their choice But we felt that Fosatu itself could not affiliate to any organisation as that might have caused divisions in our ranks because of the fact that our members do belong to different organisations The new federation may, however, adopt a different approach depending on the resolutions that come up for debate at the launch

Would the new federation consider forming a workers' party?

I cannot comment because this has not been debated The federation will definitely work towards transforming this society but the idea of a workers' party is never discussed by the workers as, seemingly, it does not fall within the ambit of workers' strategies

What do you mean by a classless society?

In the present structure there are two classes the haves and the have-nots The haves have always dominated and exploited the have-nots We are looking to create something that will balance the equation and give the majority of the people the right to own and the right to work

Many of the emerging trade unions have taken a low profile in the present turmoil Why this reticence?

Unions have two roles to play Unions are aware that political and economic problems cannot be divorced because the people are exploited as a class and oppressed as a nation What the unions have been trying to do is to attack the core problem — worker exploitation Up until now there has not been sufficient unity within the union movement for unions to attack the underlying structural oppression in this country That is why we feel the formation of this federation will be a way for the unions to address themselves to the present crisis in SA

How long it will take for the various unions in the federation to merge?

Within six months the major unions should have merged But it all depends on the seriousness of the people involved

There are clear differences between the way that Fosatu unions have operated and the way that the UDF unions have gone about things. Won't this cause problems in the new federation?

It is a pity that people see the unions affiliated to the UDF more as UDF organisations than as unions To me there is no distinction between unions affiliated to UDF and those which are not because they all subscribe to the struggle that is facing the working class I hope that after the new federation is formed this distinction will be erased from people's minds and that we will all just be seen as trade unions

What do you think the new federation's attitude will be towards the African National Congress (ANC)?

I am not sure But seeing as the ANC seems to have support from the majority of the people in SA it looks like many workers would also support it However, it is not clear whether the issue of the ANC will be discussed at the launch It will depend on the resolutions that come up

It is said in many circles that Fosatu will dominate the new federation.

I don't think so People say this because Fosatu has been the most tightly organised progressive union federation But that does not mean that Fosatu will play a dominant role In fact, Fosatu is going to disband and our unions are going into the federation as individual unions

New union federation may pose threat to govt

JOHANNESBURG — Black trade unions, allowed to organize legally under South Africa's cautious reform moves, are forming a super federation which could pose the government its most serious internal political threat

Union and industrial relations sources say that there are still major differences within the 500 000-worker federation, due to be launched today, which could split and destroy it.

But if these can be overcome, the sources say Pretoria could find it has allowed the growth of a radical union group with considerable industrial muscle, determined to join the political fight to overthrow apartheid.

"On any scale, it's the biggest federation in South African history and by far the most representative," Mr Jon Lewis, of the monthly South African Labour Bulletin, told reporters.

"It rests on an alliance between independent trade unions, whose shop floor organization is far better than the equivalent in, for example Britain, and the national liberation groups."

Political scientist Mr Mark Swilling told reporters: "The federation could become a very, very substantial force to be reckoned with, and may move beyond the comparatively moderate demands of the African National Congress."

Mr Swilling, a Witwatersrand University lecturer specializing in trade union politics, said the federation could end up taking a far more clearly socialist stand than the ANC.

Over the past six years the government has allowed members of South Africa's estimated six-million-strong black workforce to form recognized unions, seeing their role as limited strictly to negotiating pay and conditions at factory level.

Union leaders in the federation see it differently, and the 900 delegates at its launching congress this weekend are due to concentrate debate on how to work with political groups to change South Africa's political system.

Mr Cyril Ramaphosa, leader of the powerful National Union of Mineworkers (NUM) and widely tipped to lead the federation, said: "The labour movement in this country has come of age."

Mr Cyril Ramaphosa

He told reporters: "If, in fighting against oppression, we have to hit our heads against the government, so be it"

The federation's title will be the Congress of South African Trade Unions (Cosatu)

Unionists say that compared with unrest in the '60s, protest violence in townships is far more widespread, making it more difficult for the authorities to act against Cosatu. "The government is faced with us as well as with a whole series of other crises," said one union spokesman.

It has taken four years of talks to bring together independent unions and general unions affiliated to the United Democratic Front (UDF), the main internal anti-apartheid group.

A major ideological difference was settled when member unions agreed on non-racialism — acceptance of whites within its organization — as a guiding principle.

In a significant shift, the 150 000-strong NUM quit a black consciousness federation to back Cosatu on the issue.

But other black consciousness unions with an estimated 200 000 members pulled out, and Cosatu's precise stand amid the complexities of black politics has still to be agreed

The main practical choice is whether to affiliate to the UDF, or merely to agree to join the UDF in organizing specific political protest strikes and consumer boycotts.

An equally large potential stumbling block is the need to amalgamate unions which have overlapped and competed in recruitment. Cosatu's 36 member unions have been set a six-month deadline to agree to rationalise themselves into 13, and there are battles ahead between rival union hierarchies.

Mr Swilling said that leading liberal employers would continue to back the free development of black trade unionism.

"But they will use that against the government to say that if it doesn't grant political rights to black people, it is effectively going to allow the unions to become vehicles for political mobilisation. It's a very sophisticated response." — Sapa-Reuter

Super-union is welcomed by politicians

134

23/11/8 Mercury

Labour Reporter

THE proposed super-federation of trade unions to be launched in Durban next week with a membership of more than 450 000 has received the backing of various political groupings

However, some trade union federations which support the Azapo/-National Forum black consciousness ideology — the Council of South African Trade Unions (Cusa) and the Azanian Congress of Trade Unions (Azactu) — have opted out of the new body.

The new federation has tentatively been called Cosatu — Congress of South African Trade Unions — but the name will be formally ratified at the launch on November 30

Congress

Politicians have hailed the super-federation 'as a big step forward in the fight for better working conditions and worker rights for blacks'.

Mr Peter Gastrow, vice-chairman of the PFP in Natal and the party's MP for Durban Central, described it as 'a positive development which will give the labour movement greater muscle and a greater degree of independence'.

Mr Yunus Mahomed, Natal regional secretary of the UDF, said the national executive of the UDF had welcomed the formation of the super-federation.

'It is a significant development in the history of the struggle of trade unions for better working conditions and other worker rights,' he added.

The proposal has already gained widespread support from most previously non-affiliated unions as well as those affiliated to the Federation of South African Trade Unions (Fosatu)

Cosatu will be formally launched at a three-day congress in Durban, culminating with a workers' rally at the King's Park rugby stadium on December 1

Unions' move mirrors black man's options

THE launch of the new Congress of South African Trade Unions in Durban next Saturday will herald a new era in the labour movement in the country, when the battle for the black worker will be intensified.

For the past few months there was excitement in the labour movement when it appeared as if the unity of the emerging unions — with a largely black membership — was in sight

After the shake-up caused by the attempts at unity, the pieces have settled down into two distinct groups: one that believes that non-racialism can be put into practice immediately and the other that believes that blacks should be in the leadership of the struggle to create a non-racial society

The figures show that Cosatu, with a paid-up membership of 380 000 and a signed-up membership of over half a million, will clearly be taking the lead in the battle for black workers.

The unions that have committed themselves to the formation of Cosatu are the nine unions in the Federation of South African Trade Unions (Fosatu), with a membership of 130 000; the National Union of Mineworkers (NUM) with a membership of 100 000; the General Workers' Union (GWU) with 12 000, the Food Canning Workers' Union (FCWU), 25 000, the Commercial Catering and Allied Workers' Union (Ccawusa), 50 000, the Cape Municipal Workers' Association (CTMWA), 12 000, the 11 unions affiliated to the United Democratic Front (UDF), 40 000, and the nine unions affiliated to

FOCUS

By JOSHUA RABOROKO

the National Federation of Workers (NFW), 12 000 The NFW is also a UDF affiliate

The unions that are not part of Cosatu are the 10 affiliates of the Council of Unions of South Africa (Cusa) with a membership of 90 000 and those of the Azanian Confederation of Trade Unions (Azactu), 88 100

These two federations are now exploring the possibility of unity

Until NUM crossed the floor Cusa was the largest federation of emerging unions.

Principles

The five principles on which Cosatu will be based are

- Non-racialism,
- One industry, one union,
- Worker control of the unions,
- Representation in Cosatu on the basis of paid-up membership, and
- Co-operation among the unions at a national level in the new federation

The general unions, like the South African Allied Workers' Union and the General Workers' Union, will have to dissolve or to concentrate on specified industries only

The unions that are presently competing in the same industries will have to merge to make for the principle of one industry, one union

Although the federation is being launched this week, lot of work still has to be done on the mergers

Reservations

Cusa and Azactu are not part of the formation of Cosatu because of their reservations on non-racialism Cusa has always said it will accept white workers into membership of the unions on the condition that they join the shop-floor They can then rise up to leadership when they have proved themselves at that level

It objected to whites coming into black unions at leadership level only

The Azactu unions have strong leanings towards the black consciousness philosophy

Azactu and Cusa have now appointed a committee to look into the possibility of reconciling their two positions

With the two groups — Cosatu and the Cusa-Azactu alliance — now clearly defined, the stage is set for a no-holds-barred battle for the workers at the shop-floor

The choice for the worker will be. to what extent do you want white participation in your trade union? The answer to this question will send him to either Cosatu or the alliance.

And this choice is a reflection of the political choices given to blacks in this country

NUM's Cyril Ramaphosa . . . joined Cosatu.

Sowetan 25/11/86

134

Balance of power shift to unions?

(134) B/Day 20/11/85

CLAIRE PICKARD-CAMBRIDGE

A MAJOR development in the post-Wiehahn era of industrial relations is expected to be the birth of a union super-federation on November 30.

The approaching launch and inaugural congress is to be held in Durban and the new mammoth — the Congress of SA Trade Unions (Cosatu) — will represent about 380 000 paid-up members and 500 000 signed-up members.

If their remaining difficulties can be resolved then SA could well see its balance of labour power transformed. In this event Cosatu is also likely to eclipse most other union federations in terms of sheer numbers and clout.

The super-federation will be comprised of the eight unions affiliated to the Federation of SA Trade Unions (Fosatu), the National Union of Mineworkers (NUM), the General Workers Union (GWU), the Food and Canning Workers Union (FCWU), the Commercial, Catering and Allied Workers' Union (Ccawusa), the Cape Town Municipal Workers' Association (CTMWA), 11 United Democratic Front (UDF) affiliated unions and several belonging to the National Federation of Workers.

But, although some problems have been temporarily quelled, there are still key issues to be resolved which will also be debated at the congress.

There are still difficulties agreeing over voting powers and the question of fielding delegates on the basis of proportional representation requires greater clarification

Another issue to be dealt with is the difference between the UDF affiliates and the mainstream unity unions on the question of worker majorities on committees within the federation

Unions originally party to the talks want workers — and not paid union officials — to hold executive positions

merger plans are said to be well under way.

These talks involve the Metal and Allied Workers Union (Mawu), the United Mining, Metal and Allied Workers of SA (Ummawosa) which split from Mawu last year, the National Automobile and Allied Workers Union (Naawu), three UDF unions — National Iron, Steel, Metal and Allied Workers Union (Nismawu), the General and Allied Workers Union (Gawu) and the SA Allied Workers Union (Saawu)

However, there is uncertainty whether Saawu's Durban branch will be involved in the new federation. The unaffiliated Motor Industry Combined Workers Union (Micwu) has also been involved in talks with Naawu and Mawu with an aim to achieving greater unity But Micwu general secretary Des East says although they support the principle of unity, the union is busy with internal restructuring of its own and has no plans to join the new federation in the immediate future

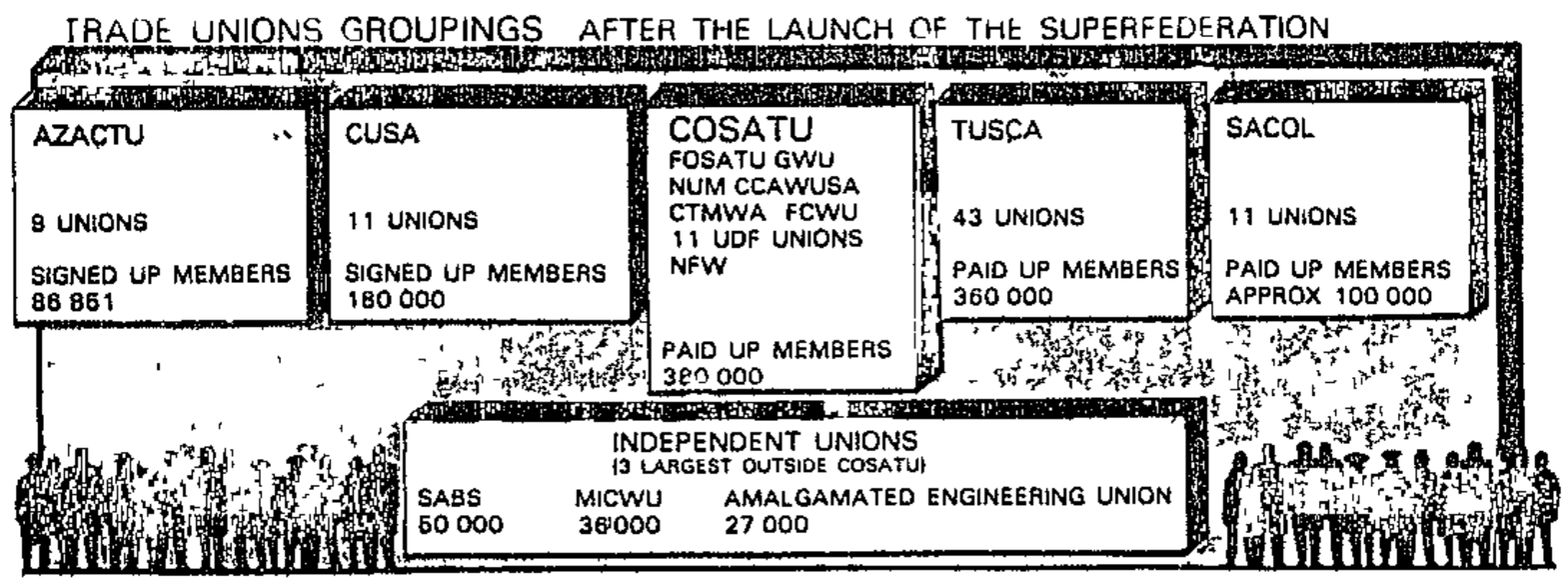
office bearers have been chosen on November 30.

Revealing membership figures generated some tensions earlier as certain unions initially opposed this Another earlier difficulty which has been resolved was that facing general unions whose membership would have to be split along industrial lines.

The UDF unions tend to be seen as class-based unions Saawu and Gawu are the biggest UDF unions, while the smallest is the SA Scooter Drivers' Union.

Saawu has a history of conflict with the Ciskei government, which banned the union in 1983 It has thus faced extraordinary pressures with members commuting into East London, where it is legal.

However, Fosatu unions have made greater material gains following a commitment to tight shop-floor organisation and an avoidance of overt political participation after its inception in the Seventies. But Fosatu has made increasingly political moves as political and economic demands in-



Fosatu president Chris Dlamini — who is also president of SFAWU — is tipped to be one of the key figures in the new federation.

The NUM and Ccawusa, the country's largest and second largest emergent unions respectively, are also likely to play a key role in the new federation

NUM's Cyril Ramaphosa, a qualified attorney regarded as one of the top trade union leaders, is expected to be another important leader

There are more than 200 trade unions in SA, which is characterised by a complex welter of union groupings, independent unaffiliated unions and those which rapidly spawn splinter look-alikes.

However, the launch of Cosatu on a strictly non-racial ticket will also reflect the fundamental division in black politics between this philosophy and that of black consciousness

And possibly in response to Cosatu's imminent launch, those with black consciousness leanings — the Council of Unions of SA (Cusa) and the Azanian Congress of Trade Unions (Azactu) — recently announced they would be exploring common ground with a view to working more closely in future

The centrist Trade Union Council of SA (Tucsa) which has been the country's largest trade union federation until now has 43 affiliates. Another group is the right wing SA Confederation of Labour (Sacol), which has an entirely white membership.

Outside the formal groupings are other inter-union bodies which operate in specific industries and tend to cater for more established unions. The SA co-ordinating council of the International Metal Workers Federation is an important body of this nature which was revived in May last year One of its lar 'est unions is the

27

(GWU), the Food and Canning Workers Union (FCWU), the Commercial, Catering and Allied Workers' Union (Ccawusa), the Cape Town Municipal Workers' Association (CTMWA), 11 United Democratic Front (UDF) affiliated unions and several belonging to the National Federation of Workers.

But, although some problems have been temporarily quelled, there are still key issues to be resolved which will also be debated at the congress.

There are still difficulties agreeing over voting powers and the question of fielding delegates on the basis of proportional representation requires greater clarification.

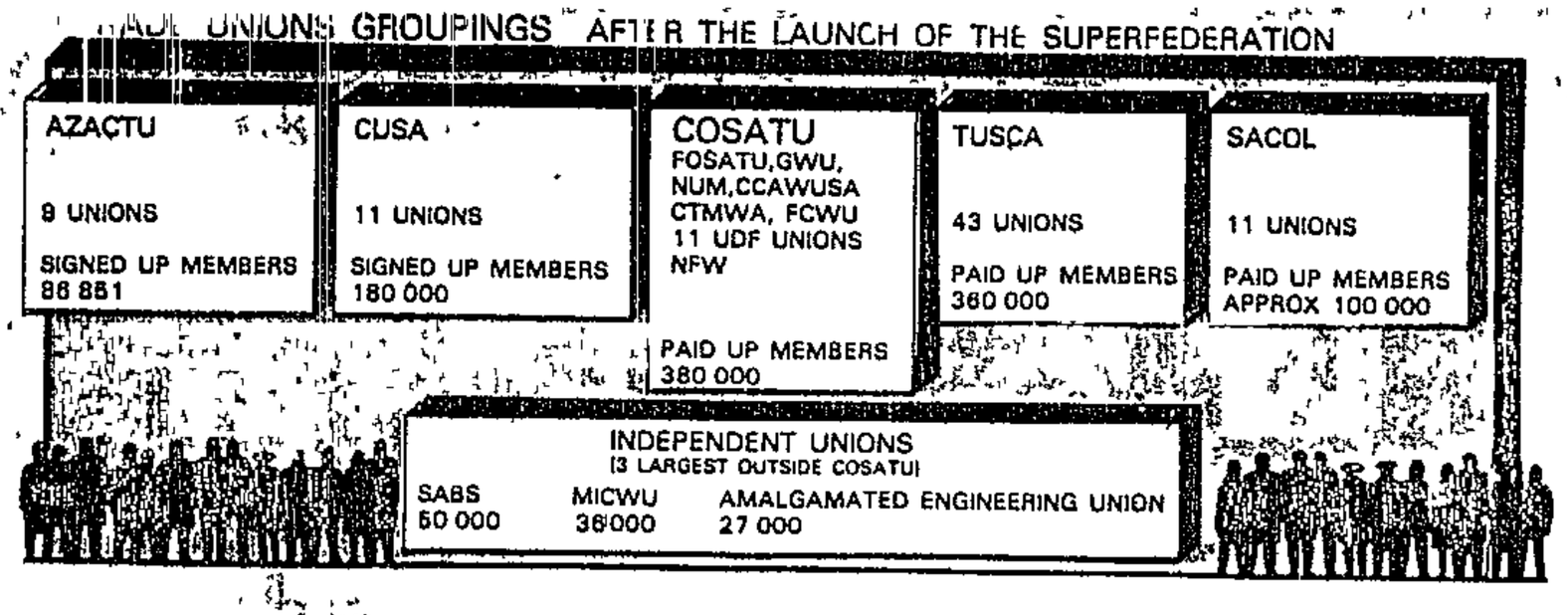
Another issue to be dealt with is the difference between the UDF affiliates and the mainstream unity unions on the question of worker majorities on committees within the federation.

Unions originally party to the talks want workers — and not paid union officials — to hold executive positions on any committee in the new federation The newer entrants — the UDF unions who previously objected to a distinction between workers and officials — indicated recently they might drop this position

Every union in the new federation has committed itself to having one union per industry and merger talks are still set to continue.

Mergers are understood to be well under way between the GWU and Fosatu's Transport General Workers Union, as well as between the FCWU and the Sweet Food and Allied Workers Union (SFAWU).

One giant union is envisaged for the metal and automobile industry and



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Immediate merger plans in both the metal and auto industry, and in the food industry are expected to be completed next year. But merger plans do not appear to be as well advanced with some of the other unions, although they are presently holding meetings.

The principles on which the new federation will be based are non-racialism, worker control, the merging of unions along industrial lines, representation on the basis of paid-up membership and national co-operation.

Cosatu's political direction will be further clarified on December 1, by the new president-elect after Cosatu

the Ciskei government, which banned the union in 1983 It has thus faced extraordinary pressures with members commuting into East London, where it is legal.

However, Fosatu unions have made greater material gains following a commitment to tight shop-floor organisation and an avoidance of overt political participation after its inception in the Seventies But Fosatu has made increasingly political moves as political and economic demands intensified

Fosatu's major unions include Mawu and the National Automobile and Allied Workers Union (Naawu)

Mawu is currently in dispute with over 40 employers in the Transvaal metal industry over the issue of plant level bargaining, while Naawu has strong roots in both the Eastern Cape at giant motor and component companies in Uitenhage, Port Elizabeth, East London and Durban

Other fairly large Fosatu affiliates include the Chemical Workers Industrial Union (CWIU), which organised crippling strikes at Sasol last year, and the National Union of Textile Workers (NUTW).

also reflect the fundamental division in black politics between this philosophy and that of black consciousness.

And possibly in response to Cosatu's imminent launch, those with black consciousness leanings — the Council of Unions of SA (Cusa) and the Azanian Congress of Trade Unions (Azactu) — recently announced they would be exploring common ground with a view to working more closely in future.

The centrist Trade Union Council of SA (Tucsa) which has been the country's largest trade union federation until now has 43 affiliates. Another group is the right wing SA Confederation of Labour (Sacol), which has an entirely white membership.

Outside the formal groupings are other inter-union bodies which operate in specific industries and tend to cater for more established unions The SA co-ordinating council of the International Metal Workers Federation is an important body of this nature which was revived in May last year One of its largest unions is the multiracial SA Boilermakers' Society (SABS) which simultaneously belongs to the more conservative Confederation of the Metal and Building Unions (CMBU).

The CMBU has some white-only unions and several multiracial unions and caters largely for industry-based unions with mainly skilled and semi-skilled workers.

Another inter-union body is the Council of Mining Unions (CMU), headed by Arrie Paulus, whose right wing white Mineworkers Union has been crossing swords with the Chamber of Mines over the scrapping of job reservation.

'Cosatu a new threat to Govt'

Eve Post 02/12/84

134

By DIRK VAN ZYL, Political Correspondent

THERE was no doubt that the massive new labour federation — the Congress of South African Trade Unions (Cosatu) — was going to speed up pressure on the Government to dismantle apartheid, the chief Opposition spokesman on manpower, Dr Alex Boraine, told the Evening Post today

In the light of statements made by Cosatu's leadership at its founding congress in Durban yesterday, a special challenge rested on the Government and the private sector to demonstrate clearly that the private enterprise system offered benefits and opportunities for all South Africans, Dr Boraine said

Cosatu representing more than half-a-million mainly black workers, adopted a tough political stance yesterday which, some observers feel, could lead to immediate confrontation with the Government

The newly elected president of the 'super-federation," Mr Elijah Barayi, called for the nationalisation of the mines and major industries and said "Ultimately there will be a socialist state in South Africa "

Dr Boraine (PFP MP for Pinelands) said today Cosatu's formation was a major milestone in labour and political development in South Africa

He said the new labour union had "wasted no time in throwing down the gauntlet to both the public and private sectors — it should come as no surprise that there are militant political overtones in its first declaration"

"If the Government continues to deny political rights to blacks, it is inevitable that other avenues will be used to mobilise and give expression to both political and economic demands

He warned further that 'as serious is the initial statement by the new president expressing total disillusionment with the private enterprise system '.

LABOUR Spectrum

ARGUS 24/10/85

134

'Super federation of trade unions'

Labour Reporter DICK USHER examines the structure of what will be numerically the strongest union grouping in South Africa, to be launched at the end of next month

A NEW super federation of trade unions, numerically the strongest and potentially the most powerful union grouping in South Africa, will be launched at the end of November.

With a paid-up membership of 380 000 and signed-up membership of 500 000 the federation has not had an easy road to unity, with differences on labour and political issues having to be hammered out along the way

It has also faced external factors such as the dramatic downturn in the economy and the political turbulence that resurfaced during the negotiations and has been fuelled by the economic conditions

But after four years of negotiation and discussion, splits, withdrawals, new alliances and the thrashing out of national political and labour issues, the federation will finally be launched at a congress in Durban.

Final grouping

The final grouping will be nine affiliates of the Federation of South African Trade Unions (130 000 members), National Union of Mineworkers (100 000), General Workers Union (12 000), Food and Canning Workers Union (25 000), Commercial, Catering and Allied Workers Union (50 000), Cape Town Municipal Workers Association (12 000), 11 unions affiliated to the United Democratic Front (40 000) and nine affiliates of the National Federation of Workers (12 000)

Five principles have been accepted by all the unions·

- Non-racialism.
- One union, one industry
- Worker control.
- Representation on the basis of paid-up membership
- Co-operation at a national level

The unity discussions started at Langa in August 1981 and although the meeting rejected the State's attempts to control the union movement, division emerged on the issue of whether or not unions should register and very little was achieved

Non-racialism

Underlying this division were other debates on questions of non-racialism, general versus industrial unionism and participation in community issues which continued, with dfifferences in emphasis, almost all the way.

By March 1984 the principle of industrial unionism had won and by the end of the year three distinct groupings within the independent labour movement had emerged — the "unity" unions, unions affiliated to the UDF and emergent black consciousness unions affiliated to the Azanian Confederation of Trade Unions (Azactu)

In May 1985 the scope of the talks was widened and all unions were invited to a meeting in June to discuss the federation's draft constitution

At these talks, attended for the first time by the black consciousness unions, differences emerged over the question of non-racialism, with Azactu arguing for an "anti-racist" position which left open the possibility of blacks-only constitutions for members.

Five principles

But the core "unity" unions were firm on one point — they wanted the federation established before the end of the year on the basis of the five principles — and Azactu did not attend subsequent meetings

Accepting the principle of one union-one industry, discussions between the Sweet, Food and Allied Workers Union and Food and Canning Workers and between Transport and General Workers Union and General Workers Union are already underway.

"Unity is strength It eliminates competition between unions for members and organisation," says Mr Johann Maree, sociology lecturer at UCT

"There can be no question of divide-and-rule when one union is negotiating on a national level and especially in industrial councils a single, large union is more effective than a series of smaller ones

Strikes

"At the same time a large union has more resources to maintain strikes which are also more effective on a national level than when they affect only one factory or one region"

Federation also adds to the resources available to a union, by merging resources with another union and by being a member of a body through which it can draw support from other unions

Sharing resources also strengthens the union movement in its day-to-day functions where there is no competition for membership there are no debilitating disputes between unions, transport can be pooled, venues can be shared and educational structures combined for more effective union mobilisation

Although the federation has tended to soft-pedal questions of political involvement, there is no doubt that it will have to become involved in issues because its members are almost exclusively politically denied and because it seems unlikely that the UDF unions would have agreed to enter without some sort of commitment in this direction

The vehicle for this will probably be regional bodies of some sort, possibly shop steward councils, which will take up local community issues outside the work place with the possibility of united national action always lurking in the background

The Argus, Thurs

Boycott intensifying

WORKERS' DIARY — By JOSHUA RABOROKO

THE consumer boycotts in the Cape and Transvaal seem likely to last until after Christmas, destroying retailers' hopes of strong seasonal buying to offset previous loss of business.

A spokesman of the retailing committee of the CBD said if the consumer boycotts go on until December it could have a "disastrous effect" on business

The boycotts have been initiated by trade unions and community-based organisations in the wake of the state of emergency and the desire by the parties to force employers to pressurise the Government to bring meaningful change in the country

The boycotts appear to be intensifying in some areas of the country while dying out in others They are watertight in the Easter Cape, intensifying in the Western Cape, but relatively poorly supported on the Reef 16/10/85

• Trade union unity talks aimed at forming a "super federation" took another twist this week when participating unions expressed opinions that they wished to open doors to all unions to be involved

The opening of doors means that the unions are subtly inviting the Council of Unions of South Africa (Cusa), which withdrew from the talks and the Azanian Confederation of Trade Unions (Azactu), which was excluded from subsequent talks following the July summit in Soweto

Cusa is willing to discuss the invitation with its members, while Azactu has remained silent The unity unions are to meet next week to discuss the final stages of the inauguration conference on November 30 and December 1

• Two leading unions in the electrical trade — the Electrical and Allied Trade Union (EATU) and the Electrical and Allied Workers Union (EAWU) — are merging to represent all black workers in the industry

The new union will have between 25 000 to 30 000 members when the merger is completed and intends seeking affiliation with the South African Co-ordinating Council of the International Metalworkers Federation

• Toyota manufacturing in Durban has the first automobile company to agree to pay maternity leave The agreement, signed with the National Automobile and Allied Workers Union (Naawu), has provided for four months maternity leave Sowetan

A formula has been agreed upon whereby the company will ensure that any woman on maternity leave will receive 70 percent of her normal benefits

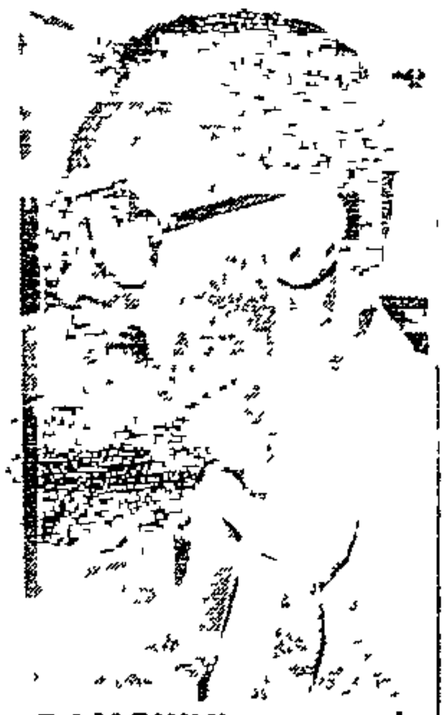
• NAAWU and BMW have signed a recognition agreement — probably the second in the country — giving workers limited but effective right to strike The newly signed agreement provides that in the event of a strike authorised by the union, workers will not be dismissed for four weeks The union may only authorise a strike after it has gone through the agreed negotiation and disputes procedures

• Naawu has resolved to extend its bursary scheme to the dependents of members who are entering university The scheme, started two years ago, previously catered for dependants of members who were studying for standard 9 Applications for high school and university bursaries should be forwarded to The General Secretary Naawu, PO Box 4097, Port Elizabeth, 6014

• Naawu has joined other Fosatu unions in calling for the State of Emergency to be lifted Fosatu has also called for troops to be removed from the townships Naawu also called for the release of all detainees and the granting of political rights to all South Africans

• Thousands of workers throughout the country observed a moment of silence or held prayer meetings in honour of the National Day of Prayer called by the National Initiative for Reconciliation, according to union sources The sources say some employers had given

• The Minister of Manpower has not as yet appointed a conciliation board to settle the wage dispute between the Black Allied Mining and Construction Workers Union (Bamcwu) and Samancor company



BAMCWU's general-secretary, Mr Motsomi Mokhine . . no conciliation board yet

Bamcwu's secretary Mr M Motsomi said the company has written to the Minister not to appoint the board, but they have been informed by officials of the Department of Manpower that the department will appoint the board

• REPRESENTATIVES of the private sector and trade unions met the Minister of Manpower Mr Piet du Plessis this week to discuss details of State-assisted job-creating projects as part of the recently announced R600-million economic relief package to counter widespread unemployment

• The Industrial Court has rejected an application by the Engineering and Allied Workers Union to have 65 workers sacked by a multi-national, Winding Wire, reinstated The workers were dismissed during a strike over wages

High-noon for super-union

W. Mail. 3/10/85

By PHILLIP VAN NIEKERK

Monday is high noon for the planned super-federation of emerging unions

The walk-out of the National Union of Mineworkers (NUM) and the Metal and Allied Workers Union (Mawu) from the talks last week is a sign of major upheavals in the ranks

The consensus among the unity unions is that the formation of the federation will go ahead as scheduled on November 30 but its form could still undergo major change.

At the root of the current dispute is the uneasy relationship between the United Democratic Front (UDF) unions and the mainstream unity unions, including Fosatu and five large mainly industrial unions

These five are the NUM the Commercial, Catering and Allied Workers Union (Ccawusa), the Food and Canning Workers Union, the General Workers Union and the Cape Town Municipal Workers Association

Division has arisen over the issue of how to allocate votes at the inaugural congress

Some of the UDF unions have been insisting on one union, one vote, while the bigger unions such as Mawu and the NUM have been demanding proportional representation

If the system is one union, one vote, the nine UDF unions and the 11 affiliates of the Natal-based National Federation of Workers (NFW) would easily outnumber the other unions

The NFW, with little sign that it has major worker support, would have 11 votes to the one vote of the 230,000-strong NUM

The other issue over which there has been division is the insistence by some of the UDF unions that officials be elected to positions traditionally held by workers

Both issues will have to be resolved at the next unity meeting on Monday

All of the unity unions are playing the spin close to their chests but there have been rumours that the UDF unions will show more flexibility on Monday

If not there is no way the larger unions will remain in the federation

This would bring the situation back to square one as it stood at the beginning of this year, with the UDF unions on one side and on the other Fosatu and the other five mainstream unions

New federation to union members

400 000 union

Major political, economic force

Weekend Argus Correspondent

JOHANNESBURG. — South Africa is likely to have the biggest organisation of black workers in its labour history with the launching shortly of a federation of emerging unions after four years of tough negotiations.

At a recent meeting in Johannesburg, union leaders decided to form the federation — expected to have about 400 000 members initially — at the end of November.

Participants in the new federation include the National Union of Mineworkers (NUM), the Commercial, Catering and Allied Workers' Union (CCAWUSA), a group of unions affiliated to United Democratic Front, the Federation of South African Trade Unions (Fosatu), the General Workers Union (GWU), the Cape Town Municipal Workers' Association and the National Federation of Workers.

Factory floor

Observers say the new body would from the onset be a major political as well as economic force. Notice of this has already been served, they say, by the federation's recent stance on political matters and the activities of most of its affiliates on the factory floor.

It has thrown its weight behind the nation-wide consumer boycotts to back demands such as the extension of political rights to all, the withdrawal of the army and police from black townships and the release of political prisoners.

It has also condemned President Botha for declaring a state of emergency in parts of the country and has called on him to lift it.

Towards the end of last year, Fosatu and the Council of Unions of South Africa (Cusa) and the UDF unions supported last November's two-day Transvaal stay-away, called to protest the Government's policies and its handling of black grievances

Being born at a time when the Government is cracking down on popular organisations such as the UDF, the new federation is expected to come under even more pressure from members to take up issues outside the work place

Observers say without effective political channels, black workers will increasingly want to use the shopfloor strength granted by the federation to redress political grievances.

W/E Argus 3/8/85 (134)

A SUPER UNION FOR SOME

(134) B C. Press 25/8/85

Cusa quits fed talks

By ZB MOLEFE

ABOUT 25 black trade unions decided in Johannesburg this week to finally launch the much-awaited super union federation on November 30 – but two problems remained unsolved

This includes the exclusion of the Azanian Confederation of Trade Unions and the pull-out of the Council of Unions of SA

The super federation – on the cards since 1981 – includes about 25 emerging unions with a combined membership of more than 400 000 countrywide

It suffered the two blows days before a crucial round of unity talks on August 7

• Azactu claims there were deliberate moves to exclude it from the federation

A statement issued by the organisation claimed all was not well within the proposed federation

Most unions joining the federation were not prepared to comment

"When looking from outside it is easy to miss the dynamics of what is happening inside that federation" General and Allied Workers' Union president Samson Ndou told CITY PRESS, hours after the unity talks

"Not only do we have the Azactu problem but also Cusa which has pulled out," said Ndou He also confirmed that the June 9 unity talks were bogged down by numerous issues

These included non-racialism, the attitude of the new federation towards the liberation struggle in South Africa as a whole and the federation's relationship to other political organisations

Ndou said problems surfaced last month at a two-day unity meeting when Gawu, SA Allied Workers' Union and the Municipal and General Workers' Union had wanted the feasibility committee expanded to accomodate Azactu

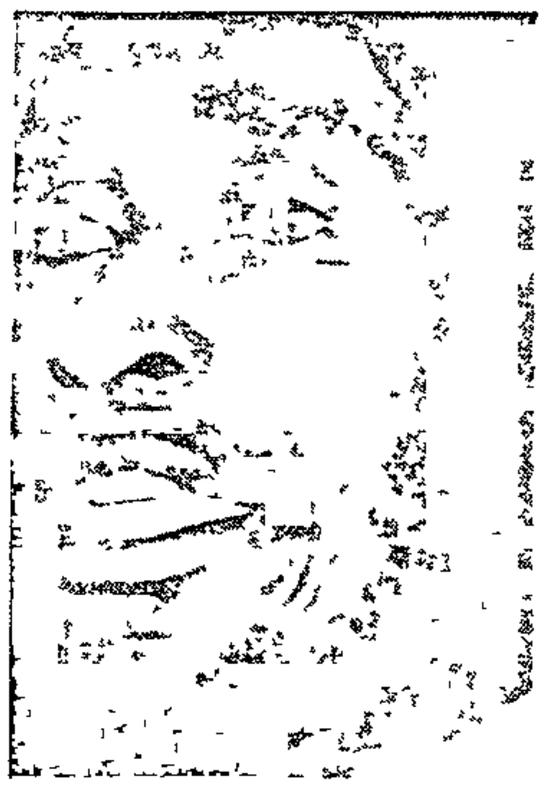
"Instead unions in the feasibility committee felt that they had done their job

"And any extension of the committee would delay the formation of the federation"

This week three groups emerged in the labour movement

Sources named the National Union of Mineworkers Food and Canning workers Union, General Workers Union and the Federation of SA Trade Unions as pro-federation while Azactu and Cusa were not in favour of the super union as it stands

The SA Allied Workers' Union Gawu Municipal and General Workers Union and National Union of Printing and Allied Workers' have taken a neutral stand



GAWU S NDOU
Dynamics

Four years of talks

IN 1981, the Council of Unions of SA convened a meeting on February 8 for all black unions "to agree to present a united view on new legislation"

It was agreed that a planning meeting be held in Port Elizabeth to draw up an agenda The issues included on the agenda included union autonomy industrial conflict bargaining and union recognition pensions mobility of black workers and detentions and bannings of unionists

On August 15 a meeting was held and a number of far-reaching resolutions adopted These included bannings and detentions, solidarity action, industrial councils and the situation in the Ciskei

Unions at this meeting included Cusa Federation of SA Trade Unions, General Workers Union Orange-Vaal General Workers' Union, Cape Town Municipal Workers' Union, SA Allied

a plea not

(331) Press

of unity talks on August 7

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Unions at this meeting included Cusa, Federation of SA Trade Unions, General Workers' Union, Orange-Vaal General Workers' Union, Cape Town Municipal Workers' Union, SA Allied Workers' Union, Media Workers of SA (Western Province), Food and Canning Workers' Union, Commercial Catering and Allied Workers' Union and Engineering and Allied Workers' Union

Several meetings were then held on a regional basis and a loose Solidarity Action Committee was established in the Transvaal

1982 – On March 14 a second meeting was arranged, but only took place on April 29 at Wilgespruit Cusa did not attend this meeting. Following a conference in June, a meeting was called by the Food and Canning Workers' Union in Port Elizabeth on the preconditions of unity The meeting concluded that there was no basis for unity at that stage

1983 – A meeting was called by the General Workers' Union to reconcile the decisions of Langa, Wilgespruit and Port Elizabeth This meeting was held on April 9 A long debate took place on the question of unity and the formation of a federation

The meeting agreed to form a federation open to all workers and that a steeering committee be formed to dicuss a future federation structure

Cusa delegates had no mandate on the formation of a federation and the issue was referred to Cusa's joint excutive committee

In May, the Cusa joint executive committee agreed to participate in the feasibility study looking at the formation of a federation On June 29 and 30, a meeting of the feasibility committee was organised to discuss the structure and policy of the proposed federation

On October 8 and 9 another meeting was held and it was agreed that the unions/federations supply information at the next meeting on areas of their activities

1984 – The meeting of March 3 and 4 questioned whether some unions were committed to unity as they had not yet supplied the required information It was agreed they should have observer status The incensed unions walked out They were Saawu, Gawu, the Municipal Workers' Union and the General Workers' Union of SA (Gwusa)

Meantime it was agreed that union membership of the federation would involve an industrial union structure, workers' control, paid-up membership and a financial report

The structure of the national conference, central committee and executive committee was agreed upon A meeting on March 28 and 29 in Durban debated the regional structures and funding of the federation

A sub-committee of Cusa, Fosatu and FCWU was established to report to the next meeting

The meeting also debated the position of voting rights for officials and a declaration of principles and demarcation

On April 18 the sub-committee met and drafted a report that indicated that between R36 000 and R45 000 per month was required to absorb the existing structure of Cusa and Fosatu A breakdown of affiliation fees at 10c and 20c per member was also given

On May 14 and 15 a feasibility committee meeting attended by Cusa, Ccawusa, Fosatu, and CTMA discussed the declaration of principle, financial report and the structure of the federation

It was also agreed that a drafting committee of one representative be appointed to suggest a draft constitution Cusa volunteered to distribute a comparison of the Fosatu and Cusa constitution The drafting committee met and produced a draft constitution on June 11 and 12

In August, the drafting commitee agreed that a draft would be circulated for a further report-back meeting in November

Azactu came into the picture in June 1985 at the meeting in Germiston

The next meeting was at Ipelegeng in July 1985 The unions which were expelled the previous year also returned to the talks

But the problems of non-racialism and black leadership once again came up Attempts were made to have the feasibility committee expanded but this was [illegible] because of time

8 plead not guilty

331

C. Press

25/8/85

By DANIEL DHLAMINI

EIGHT Ikageng students appeared in the Potchefstroom Magistrate's Court this week charged with public violence

Daniel Molusi, 19, Daniel Sefularo, 23, Kinsley Moleko, 25, Abel Lewale, 18, Jan Mokhothu, 19, Elias Dithakgiso, 23, Patrick Mafoko, 20 and a 17-year-old youth pleaded not guilty

The State claims they held illegal meetings in May in the Methodist and Lutheran churches, where they decided to commit acts of violence which led to school boycotts

Where will they write the exam?

FRANTIC Duncan Village parents are concerned about the future of their children following the outbreak of unrest last week

Parents say more than 20 000 students won't write November exams because all nine Duncan Village schools were burned during the unrest

But Department of Education Cape regional inspector [illegible] said alternative arrangements would be made for [illegible] candidates

[illegible] who passed three subjects in November would be allowed to write [illegible] in March next year

(134) FM 23/8/85

Fosatu's eight affiliates, General Workers' Union, Food and Canning Workers' Union, Cape Town Municipal Workers' Association, Commercial, Catering and Allied Workers' Union, National Union of Mineworkers, about 10 unions aligned to the United Democratic Front (UDF), and the 11 affiliates of the 11 500-strong Natal-based National Federation of Workers

It seems that the divisions in the emerging union movement have now been clearly drawn between the non-racial unions and those which espouse the black consciousness (BC) ideology The BC Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of SA will not be part of the new federation

Observers have expressed surprise that the UDF unions have agreed to unite with Fosatu and its allies But sources at last Wednesday's meeting describe discussions between the two groups as the "most constructive ever."

Two of the most controversial areas of disagreement between them have been resolved In line with policy decisions that the federation should consist of "broadly-based industrial unions," it has been agreed that the general unions will continue to set up industrial structures. Furthermore, there are plans to accelerate moves toward mergers of unions operating in the same industry.

And the UDF unions have dropped demands that the federation's draft constitution be revised before the new organisation is established, agreeing instead that any proposed amendments be debated at the inaugural congress ■

FM 23/8/85

UNION UNITY TALKS (134)

November launch

After four-and-a-half years of wrangling and planning, a date has been set for the launch of a new "superfederation" of trade unions which will represent more than 400 000 workers from almost every major industrial sector in SA

Among the unions due to attend the inaugural congress planned for November 30 are

Financial Mail August 23 1985

Union seminar focus on giant federation

SOWETAN, Friday, June 7, 1985 Page 5

By JOSHUA RABOROKO

TRADE UNION unity talks are expected to result in "tremendous strides" when unions representing thousands of black workers hold a two-day seminar to discuss the possibility of forming "a giant federation" at Ipelegeng Centre, Soweto, from tomorrow. The talks end on Sunday.

However, differences among unions could stall the negotiations, according to sources from trade unionists participating in the talks.

On the agenda of the talks will be the draft constitution for a wider federation of black trade unions

This is unlikely to be formally accepted because unions have been invited which were not party to the drafting of the constitution when the first rounds of the unity talks started as early as 1981.

Another reason for the non-acceptance of the constitution is that some of the unions withdrew from the talks when the draft constitution was formed and an interim committee elected.

Treason

But the meeting in Soweto will be another chapter towards the unity of trade unions

Unions already committed to the principle and whose representatives helped draft the constitution include the Federation of South African Trade Unions, Council of Unions of South Africa, General Workers' Union and the Food and Canning Workers' Union.

Unions now drawn into the Soweto talks include the South African Allied Workers' Union, whose key leaders are among 16 people facing charges of treason, and the General and Allied Workers' Union

Other newcomers are the Azanian Confederation of Trade Unions, whose membership includes the Black Allied Mining and Construction Workers' Union, African Allied Workers' Union, Insurance Assurance Allied Workers Union and the Electrical and Allied Workers' Union.

Both Fosatu and Cusa have adopted a stand against political affiliation. They have refused to affiliate to the UDF and Azapo thereby aiming at building a workers' movement not subject to political interests

CHRIS DLAMINI: President of Fosatu.

But, this stand has shifted indirectly when the unions condemned the tricameral parliament, detention without trial, mass removals, and other practices of the apartheid regime

400 000 support stoppage call

CAPE TIMES 14/5/85 (134)

Own Correspondent

JOHANNESBURG. — In a major display of worker anger and union muscle, emergent unions with an organized strength of about 400 000 have supported the proposed two-hour nationwide stoppage today over the death of Mr Andries Raditsela, a former executive member of the Federation of South African Trade Unions (Fosatu).

Fosatu unions in the Transvaal and Council of Unions of South Africa affiliates on the East Rand have called for workers to take the day off and attend Mr Raditsela's funeral at Tsakane on the East Rand

With the 130 000-strong National Union of Mineworkers supporting the two-hour stoppage and the likelihood of non-unionized workers joining as well, more than half-a-million workers could be affected

Mr Raditsela, a senior shop steward of the Chemical Workers' Industrial Union, died of head injuries last week soon after being released from police custody

With tens of thousands of workers and local residents expected at the funeral, Fosatu s national executive has appealed to police and the army to stay away as their presence could exacerbate tension

Fosatu has warned that workers will take one day off for every person shot dead at the funeral

A police spokesman in Pretoria yesterday said "I cannot comment on the method or action planned for the funeral"

Police said they would not interfere unless there was a breach of the law and the Minister of Law and Order, Mr Louis le Grange, last night appealed to the organizers to ensure "that it is conducted in a peaceful and orderly manner'

Meanwhile, leading employer groups have cautioned against tough disciplinary action against workers

Mr Sam van Coller, executive director of the Steel and Engineering Industries Federation, said they had advised their members — likely to be hard-hit on the East Rand — not to take disciplinary action

He said that where workers wished to attend the funeral, this should be regarded as absence with permission and the principle of "no work, no pay" should be adhered to

Respect

"Where employees wish to stop work for two hours to pay their respects, employers should assist in providing the appropriate place"

An Anglo American spokesman said they would consider the individual circumstances but were "not even considering disciplinary action"

While the pay issue was 'wide open", he said Anglo would probably consider it as "absent with permission"

Throughout the country, managements met unionists yesterday to negotiate time off and pay for workers wishing to attend the funeral or join the stoppage

The Association of

A

CAPE TIMES 14/5/85 (134)

A From page 1

Chambers of Commerce and the Federated Chambers of Industries said they were opposed to stayaways in general, but believed today's stoppage should be treated by employers with flexibility

"Flexibility on the part of both trade unions and management will contribute substantially towards defusing a sensitive situation"

But Mrs Alet van Jaarsveld, public relations officer for South African Transport Services, said SATS provided an essential service and any strike or stayaway would be regarded as illegal

"Workers could not, however, be sacked in advance and the SATS would only take the appropriate action after the funeral"

Pick 'n Pay's group personnel manager, Mr Frans van der Walt, said requests for time off would be accommodated as far as possible

"We will not stand in their way and will man the stores on a skeleton staff"

Meanwhile, the Trade Union Council of South Africa — which was criticized for its lukewarm response to the stoppage over the death of Dr Neil Aggett three years ago — has expressed sympathy for workers wishing to mourn Mr Raditsela's death

"We appeal to employers and everybody in authority not to make it difficult for those who attend and participate in the funeral, and for calm to prevail on all sides"

ANTHONY JOHNSON reports that the UDF's Western Cape branch has supported the two-hour stoppage and its publicity secretary, Ms Zo Kota, yesterday appealed to all employers "to give respect to all workers who are taking part in this call"

A

Business Report

INDUSTRY

ARGUS 30/4/85 (134)

Labour unrest spurred by political impotence

SHERYL RAINE of The Argus bureau in Johannesburg spoke to Anglo American's Bobby Godsell, head of the group's industrial relations department

BOBBY GODSELL is one of those bright young consultant/executives whose job category in the corporate scheme of things didn't feature prominently 10 years ago

He and other consultants like him have come into their own in the hurly burly of labour relations in South Africa in the 1980s

His job is to advise and assist the executives of Anglo American on the vital issues of industrial relations

This year he is talking about the economics of survival as the recession lingers on, the importance of ending job reservation on the mines, the Industrial Court, the role of management in the broader social scene in South Africa and the nature of trade unions

Times are tough and he insists that the words "economics of survival" are not over-dramatic Things will get worse before they get better He would like to see the issue of wage demands versus unemployment higher up on the agenda of labour issues But he believes there is another side to the recession which could have a positive spin off

"In 1985, there is so little money in the kitty (for wage increases) that the battle of white skilled workers and black industrial workers is going to be to try to preserve their purchasing power or have it eroded as little as possible," he says.

There are already examples of this greater coincidence of interests — for instance, in the current metal industry wage negotiations where previously incongruous union groupings are striving together to get their members the best deal possible

Although there are obvious areas of conflict between skilled whites and blue collar blacks, he believes the recession will tend to remind both of their common interests

There are still hurdles to leap in the black-white labour forum, the most important of which is statutory job reservation on the mines He is confident that job reservation will go and that a new industrial relations structure for the industry as a whole will be forged — but says the exact time frame of both developments is hard to predict

His concern about the Industrial Court is shared by others in the field As an essential and widely-used institution he believes it has had an encouraging start to its life But the role of the court in relation to the rest of the judiciary and its role in collective bargaining urgently need to be clarified

"There are three judgments from the Supreme Court which have cast doubt on the Industrial Court Is it a court or an administrative agency? It should be integrated into the judicial process,

"Clearly you can't expect a new institution to be perfect On the other hand both unions and management need help from the state now to rectify these two problems"

The broader social conflicts of South African society, trade unions and management's role in the present era are things about which he has thought long and hard.

In his opinion trade unions are not revolutionary in nature but reformist Modern history has failed to reveal a successful revolution where trade unions have played a central role

In South Africa the unions have been a major vehicle for leadership emergence in black communities

So far management has been pulled into a transitionary role of mediation not only with workers but with the broader black community involving a range of social issues.

In modern industrial countries private enterprise inevitably becomes involved in public policy debates and contributes expertise to government. This, he believes, is growing in South Africa

But he says "There is no way that employers (in South Africa) can act as a substitute for political participation for black people There is no doubt that the unrest we see in the townships now and other conflicts in society both have their origins in and can only be resolved within the political structures"

He believes that the country's labour dispensation is in advance of the constitutional dispensation for blacks and what industry now desperately needs is successful socio-political reform outside of the factory gate

Business Day
WOMA 18/3/85 (134)

A break with tradition . . .

LABOUR WEEK
by PHILLIP VAN NIEKERK

THE decision by six emerging union groups not to back the call to observe a "black weekend" in Port Elizabeth starting Saturday marks a very different standpoint from that adopted over last November's stayaway.

The call came from the United Democratic Front (UDF)-affiliated PE Black Civic Organisation (Pebco), and was supported by at least two unions — the Motor Assembly and Components Workers' Union (Macwusa) and the General Workers' Union of SA (Gwusa)

Included in the call was a three-day stayaway, from Saturday to today, and a boycott of shops and buses

But the bulk of union groups in the city — Fosatu, Cusa, the General Workers' Union, the African Food and Canning Workers' Union, the Domestic Workers' Association and the Commercial, Catering and Allied Workers' Union (Ccawusa) — rejected it.

Their grounds were that before any such decision could be taken they would have to have a mandate from workers and they had not had enough time to consult their members.

This position indicates a sharp divide between the factory-based organisations which regard themselves as "worker-controlled" and those which are led by political activists

This relationship is an issue which has been widely debated within Fosatu and other union groupings since November when they parted from previous policy and joined forces with community groups to back the stayaway

The only givens are that emerging unions are unlikely to adopt a non-political line, but that they will not embark on actions which their members are not in control of

The more political unions have gained impetus of late from activities surrounding the 30th anniversary of the formation of the South African Congress of Trade Unions (Sactu)

Sactu has never been officially banned, but as an ally of the African National Congress, has been viewed with hostility by the Government

A well-attended meeting in Tembisa, called by a number of local unions, last week was effectively Sactu's first internal rally for decades, and shows an attempt by the organisation to move from its exile-based position

Sactu's re-emergence on the local scene could be of major significance, as it could inject a much more political flavour into trade unionism in South Africa

Sowetan 15/1/85 (134)

More unions join UDF for 'unity'

By JOSHUA RABOROKO

ABOUT 18 black trade unions have joined the United Democratic Front as a means of attaining unity of workers throughout the country.

The UDF's publicity secretary Mr Terror Lekota said that some of the unions joined at the formation of the organisation while others joined later.

He said that the UDF was seeking to co-ordinate a wide spectrum of organisations previously acting independently. These included workers, youths, churches, sporting and other organisations.

The unions that have joined include, the South African Allied Workers' Union (Saawu), General and Allied Workers' Union (Gawu), General Workers' Union of South Africa (Gawusa), South African Scooter Drivers' Union (Sasdu), South African Domestic Workers' Union (Sadwu), Retail and Allied Workers' Union (Rawu).

The Motor Assemblies Components Workers' Union of South Africa (Macwusa), Media Workers' Association of South Africa (Mwasa) western Cape, Vukani Blackguard and Allied Workers' Union (Vbawu), South African Laundry, Dry Clean and Dying Workers' Union (Saldcwu) and others.

Most of the union's officials have confirmed that they joined the UDF as a means of attaining unity of workers throughout the country. "We want more unity and workers rights," says Mrs Margaret Nhlapo, organiser of Sadwa

Sasdu's Thabo Mohale says they joined to fight for workers' rights Gawu's spokesman confirmed that they have joined because they thought the UDF was a wider field through which "we can fight for workers with bosses "

Mwasa's western Cape official, Mr Sahe Aneez, said that they were provisionally affiliated to the UDF pending the association's next annual congress.

Mwasa was forced to split on the issue of affiliation to the UDF when the southern Transvaal rejected affiliation last year Both regions are holding negotiations and will decide on the matter in future.

Saawu's spokesman has confirmed that they were affiliated to the UDF while Rawu says they have a close working relationship with the organisation, but are not affiliated.

Both Vbawu and SALDCDWU officials are said to be on leave and were not available for comment.

Mr Lekota said that during 1985 these unions should strive to strengthen their membership and fight for workers' rights, which include a living wage, exploitation and oppression.

"They should work towards unity because trade unionism is the only weapon through which we can flex our muscles in this country. We must fight against intransigent bosses," he adds

Mercury 1/1/85

134

Tougher times forecast for workers

Labour Reporter

KEY trade unionists predicted yesterday that employees faced tougher times in the new year as the economy was still in the grips of recession

They said the past year had been hard for many workers with thousands retrenched, mainly from the motor and furniture industries, the hardest hit by the recession

Unions had battled to secure fair and reasonable increases for their members during 1984, and many employees had received diminished Christmas bonuses

There was very little prospect of further wage increases in the new year, and some workers would have to face being laid off, they said

Mrs Ruth Imrie, acting general secretary of the Trade Union Council of South Africa (Tucsa), said unemployment and the misery, alienation and stark hardship it brought was a crucial issue to be faced in South Africa

'Some way must be found to rescue the economy from its current state of devastation

'Our people need jobs, homes, a decent livelihood and decent prospects for themselves and their children

'Frightening'

'Let us hope that the new year will bring a sense of reality to those in positions of power so that we can all go forward in a spirit of conciliation to find a solution to the problems we face and which will otherwise tear us apart in bitter polarisation,' she said

Mr Norman Middleton, regional co-ordinator of the Council of South African Unions, said it was 'too frightening' to even consider what the future held for workers

'The past year was marked by retrenchments and a number of companies going on short-time As the effects of company taxes and perks tax come into effect this year, workers will have to bear the brunt and face even tougher times than the past year,' he said

11 SA labour leaders taken to Washington

NEW YORK—The powerful American AFL-CIO trade union organisation is taking 11 black South African labour leaders to Washington this weekend for a conference and training sessions

The group includes two men who were released from jail in South Africa recently — Mr Phiroshaw Camay, general secretary of the Council of Unions of South Africa, and Mr Philip Dlamini, general secretary of the South African Black Municipality and Allied Workers' Union The group includes four women

The visit is sponsored by the A Philip Randolph Educational Fund and the AFL-CIO African-American Labour Centre, which has been training African trade-union leaders for 24 years

The 11 South Africans will participate in the conference in Washington next Thursday and Friday, lobby members of Congress and discuss strategies for putting pressure on South Africa

The arrival of the South African unionists is expected to provide a fillip for the anti-apartheid demonstrations that have resumed outside the country's embassy in Washington The demonstrations were suspended for the Christmas and New Year holidays but are back in full swing — (Sapa)

Mercury 5/1/85 (134)

CAPE TIMES 9/1/88

Kennedy warns on rights of SA unions

134

JOHANNESBURG — Senator Edward Kennedy yesterday gave notice that he was going to give "specific recommendations" on disinvestment in South Africa after his eight-day tour

Addressing nearly 800 guests of the combined Chambers of Commerce at the Carlton Hotel, he also warned "We cannot treat each other like nations in the past, when the single purpose of diplomacy was the ordering of external relations with no or little concern for internal events"

He felt he should caution that neither the American people, nor Congress would "be satisfied with the repetition of generalities without real movement toward a new reality in South Africa

'Substitute for concrete action'

"I will offer specific recommendations on disinvestment after the (Southern African) trip and after I have talked with more South Africans, but I want to make it clear now that we cannot accept statements of goodwill as a substitute for concrete actions to achieve fundamental rights"

He referred directly to a statement issued by major employers' organizations on Monday night in which there were calls for reforms and objections to disinvestment. It could be an important milestone if it signalled genuine change, he said

"No test is clearer for your community now, no issue is more closely watched in the outside world, than the fate of the (trade) union movement

"To have unions is not enough, to respect their rights is essential," Senator Kennedy said

He referred to the arrest of labour leaders and the sacking of 6 000 Sasol workers, and said a free society should regard unions as more than front organizations and people as more than units of production

He singled out the Federated Chambers of Industries and the Afrikaanse Handelsinstituut, which had called for the release of imprisoned labour leaders

'Should welcome new forces'

He said the business community should stand for the substance and the symbols of reform and should welcome, in particular, "new forces for peaceful change such as the (United) Democratic Front"

If such groups were banned and their leaders imprisoned, the cause of non-violence would be deeply wounded and the threat to South Africa, to business, to all the country's people of every colour, would increase and not abate

Turning to constitutional reform in South Africa, he said "Respectfully, I suggest that this form of progress only avoids the decisive issue — which is full and equal citizenship — not in a space of generations, but in a reasonable span of years

"The Mixed Marriages Act, the Immorality Act, the Group Areas Act, the Influx Control Act must be repealed But these are only the fruits of the poisoned tree, and not its roots They do not reach the present ground of South Africa's being — an implacable system of rule by racial minority," Mr Kennedy said

The late black American civil rights leader, Dr Martin Luther King had once warned the US "A riot is at bottom of the language of the unheard"

Whites in South Africa said they feared this very riot, the possibility of violence and chaos

'Acts of state violence'

"Yet, state-spawned and state-sponsored acts of violence only nurture the reality behind the fear and draw the chaos closer"

With each cycle of disappointment, of dashed hopes, of imprisoned children and protests struck down, the ultimate danger grew greater

"I believe any course is wrong which does not bring racial equality and full political rights," he said — Sapa

National strike threatened

Own Correspondent

JOHANNESBURG — In two major developments yesterday the Chemical Workers' Industrial Union (CWIU) announced it had declared a dispute with Sasol and 24 trade unions threatened to go on a national strike unless a conciliation board was appointed to hear the dispute

This is the first time the 24 unions, who are currently involved in unity talks about the formation of a "super" trade union federation, have agreed on united action on a national level

A statement by the CWIU yesterday spelled out the strike threat

"If the Minister (of Manpower, Mr P T C du Plessis) refuses to grant the conciliation board, then legal national industrial action by all members of the 24 unions will become possible"

The unions include the affiliates of the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) as well as the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), the General Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association

The general secretary of the CWIU, Mr Rod Crompton, said the dispute was declared in spite of two "lengthy" meetings with Sasol, because no settlement could be reached, "particularly on the criteria for reinstatement" of the 6 000 Sasol employees dismissed after the two-day work stayaway on November 5 and 6 last year

Last year Sasol invited the CWIU to negotiations after the 24 unions had jointly demanded the reinstatement of all the workers

Sasol, however, has said publicly that it will only re-employ those workers who could "satisfy" Sasol that they were not "intimidators or instigators" in the strike

TODAY

Sasol at centre of a national strike threat

By JEANETTE MINNIE

IN TWO major developments yesterday the Chemical Workers' Industrial Union (CWIU) announced it had declared a dispute with Sasol, and 24 trade unions threatened a national strike unless the Minister of Manpower appointed a Conciliation Board to hear the dispute

This is the first time that the 24 unions, who are currently talking about forming a "super" trade union federation, have agreed on united action on a national level — with Sasol as the rallying factor

A statement released by the CWIU yesterday spelt out the strike threat in the following words "If the Minister refuses to grant the Conciliation Board then legal national industrial action by all members of the 24 unions will become possible"

The unions include the affiliates of the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), the General Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association.

The general secretary of the CWIU, Mr Rod Crompton, said the dispute was declared because no settlement could be reached, particularly on the criteria for reinstatement of the 6 000 Sasol employees dismissed after the work stayaway in November

The meetings took place last year when Sasol invited the CWIU to negotiations after the 24 unions jointly demanded the reinstatement of all the dismissed workers

Sasol said this week that it had so far re-employed 1 500 dismissed workers and said its criteria for re-employment included "company loyalty"

The CWIU's statement yesterday said that at two meetings with Sasol a "loose understanding" was reached on certain issues, including a union undertaking not to proceed with industrial action before the end of the month Sasol undertook during that time to reinstate as many dismissed workers as possible

The CWIU lodged an application for a Conciliation Board with the Minister of Manpower yesterday This board would hear the dispute

The 24 unions which, according to the CWIU, have threatened possible legal national industrial action if the Minister does not appoint the Conciliation Board, have held unity talks for some time about the formation of a "super" federation of trade unions

Mr Crompton said he hoped the talks with Sasol scheduled for the end of January would lead to a settlement and make further action unnecessary

RDM 11/1/85 - 134

CAPE TIMES 12/1/85

National strike looms

134

Own Correspondent

JOHANNESBURG — South Africa could face its first legal national strike next month unless the Minister of Manpower appoints a conciliation board to hear the dispute between Sasol and the Chemical Workers' Industrial Union (CWIU)

Labour lawyers said yesterday that if the minister failed or refused to appoint a conciliation board within 30 days of the application being lodged, a legal strike could be held

Stayaway

The CWIU lodged its application on Thursday, which means that if a conciliation board has not been appointed by February 8 the national strike can go ahead

The dispute between Sasol and the CWIU centres around the reinstatement of the 6 000 workers dismissed by Sasol last year for their participation in the two-day work stayaway

The 24 unions, who are currently involved in unity talks, have all threatened to go on strike unless the minister appoints a conciliation board They will all be in a position to strike legally, since the law does not define that only parties to a conciliation board may go on strike

Labour lawyers interpret the law as meaning that all unions who support the same demand on the same issue can go on strike

A national legal strike will present extraordinary difficulties for employers, and although workers can be dismissed in a legal strike, they can seek legal recourse But such action would herald industrial unrest and confrontation throughout the country on a massive scale

The dispute with Sasol arose when the 24 unions jointly demanded that Sasol reinstate all the dismissed workers and negotiate their reinstatement with the CWIU.

Sasol would not concede to the demand and has said it will reinstate only those workers who have "satisfied" Sasol that they were not "intimidators or instigators" in the strike

Sasol would not comment on the situation yesterday apart from saying that the 1 500 workers it has reinstated so far and the processing of applications from at least 4 000 dismissed workers are not a result of union pressure

Re-employed

Meanwhile Sapa reports that Sasol said yesterday that more than 1 800 of the 5 000 Sasol workers dismissed after last November's stayaway had been re-employed over the past eight weeks

However, it warned that it could not tolerate stayaway action "which is not work-related and which could jeopardize the safety of its staff, innocent third parties and/or the (Sasol) plants"

In a statement issued in Johannesburg, Sasol said it had received more than 4 000 applications from former employees since November 20

Unions call for US disengagement

Sowetan 15/1/88

134

SOUTH African trade unions have called on the United States to stop all new investments which support the apartheid system, including the "homeland" policy in South Africa.

The unions have also called on the US to pursue a vigorous campaign of constructive disengagement and to ensure that nuclear, computer and defence technology is not sold, or licensed or franchised in South Africa

The president of the Council of Unions of South Africa (Cusa), Mr James Mndaweni, said the US should terminate its involvement in so-called homelands because of the exploitation that takes place in these territories

Fosatu

This view has been supported by Fosatu's president, Mr Chris Dlamini, who said that the federation has written letters to the US Government protesting the involvement of American companies in the "homelands"

He said that most American companies operating in South Africa did not adhere to the Sullivan Code of Conduct and were exploiting black workers by refusing to pay them a living wage

Sowetan 15/1/85 (134)

Mawu calls for merger

THE Fosatu-affiliate Metal and Allied Workers' Union (Mawu) has called for the merging of all metal unions into one powerful union to fight for a living wage this year.

The union's spokesman said that they were committed to demanding a living wage for their members The body representing employers is the Steel Engineering Industries Federation of South Africa (Seifsa)

Mawu, the Steel Engineering and Allied Workers' Union and the South African Boilermakers' Union have in the past refused to sign a wage agreement with Seifsa because they wanted "reasonable wages for their members "

Mawu has also resolved that the Industrial Court should not be used to settle disputes, since so many cases in the Transvaal have recently been won by employers

The union recently lost a case against Screenex Wire Weaving in Alrode where 140 members were dismissed following a strike over the refusal by management to renew the contracts of 10 migrants

"We are strongly opposed to the Industrial Court judgment on this and other cases and we feel the usage of the court will be a waste of time and money," the spokesman said

Mawu was also opposed to the massive retrenchments by employers since they were not always caused by shortage of work, but sometimes management wanted less workers to do more work

The union has resolved to fight for proper family accommodation for workers Workers have called for employers to provide proper company housing schemes for families and not hostels like those built for "single" men

Mawu has also resolved to fight for a proper democracy and a free society where wealth will be distributed in a more equal way.

Multinationals: The storm grows

MORE trade unions yesterday supported the call for industrial action against foreign companies operating in South Africa unless they comply with the Sullivan and European Economic Community codes.

And representatives of various overseas governments in South Africa have claimed that the codes are observed and monitored and have welcomed complaints from black unions that have problems with overseas companies

The controversy started this week after two trade union federations had asserted that the codes were not monitored and indicated that industrial action might follow if the practice continued

In the latest development the Motor, Assemblies Component Workers' Union of SA (Macwusa) has contended that the codes were not observed by companies they have dealt with in the past

The union would support any action taken by workers who fight for their rights, especially with regard to wages and unfair working conditions at plant level, the spokesman said

The spokesman added that their members were being "pushed up and down" by the motor industry which has in the past months retrenched several hundred workers

The Black Allied Mining and Construction Workers' Union (Bamcwu) general secretary, Pandelani Nefolochodwe, said that he supported workers who fought for their rights, whether against the codes or any other unfair treatment from management

Sowetan 17/11/85

Sullivan Code: Traders reject claims

REPRESENTATIVES of overseas governments whose companies operate in South Africa have rejected claims by local trade unions that foreign companies do not comply with the Sullivan and European Economic Community codes.

Their reaction follows threats by unions that unless the codes are "vigorously monitored" industrial actions might follow because of workers' dissatisfaction

British Embassy's labour attache Mr Tony Gooch said that the EEC codes were voluntary and were monitored when the companies had to present their reports to the embassy here and in their mother countries

"We also call unions to discuss problems affecting them in regard to overseas companies that refuse to adhere to the codes We have solved many such problems in the past," he said

He admitted that perhaps the codes were not "vigorously monitored" but said that "the problem is that they are not legally binding and the companies merely adhere to them on a question of morals "

German Embassy's labour attache Mr Peter Michalzik has supported Mr Gooch's statement and added that "if the unions have genuine complaints they should voice them through my office which is open to all "

A co-ordinator of the Sullivan Code, Mr Lionel Grewen reiterated that a questionaire was normally sent to all signatories of the code and later presented to the monitory committee in the US

FM 25/11/83

AGREEMENT AT AECI

(134)

More than 11 000 workers at AECI are to receive wage increases ranging from 10,5% to 12,5% as well as improved fringe benefits this month This follows the conclusion of negotiations between the company and 12 unions representing the AECI workforce

Employees in the lowest grade are to receive 12,5% increases bringing the minimum monthly salary to R408,90 They also become entitled to three weeks' leave a year — up from two weeks and two days Workers in the higher grades will receive 10,5% increases In addition, improved holiday bonuses and standby benefits have been negotiated

AECI group personnel manager, Bokkie Botha, tells the *FM* that although the increases are below current inflation rates they are in line with increases in other sectors and, given the state of the economy, are satisfactory

Sowetan 25/1/85 (134)

AECI workers get pay hikes

MORE than 11 000 employees of the African Explosives and Chemical Industries throughout the country are to receive wage increases ranging from 10,5 percent to 12,5 percent as from this month.

By JOSHUA RABOROKO

AECI's personnel manager Mr Bokkie Botha told The SOWETAN yesterday that the increases also included improved fringe benefits for all workers of different races

The increases follow the conclusion of negotiations between the company and 12 trade unions representing the work force. Some of the unions include the South African Chemical Workers Union and the South African Boilermakers' Society

In terms of the "pay packet deal" employees in the lowest grade are to receive 12,55% increases bringing the minimum monthly salaries to R408,90

The employees will also become entitled to three weeks' leave a year "Workers in the higher grades will receive 10,5% increases

Mr Botha added that in addition improved holiday bonuses and standby benefits have been negotiated

Although the increases are below the current inflation rates, Mr Botha continued, they are in line with increases in other sectors and, with the state of the economy, are satisfactory

He was "happy" that all the parties welcomed the agreement in "good faith" after the negotiations which started last month and were only concluded last week

The wage agreement is almost a "blessing" to the company because last year's wage talks ended in a deadlock with the South African Chemical Workers Union and resulted in the first legal strike in January after the union had applied for a conciliation board hearing

The union leaders were not available for comment this week

Argus 29/1/85 (134)

Threat of union action against Sasol increases

By PHILLIP VAN NIEKERK

WITH the Chemical Workers' Industrial Union (CWIU) set for what could be a make-or-break meeting with Sasol this week, the threat of concerted action against the company by the union was given further impetus at the weekend

At the same time, the company has now re-employed about half of the workers fired during last November's stayaway

During the weekend, the Transvaal executive committee of the Federation of South African Trade Unions (Fosatu), formulated a "strategy" to recommend to members how to "combat victimisation of workers at Sasol"

A statement demanding the reinstatement of all dismissed workers said Sasol's "malpractices" and "refusal to negotiate constructively with the CWIU" would not be tolerated

While the strategy was not publicly revealed, it is believed to include pressure on a number of fronts, including the possibility of some form of industrial action if the talks fail

This could slot into the threat of concerted industrial action by 24 emerging unions, fuelled by the National Union of Mineworkers' congress resolution to strike if all Sasol workers were not reinstated

While Sasol is re-hiring workers, there are still major differences between the parastatal and the CWIU over the criteria for re-employment

A spokesman for Sasol said that since it had been negotiating with the CWIU — the only union directly involved since mid-December — they could not understand how they could be accused of failing to negotiate constructively

He said that 2 513 workers had been re-employed so far out of a total of 4 300 applicants

● The Fosatu regional committee has strongly criticised employers for "clandestinely assisting the Security Police to pressurise workers to make statements for the forthcoming case against Mr Moses Mayekiso", according to a union statement

Mr Mayekiso, the Transvaal secretary of Fosatu's Metal and Allied Workers' Union, is due to appear in court on Thursday along with four others on charges of subversion for allegedly organising last November's stayaway

Release unionists - Fosatu

By JOSHUA RABOROKO

THE GOVERNMENT has been called upon by a trade union federation to withdraw charges against trade unionists and other people detained before and after the two-day stayaway from work during last November.

This decision was taken by the Federation of South African Trade Unions' Transvaal regional executive committee during a meeting held in Germiston at the weekend

The meeting was called to discuss and assess the imminent charges against Mawu's Transvaal branch secretary, Mr Moses Mayekiso, detained after the stayaway, and the situation of sacked Sasol workers

Mr Mayekiso is one of the several trade union leaders who were detained by the Security Police after the stayaway that was organised by unions and community-based organisations Others included Fosatu president, Mr Chris Dlamini, and Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa (CUSA)

In a statement to The SOWETAN yesterday Fosatu says it has adopted strategy to be recommended to combat the victimisation of the workers at Sasol

Challenged

"It must be very clear to Sasol that the malpractices conducted and refusal to negotiate constructively with the Chemical Workers Industrial Union (CWIU) will not be tolerated and will be severely challenged We demand the re-instatement of all the workers dismissed

"Further, it has come to the notice of the region that the capitalists are engaged in a clandestine move to assist the Security Police to pressurise workers to make statements for the forthcoming case against Moses Mayekiso," the statement says

Sowetan 30/1/85 (134) (60)

26 unionists back from ILO seminar

By JOSHUA RABOROKO

ABOUT 26 black South African trade unionists have arrived in Johannesburg after completing a three weeks' education seminar on trade unionism in Zimbabwe.

The seminar, organised by the International Labour Organisation (ILO), was held in Harare, where the unionists dealt with various topics, which included the economic practises of multinational companies in South Africa and other Third World countries in Latin America.

South African labour laws, the controversial migrant labour system, and occupational health and safety were also brought under the focus of the seminar.

Lectures were given by labour experts, who included officials of the Zimbabwe Congress of Trade Unions and the Commonwealth Trade Union Congress, after which the unionists were given certificates.

Said one participant: "What this seminar seems to have done was to show us the amount of effort we still need to put behind everything we do in leading the workers to emancipation from not only economic exploitation, but psychological enslavement in particular.

Enslaved

"Many of us are hardly aware of the extent to which we are enslaved by the many laws that govern our working lives If more unionists could take up such trade union educator's courses workers would become more knowledgeable about our situation," he said

Those who attended the seminar include Mr Sydney Mufomadi of Gawu, Mr Mbulelo Rakwena and Mr Motshumi Mkine of Bamcwu; Mr Sisa Njikelana and Mr Bonile Duluma of Saawu; Mr Denis Neer and Mr Fikile Kobese of Macwusa; Mr Pokela Rasethaba and Mr Sam Mabe of Mwasa; Mr James Skosana and Mr Modube Rankholo of Tawu; Mr Lucky Mhlaivhana of Sasdu, Mr Johnson Gamede of Mgwusa; Ms Florence de Villiers and Murtle Witboy of DWA; Mr Patrick Nxumalo of NFWU, Ms Nombuso Zungu of NDWU, Mr Mike Rossous of Juep, Mr Matthews Oliphant of Nismawu, Ms Gressentia Mofokeng of LDWU, Ms Gopolang Sekobe of UTP and Ms Eunice Makhatini of Sabmawu

Rdm 31/1/86 (134)

SA car giants in R700m merger

By DAVID FURLONGER
Industrial Editor

ANGLO American and Ford are to merge their South African motor manufacturing operations.

The new company, with an expected turnover of R1 000-million a year and assets of R700m, will be called the South African Motor Corporation (Samcor)

Anglo American Corporation and Anglo American Industrial Corporation (Amic), who control Amcar Motor Holdings and its franchises for Peugeot, Mazda and Mitsubishi, will hold about 60% of the operation

Ford Canada, of which Ford SA is a subsidiary, will control about 40%

The merger is likely to see the transfer to Amcar's Silverton, Pretoria, plant, of most of Ford's production in the Eastern Cape

The rationalisation programme is expected to take 18 months to complete Ford and Amcar vehicles are likely to be centred on two assembly plants — Silverton and Ford's Struandale plant at Port Elizabeth

Ford's nearby Neave plant is expected to close, with the loss of 2 000 jobs, as well as Amcar's 150-man Port Elizabeth truck manufacturing operation

Announcing the merger in Johannesburg yesterday, Amcar's chairman, Mr Les Boyd, said "Our studies indicate that we could produce all the vehicles we will require in the two most modern plants, Amcar's Silverton assembly plant and Ford's Struandale plant in Port Elizabeth

"Hence in the course of the next several months we will reach conclusions on the transfer of production of Amcar's truck plant in PE and Ford's Neave assembly plant to Silverton

"We will continue production at Ford's engine plant at Struandale"

The reduction of Ford's Eastern Cape operation is likely to have serious effects on the region, which relies heavily on the motor industry

Mr Boyd, who will become chairman of Samcor, said yesterday the new company would work closely with the unions and the Government to minimise any effect the merger would have on the Eastern

Unions' motor men fight on

By PHILLIP VAN NIEKERK

MOTOR unions will start negotiating soon to salvage as much as possible for the 2 000 workers whose jobs are endangered by the Amcar-Ford merger announced yesterday

The announcement comes as a further blow to workers in an industry which has seen the loss of about 4 500 jobs in the past 18 months

The largest union affected, the National Automobile and Allied Workers' Union (Naawu), will be testing Ford and Anglo American to "give proof" of their public statements of social responsiblity

Naawu said in a statement that they would be negotiating to see if the companies were prepared to translate claims that they were aware of the socio-economic implications of the move into action

The statement was issued after delegations from Naawu, the Motor Assembly and Component Workers' Union (Macwusa) and the all-white SA Iron, Steel and Allied Industries Union met senior management in Johannesburg yesterday

Mr Leslie Boyd, the chairman of Amcar and chairman-elect of Samcor, described the talks as "con-

R700m merge

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Mr Lindsey Halstead, vice-president of Ford in North America, said the merger was made necessary by South Africa's overcrowded vehicle market

O See Business Day

Unions' motor men fight on

By PHILLIP VAN NIEKERK

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Mr Leslie Boyd, the chairman of Amcar and chairman-elect of Samcor, described the talks as "constructive" and said there had been a "sensible" reaction from the unions involved

A spokesman from Macwusa said they were not satisfied with the "scaling down" of operations in Port

O More Page 2

Motor unions battle on

From Page 1

Elizabeth as this would plunge a greater number of people into unemployment in an already depressed industrial area

"We don't like the reduction of costs when it results in the retrenchment of people Management is only concerned with making profits and not with the effects of chucking people out of jobs," he said

The Naawu statement said they had told the company that it saw the plans as being in the interest of shareholders and companies, and not reflecting the interests of workers or their communities

"We look to Ford, as an American multinational, and Anglo America, as the largest corporation in South Africa, to give proof of their public statements of social responsibility

"The union will be submitting demands in the near future to the company The new company has guaranteed to negotiate in good faith," it said

Mr Nic Cilliers, the senior deputy general secretary of the Iron and Steel Union, said his union was "concerned" about the possibility of retrenchments

Over 2 000 out on strike

By JOSHUA RABOROKO

MORE THAN 2 000 workers went on strike over wages and "unfair dismissal" of colleagues at different plants in the country this week.

Over 1 000 workers employed by Plascon Paint at four different plants in Luipaardsvlei, Chamdor, Johannesburg and Alberton, yesterday downed tools in protest against wage demands

The workers, members of the South African Chemical Workers' Union (Sacwu) said that several wage demands had been rejected by management. The workers originally demanded a R200 increment which they finally reduced to R90, but management only offered R40

A company spokesman confirmed that the workers went on strike over wages. Management has made arrangements for the employees to contact their trade union for information

Affected

The spokesman said that only the four plants were affected, adding that Plascon factories elsewhere were operating normally

A labour dispute has hit Robertsons Limited in Durban where about 360 workers went on strike over the dismissal of three colleagues, including the chairman of the Food Canning Workers' Union (FCWU) shop steward committee

However, Mr C R Henzi, manager of human resources for Robertson, said the workers' cases were in the process of being resolved through use of the grievance and disciplinary procedures when they stopped work

About 300 workers at Sabax (Pty) Ltd in Aeroton, near Johannesburg yesterday entered their fourth day on strike over the dismissal of three colleagues

About 100 workers employed by Trador Wholesalers near Vereeniging yesterday went on strike over wages and dismissal of colleagues, but management was not available for comment.

Cutbacks

In the latest spate of staff cutbacks, Game Discount World in Durban has laid-off 115 workers, Dions in Cape Town has retrenched 30 workers and about 150 lost their jobs through the closure of a glass factory at Epping following Murray and Roberts' withdrawal from the industry.

About 30 employees at Four Seasons Hotel in Durban were laid-off this week, Mr Val Gratham, the manager, said yesterday

RDM 4/2/85 (134)

LABOUR WEEK

By PHILLIP VAN NIEKERK

TWO more emerging unions signed access agreements with the Chamber of Mines last week to recruit workers on the properties of Chamber mines, further cluttering a rapidly expanding field

"If one takes into account the potential strength of black mineworkers if there is just one united union in the industry, there must be some glee in employer circles at these developments.

At last count there were 12 unions known to be organising black workers on the mines.

This is a brief field guide for the bewildered observer

● The National Union of Mineworkers (NUM), whose general secretary is Mr Cyril Ramaphosa, towers over the rest of the contenders, with some 110 000 members and 29 recognition agreements. It is organised at mines in the Free State, Klerksdorp, Carltonville, Witbank, Phalaborwa and North Western Cape areas and is rapidly expanding, already being the largest trade union in the country.

Affiliated to the Council of Unions of SA (Cusa), the NUM is the only mining union party to the talks leading to the formation of a super-federation of emerging unions later this year. The NUM's motto is "One union, one industry."

● The Federated Mining Union (FMU) has agreements with De Beers diamond mines in the Kimberley area, some recognition on gold mines and last week signed an agreement with JCI at Rustenburg Platinum Mines The FMU is closely allied to the S A Boilermaker's Society which has a multi-racial membership, and is the only other union to be formally recognised by the Chamber

● The black consciousness-oriented Black Allied Mining and Construction Workers' Union (Bamcwu) is known chiefly for its anti-asbestos campaign following the strike at Penge mine. With no major agreements, Bamcwu has some organisation on chrome and other mines in the North Eastern Transvaal and on the gold mines close to Johannesburg

● Two other unions already have access to Chamber mines but little has been heard of them They are the Black Allied Mining and Tunnel Workers' Union (Bamtwu), which is allied to the original black consciousness union, the Black Allied Workers' Union (Bawu), and the Black Mineworkers' Union, of which little is known

● One of the two unions granted access this week is the Johannesburg-based South African Mineworkers' Union (Samwu), an affiliate of the South African Allied Workers' Union (Saawu) General secretary of both is Mr Sisa Njikelana

● Saawu's ally, the General and Allied Workers' Union (Gawu), is organising mineworkers in the northern Cape, while a Saawu offshoot, led by the union's former general secretary Mr Sam Kikine, has organised mineworkers in Natal.

● The other union granted access this week is the African Miners' and Allied Workers' Union (Amawu), formed last year by Mr Vuyani Madolo, a former organiser of the National Union of Mineworkers (NUM) Amawu is organising on the Randfontein/Westonaria/Carletonville line.

● Fosatu's Chemical Workers' Industrial Union (CWIU), which has been involved in a major dispute with Sasol over mass dismissals, has organised workers at Sasol-owned coalmines

● The United Mining, Metal and Allied Workers of South Africa (Ummawosa), a breakaway from Fosatu's Metal and Allied Workers' Union, is organising mineworkers chiefly in the Eastern Transvaal

● The Bophuthatswana National Union of Mine Employees (Bonume), is trying to organise all mine workers in that territory The union was set up following the banning of South African trade unions by the Bophuthatswana authorities and is being "fully encouraged".

RDM 4/2/85. (134)

Emerging unions fight retrenchments

EMERGING unions are having their work cut out this year trying to minimise the effects of further retrenchments

That was clear from developments last week in which two shop unions won concessions over retrenchments with OK Bazaars, and motor unions prepared to negotiate on behalf of the casualties of the Ford-Amcar merger

OK's agreement with the Commercial, Catering and Allied Workers' Union (Ccawusa) and the National Union of Distributive and Allied Workers (Nudaw) broke new ground in several respects

Firstly, OK agreed during negotiations to accept an independent auditor nominated by the unions to verify the company's statements on the need for retrenchments

The battle over financial disclosure is a major issue confronting the union movement, and the demand that management prove the necessity of their actions is even more important with the prospect of more retrenchments

OK's agreement that workers could choose to be "laid-off" or "retrenched", establishing an important distinction, helped substantially to soften the blow

The laid-off workers have been guaranteed re-employment on August 7, have received two weeks wages and remain members of their medical aid and pension funds They are thus taking an effective six months unpaid leave

But the OK battle is not yet over Ccawusa now has to negotiate on behalf of 950 workers, the balance of the 2 000 workers the company originally intended to retrench

New defection threat to Tucsa

By PHILLIP VAN NIEKERK

THE 29 000-strong South African Society of Bank Officials (Sasbo) is seriously considering quitting the Trade Union Council of SA (Tucsa), indicating a further drift of support away from the council

Mr B J Smith, general secretary of Sasbo, said a final decision would be taken later this month

Mr Smith said the reason for the move was that the council catered more for blue collar workers and that the needs of white collar workers were "not being catered for"

The bank union has been a member of Tucsa since its inception in the 1950s

Since the 1983 Tucsa congress at least nine unions, have quit its ranks

● The Natal Executive Committee was to repeat a wages offer and deliver an ultimatum to more than 600 striking hospital workers at the King Edward VIII and Wentworth hospitals in Durban late yesterday

The workers — who went on strike this week demanding pay parity with State health workers — were given until 7am today to resume work or face dismissal

On Tuesday night the Natal MEC in charge of hospitals, Dr Fred Clarke, announced pay increases for "non-classified" staff at provincial hospitals in Durban But despite calls for them to return to work immediately, the striking workers said they would stay out until they knew the size of the increases on offer

● Following pressure from within his union, Mr Arrie Paulus — regarded as the champion of the white worker — is reconsidering his decision to retire as general secretary of the Mine Workers' Union

The MWU is facing one of its most crucial challenges with new moves to scrap job reservation on the mines

Mr Paulus repeated that the union would be prepared to consider the scrapping of the racial "scheduled persons" definition if it received written proposals from the Government and the Chamber of Mines setting out how the white miner could be protected

134

'They are worse off than those in white suburbs'

Domestics: the exploited labour force

A SEMINAR on black women in trade unions held last September in Port Elizabeth led to the realisation that a large portion of domestic workers were not represented.

By NTHABI MOREOSELE

The Black Domestics Workers' Association was formed by Lerato Monnakgotla and Henrietta Moabi to bridge this gap They felt that the existing organisations dealt mainly with workers in white suburbs and neglected the plight of those working in the townships

"The association is addressing itself to the problems encountered by domestics working in the townships They are worse off than those working in white suburbs We plan to unionise domestic workers, caretakers, gardeners, chars and office cleaners in Johannesburg," Lerato said

"We are trying to instill a spirit of self confidence, initiative and self reliance in the workers. We are mobilising and conscientising them as to their rights They must stand firm against exploitation and resist their patronising employers," she added

"Our association is black consciousness oriented It is black dealing with black, there will be no whites interfering when blacks solve their own problems "

Shebeeners

Henrietta Moabi said there were men who went to the rural areas and the former protectorates to recruit labour for shebeeners, the middle classes and shop and cafe owners As most of these women — and men — were illiterate they were then grossly underpaid and overworked

"These agents demand the first month's pay for transporting them to the townships Their employers do not bother to register them and they are completely dependent on their employers and the agent who brought them to town "

There are no servants' rooms and as a result these people are grossly exploited.

"Workers have to stay in the same house with their employers and they then forfeit basic fringe benefits They have no privacy and their friends and boyfriends cannot visit them They do not have off-duty hours and practically work around the clock," Mrs Moabi said

The BDWA has a literacy programme where basic skills in reading and writing are taught Their women's department offers sewing, knitting and cookery lessons and adult education to "improve skills for more bargaining power and better communications between employer and employee "

"Some employees have been happy to receive us They welcome our advice They were relieved because there had been no clearcut rules about wages and accommodation From now on no domestic worker will be kicked out of her employers' home without notice."

"This has happened in the past and the women had to resort to unacceptable practices to obtain their trainfare back home," said Mrs Moabi

matter at its next monthly meeting as water and electricity bills

Top German unionist billed for SA talks

Sowetan 8/2/85

THE president of the German Federation of Trade Unions (DGB), Mr Ernst Breit, will pay a four-day visit to South Africa next week, for meetings with various trade unionists throughout the country.

Mr Breit, who heads the third largest labour federation in the western world, which commands a membership of over 8-million, will be visiting South Africa at the invitation of the Council of Unions of South Africa (Cusa)

According to Mr Peter Michalzik, labour attache at the Germany Consulate Mr Breit will hold informal talks with a number of union leaders at a private reception to be held at a Johannesburg hotel next Sunday

The union leaders will include among others, Mr Piroshaw Camay, general secretary of Cusa, Mr Joe Foster, general secretary of the Federation of South African Trade Unions (Fosatu) and Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa)

Early next week, he will meet with leaders of the National Automobile and Allied Workers Union (Naawu) in Port Elizabeth, where he will also visit the Volkswagen plant to look at working conditions of the workers there

Mr Breit will also speak to various other union leaders in Cape Town before leaving for Zimbabwe and Tanzania

Parents and students meeting is cancelled

RDM 11/2/85 (134)

THERE was an interesting exchange of views on the extent to which organised labour should be involved in the regulatory structures of the country's health and safety laws.

Addressing an Institute of Industrial Relations seminar last week, a leading labour lawyer, Mr Clive Thompson, said one of the fundamental shortcomings in these laws was the lack of participation by organised labour.

For instance, the Machinery and Occupational Safety Act allowed employers to appoint individual safety representatives.

One point Mr Thompson made was that in the absence of union participation one faced the problems of familiarity between employers and inspectors.

"Co-operative relationships are of course most desirable but incestuous ones are not, and a firm relationship needs to be built between unions and the inspectorate to hold the balance."

Thus Mr Thompson argued that union participation in the regulatory structures needed to be encouraged.

He concluded that one could expect trade unions to rely more on collective bargaining reinforced by industrial action and litigation as methods of enhancing the interests of their members in the areas of health and safety.

A somewhat different viewpoint was expressed by Mr Frik Oosthuizen, assistant general secretary of the SA Boilermakers' Society, who held that safety should always be the responsibility of management

Management, said Mr Oosthuizen, should select the best person available as a safety representative, irrespective of which union he belonged.

"If the trade unions should try to dictate to management in this respect, and if anything should go wrong, the trade union has assumed a share of the responsibility for management — an unbearable position."

Bosses take note: Safety first — or else

Sowetan 11/2/85 (134)

By JOSHUA RABOROKO

MORE trade unions, especially the newly-established black unions, are to put pressure on employers for better health and safety measures on factory floors this year. And a failure to do this could result in industrial actions.

This view was expressed by participants during a "Seminar on Safety" called by the Institute for Industrial Relations to discuss "key issues in collective bargaining" at a Johannesburg hotel on Friday

Mr Clive Thompson, an attorney attached to the Wits Centre for Applied Legal Studies, said safety and health issues had been ignored by most managements, who often "dismissed" injured workers or those who contract diseases on the plants, in particular the migrant workers

Bargaining

Trade unions have decided to fight these issues through bargaining, industrial action or legal action in the Industrial Court Unions will also ask for more compensation for their members from the Workmans' Compensation Fund

In terms of the Machinery and Occupational Safety Act implemented last October, an employer who employs more than 20 people is expected to appoint one safety representative for every 50 workers In companies in which two or more representatives are appointed, a safety committee must be created

Mr Thompson contended that in the pre-Wiehahn period, the labour scenario in SA was one in which management controlled all factors with a strong-arm

Wages

In the post-Wiehahn era trade unions had established themselves at plants and demanded better wages, working conditions, and union recognition, forgetting health and safety issues

Mrs Lucy Mvubelo, leader of the National Union of Clothing Workers, said migrants were often repatriated to their "homelands" without compensation after injury or contracting diseases

SA Boilermakers' Society's Frik Oosthuizen said unions and employers should commit themselves to the safety and health of workers Compensations received by workers after accidents was inadequate and needed to be increased

Sowetan 11/2/85

Unions hit out at UK investment

By JOSHUA RABOROKO

BRITISH investment in South Africa is still running at seven percent of its investment worldwide and there is no evidence of British firms withdrawing from the country.

There is no lack of interest in South Africa as a market for British firms, despite the recent black unrest, Mr Colin Brant, British Consulate-General and director of British trade promotion in SA, says in the lastest issue of Trade with Britain

His message to the British Government and business is that, far from being discouraged by political and economic difficulties, British firms should take the present opportunity to work up their full sales potential in South Africa.

The message has drawn sharp criticism from local trade unions, who have contended that overseas countries should stop investing in South Africa while apartheid still exists here

Council of Unions of SA's president, Mr James Mndaweni said that foreign countries should terminate their involvement in so-called homelands because of the exploitation that takes place in these territories

The unions have also called on the overseas countries to pursue a "vigorous campaign" of constructive disengagement and to ensure that nuclear, computers and defence technology are not sold, or licensed or franchised in South Africa

He also accused some of the foreign companies of not adhering to the codes stipulated for them by their "mother countries " Drastic action will be taken at shop floor level and even on internatonal forums, he warned.

United, Mining and Metal and Allied Workers' Union of SA (Ummawosa) has accused Raleigh Cycles, a British company in South Africa, of not adhering to the codes by refusing to bargain in "good faith" with a black trade union

They have declared a dispute with the company following the deadlock in wage talks

Anti-Sasol action looms

Sowetan 12/2/85 (134)

MEMBERS of the Sweet Food and Allied Workers' Union have condemned the "intransigent attitude" of Sasol management and threaten to join a national strike in support of the sacked Sasol workers.

By JOSHUA RABOROKO

The decision to support the Sasol workers, dismissed after last year's two-day stayaway, was taken at the union's annual general meeting held in Springs at the weekend

The union's chairman, Mr Chris Dlamini, said the workers were angry with the Sasol management for not resolving the issue

"We are appalled at the management's attitude of sacking workers who participated in the stayaway which we were also a party too Why did other companies not dismiss their workers in large numbers?" the workers asked

SFAWU is one of the many unions which have threatened to take any national industrial action if the sacked workers — members of the Chemical Workers' Industrial Union — are not reinstated by management

The workers were dismissed following a two-day stayaway from work, which was called by major trade unions, including the Federation of SA Trade Unions (Fosatu), Council of Unions of SA (Cusa) and other unions Several leaders were detained after the stayaway, including Mr Dlamini, who is also Fosatu's president, and Mr Phirashaw Camay, general secretary of Cusa

Dlamini said members were fully behind Sasol workers and demanded management resolve the matter before it was too late

Sowetan 15/2/85 (134)

Food industry unions call for solidarity

By JOSHUA RABOROKO

THE Fosatu-affiliate Sweet and Allied Workers Union (SFAWU) has called on all unions in the food industry to unite and form a strong opposition to managements.

The union has invited the unaffiliated Food and Canning Workers Union and the Cusa-affiliated Food Beverage Workers Union to a meeting to discuss the possiblity of a merger, according to SFAWU's president Mr Chris Dlamini.

Mr Dlamini, who is also president of the Federation of South African Trade Unions, told **The SOWETAN** that such unity was important in view of the current unity talks taking place among newly-established unions aimed at forming a big federation

FCWU's general secretary Mr J P Theron said they supported the principle involved in the unity talks and would welcome any moves aimed at uniting trade unions in the food industry

FBWU's general secretary Mr Leonard "Skakes" Sikhakhane was not available for comment However, they have participated in unity talks in the past

Mr Dlamini said his union had proposed that such a meeting be held as soon as possible because "we need a united front" to fight some of the "arrogant managements" who refuse to negotiate in good faith

Meanwhile the national Union of Mineworkers under the leadership of Mr Cyril Ramaphosa, is to meet with major black mine union later this year to complete talks on the possibility of forming a giant federation

New union will fight for 'maternity leave'

134

Sowetan 19/2/85

THE newly-formed South African Black Municipal and Allied Workers' Union's women unit has resolved to intensify their fight for maternity leave and to mobilise women in trade unionism.

The resolution was taken at the launching of the unit at a meeting attended by over 200 people at the Ipelegeng Centre, Soweto, at the weekend.

The emotion-charged meeting took this decision after complaints by most participants that women were often dismissed from their jobs when they go on maternity leave.

Maternity leave has become a contentious issue in recent days as trade unions press to include it when negotiating for recognition agreements with management

Liquor boycott

The meeting also resolved to intensify the boycott of the Oranje-Vaal Development Board's liquor outlets in an attempt to pressurise the board to re-employ 30 sacked workers at Jwala-Ba-Sesotho depot near Sebokeng

The workers were dismissed after going on strike demanding the reinstatement of their colleagues. The union has since declared a dispute with the board over the issue.

Other resolutions include:

- Intensifying education and political awareness among women,
- To encourage more women to participate in trade unionism, and
- To fight for women's rights in the industry.

(183)(145)(180) FM 22/2/85

over the strike, which began last Thursday

Von Solms declines to comment on AECI's response to the union demands or on the merits of the union's case "We will continue monitoring and improving our standards We are discussing problems with employee representatives and will work out solutions with them," he says

TRADE UNIONS

Help from Germany

FM 22/2/85 (134)

Closer links should be forged between emerging SA trade unions and their West German and international counterparts following last week's fact-finding visit to the Republic of a high-power delegation from the Deutsche Gewerkschaftsbund (DGB)

The delegation was headed by Ernst Breit, president of the 7,9m-member DGB which is an umbrella organisation for the 17 industrial unions in the Federal Republic of Germany and the third largest national union body in the West Breit is also vice-president of the European Trade Union Confederation which has 40m members, vice-president of the International Confederation of Free Trade Unions (ICFTU) which is the largest international non-communist union body, and a member of Germany's Social Democratic Party.

SA unions have a long history of links with overseas unions The Council of Unions of SA (Cusa) is affiliated to the ICFTU with which the Federation of SA Trade Unions (Fosatu) also has ties, although without being a fully fledged member In recent years, individual DGB unions have developed good relationships with SA unions — especially in the automobile manufacturing, metal and chemical sectors The DGB, however, does not give direct aid to SA unions Aid, however, is channelled through ICFTU and individual DGB unions

The idea for this visit was first proposed at a DGF-hosted meeting of the ICFTU in Dusseldorf, Germany, in January last year which was attended by a number of leading SA unionists

Besides holding talks with SA unionists the delegation also visited the Siemens Watloo factory and Volkswagen's Port Elizabeth plant Contact was made with the SA Chamber of Commerce in which the attitudes of German companies operating in SA towards industrial relations and unions and the EEC code of employment were noted

According to the labour attaché at the German embassy in SA local unions obtained no promises of individual aid But it seems that a number of unions are looking for expert help in the areas of education and occupational health

Says the labour attaché "The commitment to SA unions was there before this trip and will continue as defined by the needs of the unions The trip helped the DGB and the ICFTU to find a better definition of their role towards the emerging unions The ICFTU has committed itself to SA — not only by giving assistance but by generating a better understanding of the situation in SA SA is sure to come up as a subject for discussion at a coming meeting in Washington in March"

On the disinvestment issue the delegation came to the conclusion that it has put "useful" pressure for change on the SA government and that it should be pursued However, it was also recognised that disinvestment would have a negative effect at the shop floor level

Over 3 000 down tools

MORE THAN 3 000 workers have been involved in strikes over wages, union rights and unfair dismissals, with management taking a tough stand by firing workers on the Reef this week

Trade unionists have condemned the manner in which some managements have treated workers during the strikes and have threatened to take legal action against those who do not wish to bargain in "good faith "

The entire workforce of about 850 at Sedimes plant in Phalaborwa refused to work yesterday, demanding that a white foreman be dismissed They alleged that the foreman who is believed to be a reservist, was harassing and victimising them Management was not available for comment

In another strike 1 000 employees of the AECI dynamite plant in Modderfontein — where 14 workers died after a blast last week — have been on strike since Monday demanding that management should pay them R500 "danger money" for having to work with explosives

Union activity grows despite slump

Rand Daily Mail 26/2/85 (134)

By PHILLIP VAN NIEKERK

THE myth that depression leads to a drop in union activity and fewer strikes because workers would rather defend their jobs than go on an offensive, has long been dispelled

There has been a tremendous amount of labour activity during the past few weeks as the country lurched deeper into the slump

Last week a leading labour expert from Wits University made the point that this was the only country in the world where trade unions had grown during world recession

Professor Eddie Webster, of the Department of Industrial Sociology, said that throughout the world the recession had led to a decline in the numbers of workers belonging to trade unions while here trade unions had made impressive gains

One of the reasons for the worldwide decline in unionism was that industries such as steel and automobiles — where jobs were most severely cut — were also the industries with the highest union membership

In SA, however, trade union growth had been artificially held back in the past The most dramatic example of this was the mines with a potential 500 000 members now joining unions in large numbers

Prof Webster also pointed out that trade unions were one of the few vehicles for black workers' grievances in SA

□□□

THE combination of union militancy (hence strikes) and economic slump (hence less demand for labour) has led to mass dismissals becoming an almost every-day occurrence

East Driefontein mine began last week by dismissing almost 800 workers, Rietspruit followed with 86 on Tuesday, on Wednesday the Potchefstroom municipality fired 200 and Durban Navigation Collieries dismissed 141, while on Thursday Fedmis at Phalaborwa fired almost 900

For employers, strikes and lost production are not always very harmful during slack trading times For workers — particularly migrant workers — the loss of a job in these times can be devastating

The reality is that industry is having an almost constant high level of strikes and that migrant workers are often in the forefront

Nor is organised labour always the loser

At Dairy Maid the threat of intensified community action against the company's products played no small role in the settlement this month in which the company paid out R70 000 to about 400 dismissed workers and reinstated them

Significantly, the Dairy Maid boycott — after the Simba boycott of late last year — would indicate that in the townships boycotts are viewed as a worthwhile strategy

Meanwhile at AE workers over safety conditions managed to gain danger pay of R60 a month each after negotiations between the SA Chemical Workers' Union and management

The strike followed the deaths of 14 workers in a blast at the plant this month

□□□

ONE situation that has continued to defy logic, and, as a case study continues to fascinate industrial relations practitioners, is that of the Rand Mines-run Rietspruit mine near Witbank

It has no migrant labour and excellent recreational, educational and residential facilities, higher wages than the mines around, and so on — the kind of place one would take overseas visitors to see

Yet the mine has faced a multitude of stoppages and disputes over the past year, culminating in unrest this month in which 86 workers were fired, a number arrested and teargas and rubber bullets fired, amid management claims of intimidation by shop stewards and union claims of management using force

There are several schools of thought on this — ranging from Rand Mines' blaming it on a handful of trade unionist Turks to the National Union of Mineworkers' view that the mine really looks good only by comparison to the not-so-good conditions in the mining industry as a whole

Another view is that Rietspruit is an example of unilaterism

Rather than being the outcome of negotiation and consultation between a representative trade union and management, conditions at the mine were presented to workers on a plate

Simply providing facilities for workers — in which they have played no role in achieving themselves — does not satisfy the more fundamental requirement that workers and management should establish a workable and sound relationship with one another

Sowetan 28/2/85 · 134

Apartheid under fire from unions

THE new alliances which emerged last year between the trade unions and the popular "community" organisation indicate a new phase of resistance to apartheid, said Professor Eddie Webster of the University of the Witwatersrand.

Speaking in a panel discussion on the topic, "Who called the tune in the East Rand stayaway and election boycotts last year — the trade unions organised working or the broadly-based national democratic resistance organisations?" Professor Webster said he did not believe the East Rand stayaway was specifically the work of the United Democratic Front (UDF)

"With the overall depth of the economic recession and high levels of unemployment," said Professor Webster, "trade union membership steadily grew In fact, South Africa is the only country in the world where trade unions have grown during the current recession

Power

"Workers' location and daily access to members in strategic centres of the economy have given trade unions greater capacity for the mobilisation of power than any other organisation within the black population

"The situation in the economy though has also catapulted the trade unions from factory floor organisation into other terrains, which was not worker-controlled," said Professor Webster

Strength

Mr Saul Gelb, of the African Studies Institute at the University of the Witwatersrand, said one has to examine both the communities and trade unions involved in a particular situation of resistance — "for example the community in the East Rand is a working class community, where the connection between the popular organisations and the trade unions is extremely close "

"Workers movements are becoming increasingly sophisticated," said Dr Duncan Innes, of the Industrial Sociology Department at Wits, "they understand the need to get more involved in community issues and to use the strength of their strength on the factory floor to resolve these community issues "

RDM 7/3/85 (134)

Union settles with Sasol on 6 000 workers

By ANTON HARBER
Political Reporter

THE dispute between Sasol and the Chemical Workers' Industrial Union (CWIU), which had threatened to develop into a major fight, has been settled

The dispute arose from the dismissal of 6 000 Sasol workers who joined the two-day stayaway in November last year

In a joint statement yesterday, Sasol and the union said an agreement had finally been reached and the CWIU had undertaken to withdraw its application for a conciliation board

Sasol has given an undertaking to guarantee the re-employment of at least 70% of those ex-employees who applied for jobs and to "consider the further employment of ex-Sasol employees"

The two parties said the meetings were held to try to settle differences and achieve constructive cooperation.

The agreement includes

- The setting up of a committee to negotiate relative procedures and codes of conduct.
- Existing arrangements between Sasol and the CWIU will continue A negotiating committee has been established
- An agreement on the rights, duties, responsibilities and accreditation of shop stewards has been concluded

RDM 4/3/85 (134)

THE lack of adequate protection for working mothers and pregnant workers is increasingly being seen by the emerging union movement as a high priority issue

The Commercial, Catering and Allied Workers' Union (Ccawusa) has moved into the forefront of this struggle over the rights of women who wish to work at the same time as having children and leading a normal family life

Last week Ccawusa signed a pioneering maternity agreement with Metro Cash and Carry, providing up to 12 months maternity leave, seven of them paid leave

This makes it the second paid maternity leave agreement, the first being signed between the Chemical Workers' Industrial Union (CWIU) and NCS Plastics of Pinetown last year

An important feature is a section which could be the country's first health and safety agreement for pregnant employees, ensuring "comprehensive health and safety" while at work

The agreement includes the payment of medical aid contributions by the company for the leave period, and the payment of wages for seven months, which adds up to 78% of the women's salary when Unemployment Insurance payouts are included

Another advance is that the agreement is highly flexible, allowing women to take their leave and pay as it suits them

There is a paternity leave section for male employees who will be entitled to three days paid leave before or after the birth of the child — and as a bonus, the company will provide employees who give birth R100 worth of baby food

Civil servants at cutbacks

RDM 6/3/85 (134)

PRETORIA—Civil servants reacted with dismay yesterday to comprehensive measures announced by President P W Botha slashing hundreds of millions off expenditure on the wages bill, bonuses and transport allowances.

Mercury Correspondent

Angry railwaymen in Durban and Johannesburg yelled their protest at separate meetings, many of them demanding strike action

State staff, teachers, Post Office workers, South African Transport Services employees and provincial administration personnel, will all bear the brunt of the cuts which are effective from April 1, and are designed to slash Government spending by almost R500 million

End-of-year bonus cheques of all Government and provincial employees have been cut by a third, half the existing vacancies in Government departments have been abolished, a ban has been slapped on the enlargement of any department, expenditure on the achievement recognition system has been cut, and higher productivity is being sought

People who regularly use official transport between home and work will now be required to pay for the ride

Further cuts

Mr Botha said in a speech in the House of Assembly, which was simultaneously read in the other two houses, further cuts in Government spending would be made later

He said there had been considerable pressure on the Government recently to cut back drastically on personnel To do this would, however, be highly irresponsible

The personnel corps was dedicated and skilled, and was already working very hard. In 1984 more than 8 000 000 hours of organised overtime had been worked for no extra compensation

If one counted along with this the millions of hours of overtime which officials completed on an individual basis, without extra compensation, then much of the criticism of an overmanned civil service was completely unfounded

For this reason the original savings objective had been coupled to a programme to raise productivity

But in spite of attempts by Government departments increases in productivity alone could not in the short term bring about savings in personnel expenditure needed in the 1985/86 financial year

In making the cuts the Government had borne in mind that retrenchment of good and productive personnel should be avoided, that competitiveness in pay between the private and public sectors be disturbed as little as possible, that reduction of salaries must be avoided, that whatever measures were implemented should preferably be of a short-term nature, and that the position of low-paid workers must not be weakened

The bonus cut would not affect workers on a salary of R6 000 a year or less, but would apply to South African Transport Services employees and Post Office workers

Established staffs could be increased only

■ TURN TO PAGE 2

P.T.O.

Mercury 6/3/85 (28)

Part of the rowdy crowd at last night's meeting in Durban of the Natal divisional council of the Artisans' Staff Association which was held to protest against the Government's decision to cut bonus cheques.

Angry artisans call for strike over bonus cuts

Mercury Reporter

SOME angry Durban railway artisans called for strike action at a meeting last night, but a resolution calling on President Botha to reinstate their 13th cheque was passed.

More than 500 members of the Natal divisional council of the Artisans' Staff Association crammed into the hall of the Railway Recreation Club to protest against the Government's bonus cuts

The association's committee came in for strong criticism from some of the workers, who accused them of being 'yes men' to the Government

The meeting passed a resolution stating 'Employees of the South African Transport Services are concerned, shocked, disgusted and dissatisfied with the sudden decision on the 13th cheque being cut by a third

Resolution

'It was not only degrading to have the 13th cheque cut, but was caused by gross mismanagement Members feel that the SATS was guilty of mis-spending money by sports sponsorships, etcetera

'Members are now demanding that the State President intervene and pay the full 13th cheque or face the consequences'

The resolution will be placed before President Botha this morning, according to the chairman of the association, Mr Chris Schutte

While some members demanded a go-slow, others proposed downing tools for two hours each day to protest against the decision, and others wanted a strike

'If our bonus is done away with, we will strike' some yelled

Mr Schutte opened the meeting by saying the gathering had been called to discuss the Government's decision and 'politics and running down of the union will not be allowed'

'We did nothing about the huge petrol price hike,' Mr Schutte said 'A lot of other increases came after that We joined the anti-inflation campaign in 1975'

French study

JERUSALEM—A team of French nuclear experts has arrived in Israel to study the feasibility of building a nuclear power station here, an Energy Ministry spokesman said yesterday — (Sapa-AP).

SMILESTONES

By TIM HOOPER

"Always on Wednesdays"

Middle age is when actions creak louder than words

★ ★ ★

All parents think their children would behave if they didn't

Mercury 6/3/85 (134)

Civil service anger at pay cuts

FROM PAGE 1

where ministers or administrators personally approved necessary increases

Civil servants seemed most distressed yesterday at the axing of their annual bonus cheque

The president of the Public Servants' Association, Dr Colin Cameron, said in a statement that the immediate and drastic reduction of the service bonus had caused a shock wave throughout the service

The bonus cut would not apply to teachers with whom negotiations on the issue were still in progress

Quasi-government organisations, including control boards and State corporations, have been asked to make equivalent cuts and it was estimated that 750 000 employees would be affected

The Minister of Home Affairs, Mr F W de Klerk, who is responsible for the public service, told a Press conference that he hoped the measures would be temporary and the full bonus might be reintroduced in the next financial year

Mr Botha said he accepted that there would be protests against the measures, but he had faith in the reasonableness of people to realise the steps were for their own good

Dr Cameron said 'Although we must accept this reduction in earnings we have the assurance of the Government that the full bonuses will be restored as soon as economic conditions allow'

The PFP's finance spokesman, Mr Harry Schwarz, and the party's spokesman on the public service, Maj Ruben Sive, said unless the Government negotiated voluntary price and wage restraints with employers and trade unions, the economic situation would continue to deteriorate

But at a Press conference soon after his announcement, Mr Botha said he was not prepared at this stage to consider such a move because it was unlikely to be successful

Grisly find

FROM PAGE 1

opened it and to his horror found the severed head of Jetendra

The rest of his body was still missing late last night and there has been no trace of Ragiv, who is also feared killed

Police have appealed to fishermen near the Tugela River mouth to be on the look-out as it is feared the bodies may have been dumped in the river

Anyone able to help police in their investigations is asked to telephone Col George Earle at 838039 in Durban or the nearest police station

Part of the rowdy crowd at last night's meeting in Durban of council of the Artisans' Staff Association which was held to Government's decision to cut bonus cheques.

Angry artisans ca strike over bonus

Mercury Reporter

SOME angry Durban railway artisans called for strike action at a meeting last night, but a resolution calling on President Botha to reinstate their 13th cheque was passed

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The association's committee came in for strong criticism from some of the workers, who accused them of being 'yes men' to the Government

The meeting passed a resolution stating 'Employees of the South African Transport Services are concerned, shocked, disgusted and dissatisfied with the sudden decision on the 13th cheque being cut by a third

Resolution

'It was not only degrading to have the 13th cheque cut, but was caused by gross mismanagement Members feel that the SATS was guilty of mis-spending money by sports sponsorships, etcetera

'Members are now demanding that the State President intervene and pay the full 13th cheque or face the consequences'

The resolution will be placed before President Botha this morning, according to the chairman of the association, Mr Chris Schutte

While some members demanded a go-slow, others proposed downing tools for two hours each day to protest against the decision, and others

'Call me today for demonstration

Govt warned of strikes and go-slows

Nationwide, anger grows at bonus cuts

RDM 4/3/85 (134)

By GERALD REILLY
and ANTON HARBER

ANGER spread yesterday throughout the public sector as the implications for nearly a million black and white workers of the austerity measures being thrust on them by the Government became clear.

Anger has been intensified because the bonus cuts have come against a background of a spate of big Government-authorised price rises in the past three months, and a soaring inflation rate

Furious railway workers are continuing their meetings nationwide to protest against the cutting of their 13th cheque by a third, and go-slows and strike action are being widely discussed

The State President, Mr P W Botha, announced on Tuesday that civil servants would lose a third of their bonus 13th cheque, thus saving the Government R225-million

Protest meetings were held at Kempton Park and Dispatch in the Eastern Cape last night and a mass meeting has been organised in Bloemfontein for tomorrow night

Union leaders say there are demands from members for go-slow action to support the protest

And an official of the powerful Artisan Staff Association said the executive council of the association would meet in Durban at the weekend and decide on further action following a mass meeting yesterday

Dissatisfaction is also rife among the 85 000 post office workers

An urgent meeting of the executive of the Posts and Telegraphs Association was held in Johannesburg last night to discuss the issue

Tomorrow in Durban an emergency meeting of the Federal Council of Teachers Associations will discuss a "future action programme"

The measures have been totally rejected by the council

About 2 500 South African Airways employees last night added their voices to the fast-growing protest at a rowdy meeting in Kempton Park

The large crowd roared its approval as speakers from the SAA Engineers Association, Salstaff and the Flight Engineers Association attacked the Government's decision

They resolved to send a telegram to the State President accusing the Government of "bungling ambiguity" and saying it could only restore its credibility by retracting the decision to cut 13th cheques

The Federation of SA Transport Workers is also planning protest meetings this week

A spokesman for the 24 000-strong Trade Workers' Association, one of the federation's member groups, said meetings were planned in Johannesburg, Cape Town, Kimberley, Durban and Bloemfontein

In Durban, angry railway

To Page 2

State workers slam bonus cut

From Page 1

artisans called for strike action at a meeting, but a resolution calling on the State President to reinstate their 13th cheque was passed

More than 500 members of the Artisans' Staff Association passed a resolution stating "Employees of the South African Transport Services are concerned, shocked, disgusted and dissatisfied with the sudden decision on the 13th cheque being cut by a third

"It was not only degrading to have the 13th cheque cut, but was caused by gross mismanagement Members feel that the SATS was guilty of misspending money by sports sponsorships, etc"

While some members demanded a go-slow, others proposed downing tools for two hours each day to protest against the decision, and others wanted a strike

The Transvaal Teachers Association said the Government, to meet the demands of population growth, housing shortages and urbanisation, was resorting to "penny pinching" in order to stop the leaks caused by antiquated, short-sighted economic planning

"Has the Government really assessed the cost of apartheid, homelands control, Administration Board subsidies, group areas restrictions, limitations on the development of free enterprise and two years of compulsory military service?"

The association statement claimed the country was suffering today as a result of the "misguided and parsimonious" policies applied to black education since 1948

● Meanwhile, in Ulundi, the KwaZulu Cabinet decided yesterday to cut members' salaries by a massive 35,83% until the economic situation improves

The massive cuts will slash more than R1 000 from the monthly salaries of Chief Buthelezi and his seven Cabinet members.

President P W Botha this week announced cuts of only 3% for himself, all other Cabinet Ministers, MPs and provincial councillors

In a statement announcing the cuts, the KwaZulu Chief Minister, Chief Gatsha Buthelezi, said that his government did not even have money for essential new capital projects, including schools, clinics, hospitals, township development, roads and agricultural development

In view of the serious situation the Cabinet yesterday decided it would be "inappropriate to have only a 3% cut in their salaries (a move announced by South Africa this week) and have resolved to cut their salaries by 35,83% until such time as the financial position improves'

RAND DAILY MAIL, Friday, March 8, 1985

Record number of strikes rock SA

By PHILLIP VAN NIEKERK

SOUTH AFRICA experienced at least 469 strikes last year involving 181 942 workers — the country's worst industrial conflict record in recent years, according to figures released by the Department of Manpower yesterday.

The figures also showed a marked increase in the use of official dispute-resolve machinery, with industrial court cases and applications for conciliation boards more than doubling over the 1983 figure

But, according to an industrial relations consultant, Mr Andrew Levy, deficiencies in reporting meant the official strike figure is 40% lower than reality

The total number of working days lost because of strikes last year was 370 712, an increase from 124 594 the year before

The number of strikes increased by 133 over the 1983 figure of 336

In 1982 — the previous record year — there were 394 strikes, in 1981 there were 342 and in 1980, 267

The number of conciliation boards applied for jumped from 23 in 1980, 24 in 1981, 60 in 1982 and 118 in 1983 to 279 last year.

And the number of industrial court cases heard rose from 15 in 1980 to 168 in 1983, to 399 last year

The main cause of strikes was wages in 181 cases, dismissals or retrenchments in 97, recognition disputes in 47 and general conditions of employment in 44.

Dr Piet van der Merwe, Director-General of the Department of Manpower, told the Rand Daily Mail yesterday that disputes in the mining industry — including the country's first legal strike by black mineworkers — contributed to the increase last year

He said retrenchments and dismissals where employers had not gone through the correct channels in all cases, and where workers had gone on sympathy strikes, contributed to the high level of strikes.

Dr Van der Merwe said there was an encouraging use of the court and the method of applying for conciliation boards to resolve disputes

Mr Levy said it was apparent from the massive increase of working days lost because of strikes that they were becoming longer and deeper and that more workers were involved

"But I don't think the department's figures are definitive — because of reporting difficulties they are 40% short of reality — and, further, the figures are made even higher by the fact that a large number of disputes are not recorded because they don't fall into the department's definition of a stoppage"

(1) Whether the State (a) took any preventive measures to combat the spread of cholera and (b) undertook a campaign to educate the rural population in respect of cholera in 1984, if not, why not, if so,

(2) whether details of these activities are kept, if not, why not, if so, (a) where and (b) what was the cost to the State in 1984 of (i) these preventive measures and (ii) the said campaign?

The MINISTER OF HEALTH AND WELFARE

(1) (a) Yes

(b) Yes

(2) Yes,

(a) details are kept by authorities involved in the different activities

(b) (i) and (ii) because so many authorities are involved, it is not possible to give a meaningful answer to this question

Malaria/typhoid/cholera

459 Dr M S BARNARD asked the Minister of Health and Welfare

(1) Whether there was any increase in the incidence of (a) malaria, (b) typhoid and (c) cholera in the Republic during the latest specified period for which figures are available, if so, (i) to what extent, (ii) in which areas and (iii) how many cases of each disease were diagnosed in each area,

(2) whether any persons died of these diseases during this period; if so, how many in each area in respect of each disease,

(3) whether any steps are being taken to combat the spread of these diseases, if so, what steps in each specified area?

The MINISTER OF HEALTH AND WELFARE

(1) (a) Yes, there were more cases reported for the period July 1983 to June 1984 than for the period July 1982 to June 1983

(i) 1 792 cases reported between July 1982 and June 1983, increased by 2 214 cases to 4 006 cases reported between July 1983 and June 1984 An increase of 124%

(ii) Increased incidence occured in Cape Province, Natal O F S, Transvaal, Gazankulu, Lebowa and KaNgwane

(iii) The number of cases of malaria reported from each of the above areas in the period July 1983 to June 1984 is as follows

Cape Province	61
Natal	704
O F S	42
Transvaal	2 056
Gazankulu	194
kwaZulu	378
Lebowa	29
KaNgwane	542

(b) Yes, there were more cases reported for period July 1983 to June 1984 than for the period July 1982 to June 1983

(i) 4 621 cases reported between July 1982 and June 1983, increased by 950 cases to 5 571 cases reported between July 1983 and June 1984 An increase of 21%

(ii) Increased incidence occured in Cape Province, Natal O F S, Gazankulu and kwaZulu

(iii) The number of cases of typhoid reported from each of the above areas in the period July 1983 to June 1984 is as follows

Cape Province	185
Natal	961
O F S	58
Gazankulu	719
kwaZulu	1 014

(c) No, there was no further increase in the number of cases of cholera reported

(2) Yes, the number of deaths for each disease and for each area is as given below

	Deaths from Malaria July 1983–June 1984	Deaths from Typhoid July 1983–June 1984	Deaths from Cholera January 1984–December 1984
Cape Province	2	11	—
Natal	—	12	26
O F S	—	—	—
Transvaal	5	26	—
Gazankulu	—	5	—
kwaZulu	1	23	5
Lebowa	1	—	—
Qwaqwa	—	—	—
KaNgwane	4	5	—
kwaNdebele	1	6	—

(3) Yes

(a) (i) Surveillance,

(ii) case finding,

(iii) health education,

(iv) encouragement of prophylactic treatment,

(v) vector control—campaign mainly concentrated on Northern and Eastern Transvaal and North Natal

(b) (i) surveillance,

(ii) case finding,

(iii) health education,

(iv) treatment and isolation of cases,

(v) advice with regard to environmental factors.

(c) (i) comprehensive surveillance,

(ii) treatment of cases to save lives and reduce further excretion of organisms

(iii) tracing and treatment of contacts to prevent infections and reduce further excretion of organisms

(iv) health education

(v) participation in the Interdepartmental Committee providing advice to authorities responsible for providing services

Hansard
(134) Q. Col. 486 11/3/85

Trade unions

477 Dr A L BORAINE asked the Minister of Manpower

(1) How many registered trade unions confined their membership to (a) White, (b) Coloured/Asian and (c) Black persons as at the latest specified date for which figures are available,

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many, (i) White, (ii) Coloured and Asian and (iii) Black members did each such trade union have?

The MINISTER OF MANPOWER

(1) (a) 56

(b) 35

(c) 23

(2) (a) 78

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Note· The figures are as at 31 December 1984

Hansard Q. Col. 487 11/3/85

Community health centres

500. Dr M S BARNARD asked the Minister of Health and Welfare·

How many community health centres (a) were there in each province as at the latest specified date for which figures are available and (b) were built in each province during each of the latest specified three years for which figures are available?

The MINISTER OF HEALTH AND WELFARE:

(a) Transvaal· 2
Orange Free State· 5
Natal. 2
Cape· 6

(b) from 1982 to 1984

Transvaal 2
Orange Free State 2
Natal 2
Cape 1

Congo fever

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(1) How many (a)(i) suspected and (ii) confirmed cases of and (b) deaths from Congo fever were there in 1984,

(2) what steps were taken in the (a) first and (b) last six months of 1984 to combat this disease,

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

The MINISTER OF HEALTH AND WELFARE

(1) (a) (i) 108 suspected cases

(ii) 15 confirmed cases

(b) 3 deaths in 1984

(2) (a) and (b)

(i) surveillance

(ii) Dissemination of information to medical/para medical personnel and general public

(iii) in process of standardization of guidelines to deal with patients.

(3) No

Airports: thefts of motorcars

510 Mr D J N MALCOMESS asked the Minister of Transport Affairs:

How many thefts of motorcars from the offical parking areas at the (a) Jan Smuts,

(b) D F Malan and (c) Louis Botha airports were reported in 1984?

The MINISTER OF TRANSPORT AFFAIRS

(a) 70 of which 20 were recovered

(b) 10

(c) 3

The above figures are in respect of the official parking areas only which are those areas controlled by car parking concessionaires For the sake of completeness it is mentioned that in the case of D F Malan Airport further thefts were reported namely 1 from a position in front of the departure hall and 24 from the parking area occupied by the care hire firms

Blue Train

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How many passengers travelled on each journey of the Blue Train in each direction in respect of the last week of (a) March 1984 and (b) September 1984?

The MINISTER OF TRANSPORT AFFAIRS

	Pretoria—Cape Town	Cape Town—Pretoria
(a)		
25 March 1984	33	82
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Hansard

Technicians/artisans

Q-Col. 489 11/3/85

531 Mr A B WIDMAN asked the Minister of Communications

How many (a) technicians and (b) artisans were employed by his Department as at the latest specified date for which figures are available?

The MINISTER OF COMMUNICATIONS

(a) 5 296, and

(b) 852,
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Note The above figures do not include telcom eletricians nor staff in training

Hansard

Pelagic fish

Q Col. 489 11/3/85

538 Mr R R HULLEY asked the Minister of Environment Affairs and Tourism

How many tonnes of (a) anchovy and pilchard and (b) non-quota pelagic fish were landed during the 1984 fishing season or during the latest specified period of 12 months for which figures are available?

The MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM

(a) 296 245 tonnes

(b) 50 373 tonnes

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Solitary confinement

568 The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Defence

(1) Whether any persons serving sentences for refusing to do military service were held in solitary confinement in 1984, if so, (a) how many, (b) for what reasons in each case and (c) for what period has each of them been sentenced to such confinement,

(1) Whether the State (a) took any preventive measures to combat the spread of cholera and (b) undertook a campaign to educate the rural population in respect of cholera in 1984, if not, why not, if so,

(2) whether details of these activities are kept, if not, why not, if so, (a) where and (b) what was the cost to the State in 1984 of (i) these preventive measures and (ii) the said campaign?

The MINISTER OF HEALTH AND WELFARE

(1) (a) Yes

(b) Yes

(2) Yes

(a) details are kept by authorities involved in the different activities

(b) (i) and (ii) because so many authorities are involved, it is not possible to give a meaningful answer to this question

Malaria/typhoid/cholera

459 Dr M S BARNARD asked the Minister of Health and Welfare

(1) Whether there was any increase in the incidence of (a) malaria, (b) typhoid and (c) cholera in the Republic during the latest specified period for which figures are available, if so, (i) to what extent, (ii) in which areas and (iii) how many cases of each disease were diagnosed in each area,

(2) whether any persons died of these diseases during this period; if so, how many in each area in respect of each disease,

(3) whether any steps are being taken to combat the spread of these diseases, if so, what steps in each specified area?

The MINISTER OF HEALTH AND WELFARE·

(1) (a) Yes, there were more cases reported for the period July 1983 to June 1984 than for the period July 1982 to June 1983

(i) 1 792 cases reported between July 1982 and June 1983, increased by 2 214 cases to 4 006 cases reported between July 1983 and June 1984 An increase of 124%.

(ii) Increased incidence occured in Cape Province, Natal O F S , Transvaal, Gazankulu, Lebowa and KaNgwane

(iii) The number of cases of malaria reported from each of the above areas in the period July 1983 to June 1984 is as follows

Cape Province	61
Natal	704
O F S	42
Transvaal	2 056
Gazankulu	194
kwaZulu	378
Lebowa	29
KaNgwane	542

(b) Yes, there were more cases reported for period July 1983 to June 1984 than for the period July 1982 to June 1983

(i) 4 621 cases reported between July 1982 and June 1983, increased by 950 cases to 5 571 cases reported between July 1983 and June 1984 An increase of 21%

(ii) Increased incidence occured in· Cape Province, Natal O F.S , Gazankulu and kwaZulu

(iii) The number of cases of typhoid reported from each of the above areas in the period July 1983 to June 1984 is as follows

Cape Province	185
Natal	961
O F S	58
Gazankulu	719
kwaZulu	1 014

(c) No, there was no further increase in the number of cases of cholera reported

(2) Yes, the number of deaths for each disease and for each area is as given below

	Deaths from Malaria July 1983–June 1984	Deaths from Typhoid July 1983–June 1984	Deaths from Cholera January 1984–December 1984
Cape Province	2	11	—
Natal	—	12	26
O F S	—	—	—
Transvaal	5	26	—
Gazankulu	—	5	—
kwaZulu	1	23	5
Lebowa	1	—	—
Qwaqwa	—	—	—
KaNgwane	4	5	-
kwaNdebele	1	6	—

(3) Yes

(a) (i) Surveillance,

(ii) case finding,

(iii) health education,

(iv) encouragement of prophylactic treatment,

(v) vector control—campaign mainly concentrated on Northern and Eastern Transvaal and North Natal

(b) (i) surveillance;

(ii) case finding,

(iii) health education,

(iv) treatment and isolation of cases;

(v) advice with regard to environmental factors

(c) (i) comprehensive surveillance;

(ii) treatment of cases to save lives and reduce further excretion of organisms

(iii) tracing and treatment of contacts to prevent infections and reduce further excretion of organisms

(iv) health education

(v) participation in the Interdepartmental Committee providing advice to authorities responsible for providing services

Trade unions

Hansard (134) Q. Col. 486 11/3/85

477 Dr A L BORAINE asked the Minister of Manpower

(1) How many registered trade unions confined their membership to (a) White, (b) Coloured/Asian and (c) Black persons as at the latest specified date for which figures are available;

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many, (i) White, (ii) Coloured and Asian and (iii) Black members did each such trade union have?

The MINISTER OF MANPOWER

(1) (a) 56

(b) 35

(c) 23

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Angry railmen blast the Govt

By GERALD REILLY
Pretoria Bureau

AN ANGRY meeting of about 1 000 members of the Railways Artisan Staff Association last night uproariously passed a motion of no confidence in the Government

They packed out a hall in Koedoespoort, Pretoria, for the second time in 10 days to make a foot-stamping protest at the arbitrary cut in their service bonuses

A motion of no confidence is unprecedented in recent railway trade unions history. Railwaymen could not recall so forthright an attack on the Government for the past 40 years

Mr Willie van der Merwe, ASA general secretary, stressed the vote of no confidence was not a political action — "trade union politics are bread and butter, and that is what this protest is all about".

Mr Van der Merwe said there had been no consultation on the bonus cut. The bonus was entrenched in railwaymen's service conditions.

ASA members in Johannesburg are to hold a second protest meeting at Sturrock Park tonight and a similar motion is expected to be approved Last year the country's 235 000 railway workers were granted a 12% increase

Last month the president of the Federal Council of Sats Trade Unions, Mr Jimmy Zurich, submitted a claim for 15% increases to the Minister of Transport Affairs, Mr Hendrik Schoeman. This was rejected.

And last week the Railways Salaried Staff Association threatened the Government with legal action to get bonuses back.

● The South African Teachers' Council yesterday warned the Government it would have to take cognisance of the "general opposition and unhappiness" caused by its austerity measures, but said it supported the call for savings provided education was not detrimentally affected

● Meanwhile, after a meeting with Mr Chris Heunis, Minister of Constitutional Development and Planning, more than 45 000 members of the SA Association of Municipal Workers yesterday rejected a Government request for a pay cut similar to that imposed on other State employees last week, reports Sapa

'Govt blundered over unions'

By ALINAH DUBE

THE director of a plastic bags manufacturing company in Pretoria, whose employees are on strike, yesterday blamed the Government of having blundered in allowing blacks to form trade unions.

Mr PG Hutt, director of Pack Shur, was reacting to his employees' demands that the General Workers Union of South Africa (Gwusa) be recognised as their representative body

He said blacks took advantage of the Government's generosity and were creating new organisations daily

"I explained to my employees that they should form a committee to solve their problems internally because I am against trade unions I am one of the pioneers in South African industry and cannot tolerate continued disruptions at this factory

"Because the Government has allowed blacks to form trade unions we have a free-for-all in industry," Mr Hutt said

The striking workers told **The SOWETAN** that they refused to return to their posts because management was not prepared to talk to Gwusa They also wanted their demands for better pay met

"A company official said we should stop making fools of ourselves as the trade union was interested only in our subscriptions

"But this was unacceptable to us and, as a result, we told management to either meet our demands or do without us," a worker said

A Gwusa official said a meeting of workers resolved that no one should return to work unless management did away with its selective method when re-employing them

All demand that they be unconditionally reinstated and that their trade union be recognised

14/3/85 (134) Sowetan

RDM 15/3/85

134

Unions want to call off boycott

Mail Correspondents

SIX key emerging union groups in Port Elizabeth have dissociated themselves from the planned stayaway, shop- and bus-boycotts in the city called for Saturday, Sunday and Monday.

This is a reversal of the alliance between union and civic organisations which were behind the massive stayaway by an estimated 500 000 workers in the Transvaal in November

The stayaway call was made by the Port Elizabeth Black Civic Organisation (Pebco), an affiliate of the United Democratic Front, and backed by two unions — the Motor Assembly and Component Workers' Union (Macwusa) and the General Workers Union of South Africa (Gwusa).

Pebco has called for a boycott of buses during the stayaway. It has also urged township residents to boycott city shops on Saturday and Monday and to stay away from work in protest against increased prices and higher bus fares

The groupings who have rejected the call include the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the Commercial, Catering and Allied Workers' Union (Ccawusa), the African Food and Canning Workers' Union, the General Workers' Union and the Domestic Workers' Union of SA

They have rejected the call because they say workers were not consulted and have not agreed to the action They have asked Pebco to call off the boycott.

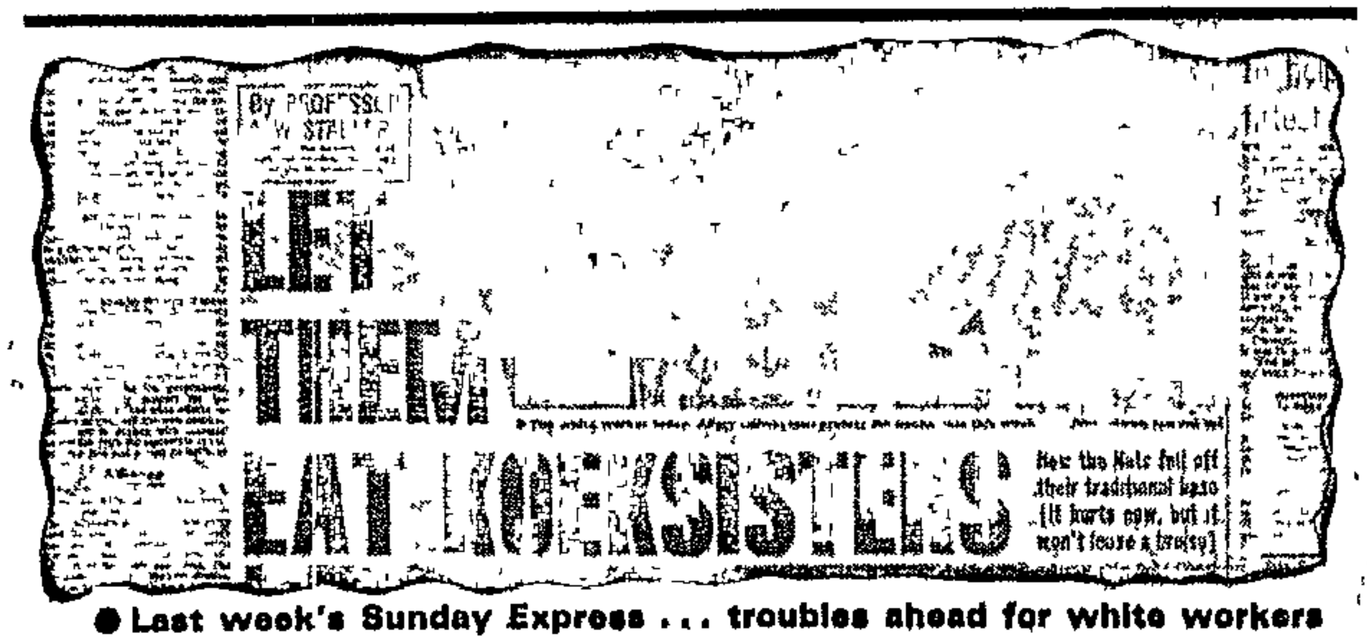
Two other organisations — the Azanian Peoples' Organisation (Azapo) and the Azanian Students' Movement (Azasm) — have also rejected the boycott call.

Sx Express 17/3/85 (134)

Why those poor whites needn't eat koeksisters

The good times have ended for the white worker — and he knows it. He faces the erosion of job reservation and further cuts in government spending. But what he doesn't yet notice, is that he by no means lacks for alternative opportunities ...

By JOHN BLOOMFIELD
OF THE SMALL BUSINESS DEVELOPMENT CORPORATION



● Last week's Sunday Express ... troubles ahead for white workers

THE white worker in South Africa faces a less protected future as the recession bites deeper and the government moves towards a more market-dominated economy

A Human Sciences Research Council study published this week showed a strong antipathy among white workers for the lifting of any remaining job reservation provisions and to a more open and competitive labour market-place

At the same time conservative whites-only transport and other unions have reacted with anger at cuts in their income announced by the State President, Mr P W Botha

The prospect of further cuts in government expenditure and the absence of an effective welfare system in South Africa raise the spectre of an increasingly disenchanted white working class caught between competition from a larger, 'cheaper' and increasingly more competitive black work force on the one hand and government cuts on the other

Thus the 'poor white problem', first recognised as such in the 1930s with the Carnegie report on poverty, is back on the agenda

Since the Second World War the National Party has attempted to solve the problem through the growth of the civil service, transport departments, parastatals, development corporations and so on, which provided secure employment, health, housing and other benefits for hundreds of thousands of loyal white workers who might have done less well in a competitive labour market-place.

Drowned

According to the Progressive Federal Party's parliamentary research department, as of June 1984 there were 520 000 whites in the employ of the state and parastatal bodies

Kept afloat in government departments and through job reservation, many would have drowned in the most shallow of waters With the tides changing this problem will become considerably worse White unemployment between 1980 and 1984 is already up 80% and the worst lies ahead

Support systems must be thought through and developed now

The government, professions, and major corporations are likely radically to alter in complexion as more educated blacks, Indians and coloureds present themselves in the market-place.

More important, with political change the vast reservoir of qualified blacks in there is already evidence that the trek home has begun in earnest

Mr Joe Modibane, treasurer for the South African alumni of the Institute of International Education (IIE) which provides scholarships for study in the United States, notes that 95% of those who go are now returning Though there is no formal base for comparison, this figure is believed to be significantly higher than in recent years

The curricula vitae of graduates of American universities are placed on a recruitment roster and circulated to local companies who eagerly seek them out The field of training of students on that programme in 1984 looks like this

Many in the middle layer — the white middle class, those who are mobile with negotiable skills and with no real commitment to Africa — will emigrate

The very wealthy at the top layer have the kind of fixed assets that will make them reluctant to go

That leaves a vast residue at the bottom layer — the 'poor white' Unskilled, confused, frightened, they comprise a large part of the total white population and constitute one of the greatest threats to stability and peaceful change — 'poor whites' in waiting.

Stimulate

plush Palm Beach at Nossi Be to the brothels of central Antananarivo are in French Malagasy hands

And Antananarivo is alive with French boutiques, bistros and eateries.

In 1974 at the height of the war in South-east Asia, Vientiane, the capital of Laos, was alive with French entrepreneurs

In Ethiopia, in stark contrast to the horrendous starvation in the rural north and north-west, Addis Ababa prospers with small Italian restaurants and night clubs, catering largely for the sizeable foreign contigency in Addis, headquarters of the OAU and the UN Economic Commission for Africa

All over Africa — Dakar in Senegal, Abidjan in the Ivory Coast, in Gambia and Kenya, many hotels and restaurants are owned by whites

One also finds whites in areas requiring particular expertise such as watch mechanics, importers/exporters, pilots and aircraft technicians

In Zambia there is a sizeable Afrikaner farming community which does well.

In all these cases the whites involved have traded in their former colonial or settler elite ties for the greater good of the new country They considered themselves Malagashe, Kenyan, Guyanese or Senegalese and had taken out citizenship.

Integrated

They also identified and integrated with the local population and had a sense of vision with respect to where consumer trends were moving.

And their businesses were adaptable and versatile and changed with the times. They saw the changing political scene not as a problem but as an opportunity and a challenge.

Clearly, conditions prevailing in those countries are different from those in South Africa now or in the future But they give us the only available pointers to innovation and imagination where and when it was needed, as it will be in this country

In the US it has been estimated that 5-million of the 9-million new jobs created between 1969 and 1976 were by small businesses

In South Africa, the establishment of the Small Business Development Corporation in 1981 was a step in the right direction In disposition this body is handsomely equipped to address the challenges facing the 'poor whites' of the future.

Through a retrenchment assistance exercise the SBDC could make a significant contribution towards addressing the problem.

...aces the erosion of job reservation and further cuts in government spending. But what he doesn't yet notice, is that he by no means lacks for alternative opportunities ...

By JOHN BLOOMFIELD
OF THE SMALL BUSINESS DEVELOPMENT CORPORATION

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Kept afloat in government departments and through job reservation, many would have drowned in the most shallow of waters With the tides changing this problem will become considerably worse White unemployment between 1980 and 1984 is already up 80% and the worst lies ahead

Support systems must be thought through and developed now

The government, professions, and major corporations are likely radically to alter in complexion as more educated blacks, Indians and coloureds present themselves in the market-place

More important, with political change the vast reservoir of qualified blacks in exile, studying, and working abroad, can be expected to return in droves

Figures on South Africans in exile are sketchy and constitute guestimates at best. It is known that there are tens of thousands in Britain alone

Another 12 000 black people are understood to have gone into exile during and soon after the 1976/77 disturbances Of these, 1 500 took up scholarships in schools and universities around the world

Clearly a sizeable percentage of those who have left, legally or otherwise, constitute a real drain brain, and are 'in waiting' as it were, for a more opportune political scenario

However with depressed employment conditions abroad and a local economy slowly opening up to black advancement, there is already evidence that the trek home has begun in earnest

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The curricula vitae of graduates of American universities are placed on a recruitment roster and circulated to local companies who eagerly seek them out. The field of training of students on that programme in 1984 looks like this

Business administration	30%
Engineering	30%
Computers/maths	15%
Law	5%
Humanities	10%

These figures refute the common view that the majority of blacks studying abroad are to be found in the 'softer', less pragmatic disciplines, notably the social sciences.

Given this skills influx and heightened competition, what is to become of the white South African?

Not discounting the optimistic scenario of increased competition pushing the skills base upwards, the likely tendency will be for a 'sandwich' effect to evolve.

Many in the middle layer — the white middle class, those who are mobile with negotiable skills and with no real commitment to Africa — will emigrate

The very wealthy at the top layer have the kind of fixed assets that will make them reluctant to go.

That leaves a vast residue at the bottom layer — the 'poor white', Unskilled, confused, frightened, they comprise a large part of the total white population and constitute one of the greatest threats to stability and peaceful change — 'poor whites' in waiting.

Stimulate

This somewhat pessimistic scenario for white South Africans is intended to stimulate thought and, it is hoped, action Competition for scarce resources is not necessarily a zero-sum game with absolute winners and losers

If, as a guide, one looks at the track record in post-colonial states throughout the world, it is in the domain of small business that whites have survived. As other options close, owning one's own business is the support lifeline

The most common has been in the service sector, notably hotels, restaurants and entertainment establishments

In Madagascar, which for the past 13 years has been in the Marxist camp, almost without exception the hotels from the Kenya, many hotels and restaurants are owned by whites

One also finds whites in areas requiring particular expertise such as watch mechanics, importers/exporters, pilots and aircraft technicians

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In many respects South Africa is uniquely blessed with resources — natural and human — which far exceed those of the countries mentioned above. It is one of the last great frontiers with a tremendous infrastructure, an economic powerhouse that could sustain much of the continent.

The problem of the 'poor white' should be seen against this backdrop — in which case the problem looks more like an opportunity.

● John Bloomfield is on secondment from Anglo-American to the Small Business Development Corporation. He has studied development economics at Cambridge and the London School of Economics and has travelled and worked for four years in Third World countries.

18/2/85 Mercury (134) (182)

Trade unions gain in strength

Labour Reporter

IN SPITE of the recession, trade unions in South Africa have made impressive gains in membership, says Professor Eddie Webster, of the University of the Witwatersrand.

In an article in the latest edition of Garment Worker, official journal of the Garment Workers' Union of South Africa and the National Union of Clothing Workers (S A), he said South Africa was in a unique situation with trade unions.

'Although throughout the world the recession had led to a decline in the numbers of workers belonging to trade unions, local unions had made impressive gains.'

It had always been believed that a recession led to a drop in union activity and fewer strikes because workers would rather defend their jobs than fight for improved wages and work conditions, he said.

'The reason for this was that industries such as steel and automobiles — where jobs were most severly cut — were also the industries with the highest union membership.

'In South Africa, however, trade union growth had been artificially held back in the past. The most dramatic example of this was the mines with a potential 500 000 members now joining unions in large numbers.'

Labour expert Andrew Levy reported that there were between 350 and 400 strikes in South Africa last year.

Lack of unions 'a threat to industrial peace' — Boraine

ARGUS 20/3/85 (136)

Parliamentary Staff

LABOUR relations in the South African Transport Services were the subject of a heated exchange between the Minister of Transport affairs, Mr Hendrik Schoeman, and the PFP's chief spokesman on Manpower, Dr Alex Boraine, in the House of Assembly

Speaking during the second reading of the SATS Amendment Bill, Dr Boraine accused Mr Schoeman of allowing workers no freedom of association.

The lack of freedom of association and "genuine" collective bargaining was a risk to industrial peace in the transport sector, Dr Boraine said

SATS workers were denied the "fundamental right" to join the union of their choice He said "The Minister will never be able to control the situation with in-house staff associations that have no teeth

The 11 in-house unions, recognised by SATS, had no access to the industrial court and there was no security of tenure for black, coloured or Indian workers

At one stage Mr Schoeman interjected "We don't want any disruption"

Later replying in the debate, Mr Schoeman said "Are you asking that SATS be dominated by the General Workers Union?"

"What I'm fighting for is freedom of association," Dr Boraine replied

Mr Schoeman said "We have got labour peace in the docks and I communicate with the SATS labour unions regularly You (Dr Boraine) said our staff associations had no teeth but they are satisfied that I fight to improve their labour situation" Mr Schoeman said

"They don't need a father They need to fight for themselves," said Dr Boraine across the floor

20/3/85

CAPE TIMES

Schoeman's 'iron' rule

Political Correspondent

HOUSE OF ASSEMBLY. — The Transport Minister, Mr Hendrik Schoeman, ruled the mighty SATS empire with a "rod of iron" in a bid to maintain Victorian labour relations, Dr Alex Boraine (PFP Pinelands) charged yesterday

During debate on the Transport Services Amendment Bill, he said there was no freedom of association or collective bargaining in SATS.

There was no security for black, coloured and Indian as only the 110 000 white employees were classified "permanent" SATS employed 241 000 workers yet was out of step with the rest of South Africa in labour relations.

Mercury 25/3/85 (134)

Workers to demand 13th cheque back

Mercury Correspondent

PRETORIA—The leaders of nearly a million workers in the public sector will tell the State President in Cape Town tomorrow of the grave dissatisfaction throughout the sector at the cutting of service bonuses by a third

Pleas for the reinstatement of the full 13th cheque will be made

The President agreed to a meeting, after an unprecedented outcry from State and parastatal workers, with the chairmen of the Federal Council of SATS Trade Unions and the Federal Council of Teachers' Associations, and the presidents of the Public Servants Association and of Postal Staff Associations

With the President at the meeting will be the Minister of Home Affairs, Mr F W de Klerk, the Minister of Transport Affairs, Mr Hendrik Schoeman, and the Minister of Posts and Telegraphs, Dr L A P A Munnik.

The announcement of the bonus cut last month was greeted with shock and dismay by public sector workers

Protest meetings were held throughout the country by the Railways Artisans Staff Association at which angry workers called for strike action

Yesterday the chairman of the Federal Council of SATS Trade Unions, Mr Jimmy Zurich, said he would tell the President that workers strongly resented the fact that their unions had not been consulted before the bonus cut was imposed

Mr Zurich said the fact that politicians had accepted a token 3 percent cut in their 'very adequate' earnings 'in no way softened the bonus blow or makes it any more acceptable'

The president of the Public Servants Association, Dr Colin Cameron, will also object to the lack of consultation before the slicing of a third from their bonuses

He will ask the President for an assurance that bonus cuts will be restored retrospectively after the economy recovers from the current recession.

The president of the Federal Council of Teachers' Associations, Mr John Stonier, said the 13th cheque was part of the salary package of teachers and that tampering with it 'has caused restlessness and grave dissatisfaction in the profession'

Business Day/LABOUR WEEK

RDM 25/3/85 (134)

Mining industry faces gruelling year

By PHILIP VAN NIEKERK

THIS year's wage negotiations in the mining industry look set to be the most gruelling in years.

With the Chamber of Mines already gearing up for the prospect of a major battle with the black unions, particularly the National Union of Mineworkers, unions representing whites have fired the first salvo.

On Friday, the Council of Mining Unions (CMU) took the unusual step of declaring a dispute with the Chamber virtually at the beginning of their wage talks

The CMU, representing some 20 000 predominantly white workers in the industry, came in asking for a 20% increase, with the Chamber offering 8,5%, later upping that to 9,5%

The CMU consists of the Mine Workers' Union and the seven unions belonging to the Federation of Mining Unions.

These are the SA Boilermakers' Society, the Amalgamated Engineering Union, the SA Electrical Workers' Asociation, the Amalgamated Society of Woodworkers of SA, the Amalgamated Building Trade Workers of SA, the Iron Moulders' Society of SA and the SA Engine Drivers', Firemans and Operators' Association.

Last year these unions declared a dispute with the Chamber over a 0,5% difference in demands and, given the lack of substance in the dispute, settled within a day of the dispute being declared.

This year, by pre-empting the whole process of horse trading over half-a-percent here and there, the white unions have already launched themselves into a course of action which could culminate in legal industrial action.

On analysis, there are three factors which back the view that the white unions are deadly serious

The first is the large profits the mines have been making as a result of the sustained high rand price of gold. The white unions believe that a below-inflation offer of 9,5% is not serious bargaining.

The second is the re-emerging labour militancy of white workers, artisans and white collar workers

This has been seen most clearly in the railway unions' response to their bonus cuts, and disputes such as that of the SA Society of Bank Officials (Sasbo) over the extension of Wednesday working hours

So far this new mood has yet to be translated into concrete action But there is little doubt that, after years of being passive observers of a burgeoning black union movement, white workers are re-awakening to the benefits of collective trade union action

Lastly, the militancy of black mineworkers has sent a ripple through the entire industry The fear that the collective power of black workers could win them gains at the expense of white workers must lie at the back of the minds of the white unions

□□□

THIS year the black unions — including the NUM, the Federated Mining Union and maybe the Black Allied Mining and Construction Workers' Union, who have applied for recognition at two Chamber mines — are also likely to set tough demands

And, given the mood of militancy at the NUM's congress earlier this year, one is left wondering whether an early settlement, averting steps towards a strike, is possible

The volatility of the mining industry was displayed again last week when more than 40 000 black workers downed tools at Anglo Americans' Vaal Reefs complex near Klerksdorp, the world's largest gold mine.

This action is unlikely to please the mining houses who say they are growing increasingly upset with the National Union of Mineworkers over the number of stoppages by NUM members

More than 70 000 mineworkers have been on strike this year — and the real battle, over the annual wage increases and related issues such as racial job reservation, has not even begun

Mr Clive Knobbs, the chairman of Rand Mines' gold and uranium division, recently accused the NUM of "irresponsible behaviour in supporting illegal wild-cat strikes".

The Chamber of Mines agreed, saying they shared Mr Knobbs' hope that this was just a "transitory phase"

In fact, the first transitory phase of black unions on the mines — when the NUM could be regarded as a novelty, as a group of beginners with the near-impossible task of organising half-a-million black workers — is over

This is telling in both the hostility of the criticisms now being levelled at the NUM from within the industry, and the reply of Mr Cyril Ramaphosa, general secretary of the NUM, to Mr Knobbs.

Pointing out that he was not surprised at the attack, Mr Ramaphosa said: "It only shows that the union is making them feel uncomfortable regarding the injustices they are committing against their workers"

134

RAND DAILY MAIL, Monday, March 25, 1985

Angry unions to meet President

By GERALD REILLY
Pretoria Bureau

THE leaders of nearly a million public sector workers will meet the State President in Cape Town tomorrow to warn him of the anger sparked off by the cutting of bonuses by one-third and to demand their reinstatement

The outcry over the bonus cut prompted the President to agree to meet the chairmen of the Federal Council of Sats trade unions and the Federal Council of Teachers Associations, and the presidents of the Public Servants Association and the Postal Staff Association

With the President at the meeting will be the Minister of Home Affairs Mr F W de Klerk, Minister of Transport Affairs Mr Hendrik Schoeman, and Minister of Posts and Telegraphs Dr Lapa Munnik

The announcement of the bonus cut last month was greeted with dismay by public sector workers and prompted a series of angry meetings at which workers called for strike action and some threatened legal action against the Government

The unions representing workers in state and parastatal organisations are also angry that there was no consultation before the move was announced

Clashes likely as workers plan to mark Labour Day

Labour Reporter

TRADE union movements planning to mark Labour Day with a rally in Durban on May 1 are likely to clash with employers over time off

A number of trade union movements, including the Federation of South African Trade Unions, Fosatu, decided at a weekend meeting to mark the event for the first time this year with a workers' rally

Mr Mike Morris, a spokesman for the convenors, said formal approaches would be made to employers to give workers time off to attend the rally.

'We are still deciding on a venue which will be large enough to accommodate the hundreds of people expected,' he said

Although the event is marked annually in several countries, it had not been celebrated in South Africa previously

A quick survey of major employers in Durban yesterday revealed that none recognised May 1 as a public holiday and warned that people taking the day off would not be paid

The Metal and Allied Workers' Union, which is affiliated to Fosatu, last year reached agreement with two Natal companies to allow their members a half day off on May 1, but without pay

They are BTR Sarmcol, a Howick rubber company, and Filpro (Pty) Ltd, motor components manufacturers in Pietermaritzburg

Mr John Samson, administrative director of BTR Sarmcol, could not be reached for comment yesterday.

A spokesman for Filpro confirmed that agreement had been reached with the union for time off on condition that the company was given 14 days' notice

A spokesman for the Natal Chamber of Industries said yesterday that it was up to individual employers to decide whether to grant workers time off

Mr Glen Sutton, group industrial relations manager of Dunlop, which employs about 2 000 workers in Natal, said the company did not recognise May 1 as a paid public holiday Any worker taking the day off or time off from work would not be paid, he said.

A spokesman for the Natal Clothing Manufacturers' Association whose members own companies with a workforce of more than 40 000, declined to comment

Mercury 3/4/85

Proposal for wage freeze ends in dispute

134

Mercury Correspondent

JOHANNESBURG—Pay talks on the country's largest bargaining forum, the Steel and Engineering Industrial Council, headed straight into dispute yesterday when employers proposed an effective wage freeze for one year

All 14 unions on the council, ranging from all-white artisan unions to emerging, predominantly-black unions, have declared a dispute with the Steel and Engineering Industries Federation (Seifsa)

The wages and working conditions of some 370 000 metalworkers are determined by negotiations on the council

Two blocs of unions on the council — the Confederation of Metal and Building Unions (CMBU), representing skilled and semi-skilled workers, and the local coordinating council of the International Metalworkers Federation (IMF) — tabled separate sets of demands yesterday

Seifsa responded by proposing that the current industrial council agreement, including minimum wage rates, be extended for a year, with the only exception being a willingness to negotiate an improved holiday bonus

A spokesman for the CMBU said the parties were unable to reach agreement and a dispute was declared by all 14 unions which are party to the council

These include the all-white Amalgamated Engineering Union, nine affiliates of the CMBU, Fosatu's Metal and Allied Workers' Union (Mawu) and Cusa's Steel and Engineering Workers' Union of S A (Seawusa)

An official of one of the unions said they were 'shocked' to hear the employer proposal, and responded by saying 'No thank you'.

Mr Sam van Coller, executive director of Seifsa, said the employers were concerned that a dispute had been declared and said they would be drafting a statement today

The agreement is determined by the industrial council, so the unions do not apply for an official conciliation board in the event of a dispute as the council itself operates as a conciliation board

An executive meeting of the council, to decide on the procedure for handling the dispute, will be held on April 10

Bosses and State 'can cause disorder at work'

For Sowetan 18/4/85 134

All stories by JOSHUA RABOROKO

EMPLOYERS defensiveness and State security legislation in union affairs are preparing the way for South Africa to follow the British tradition of disorder in the workplace, a Wits senior lecturer has said.

In a Wits Business School publication *Business Alert,* Mr L C G Douwes-Dekker, says however, that the development of unions is crucial to the satisfactory emergence of the country's future political system

"He says "Managers took on the role of fathers who would solve problems, but at the same time treated them autocratically

"Black unions provide a power structure which protects the dignity of the employee at work, promotes a sense of belonging together as a disadvantaged people and demands an improvement in the quality of life "

Analysing South Africa's labour relations by comparing them to the USA's Mr Douwes-Dekker says unionisation of a work force brings with it experience in the principles and processes of democracy, including the organisation of meetings, elections, and influencing the decision-making process

In South Africa, most companies say they support unionism, but "line managers often resist establishing good relations with the shop-stewards while in general insufficient time, effort or reward is given to the industrial relations function

The legal "right" for workers to strike is nullified by the employers common-law right to sack striking workers

"The employer response to a legal strike by telling workers 'Return or else you have dismissed yourselves' has endangered the institutionalisation of the right to strike as a last resort weapon

"Stoppages of work are and will be seen by workers as the best means by workers to get results "

He adds that freedom of association should be understood to include the right to strike and lock-out Even if these expressions of power are not acknowledged, "the power will express itself in any case, though not in a positive manner but as a negative show of force

"The issue of basic civil rights requires to be brought into the debate, in particular the right to pickets, hold strike meetings, etc "

He says the white individualism is a credo in the US, black people in South Africa are community-minded

"The humaness of people is a quality which is valued and respect, trust, dignity and unity are expected to be honoured

"The modern place of work with emphasis on efficiency, and meritocracy does not allow the expression of these qualities of humanity and promotes impersonal behaviour," he adds

Mr DOUWKES-DEKKER

SOWETAN

THURSDAY, APRIL 18, 1985

22c +3c GST (SA) Elsewhere 25c

Fears for workers' safety

JUNE 16 HOLIDAY DEMAND

Sowetan 18/4/85

134

By JOSHUA RABOROKO

MAJOR trade unions in Johannesburg meet today to demand that June 16 be regarded as a public holiday and workers stay at home as the situation in townships threatens to take a turn for the worse.

Already at least three townships have been affected by violence since Monday, with the Eastern Cape still burning

The demand that June 16 be a public holiday is seen as a move by unionists to ensure that workers officially stay at home, thus minimising assaults on people who defy stay-at-home calls

Although trade unionists interviewed have refused to give more details, information received is that the unionists fear that June 16 1985 could be very violent, with this year's unrest already having claimed more than 120 lives

The unions will also make plans for May 1, observed by workers throughout the world as Labour Day

One unionist also stated that in the past thousands of workers have stayed away from work to observe the day, and this year the same numbers may stay away

"We also have to avoid the victimisation of our members who will stay away from work Many employers wanting to retrench workers may take advantage of a June 16 stayaway at home to fire workers and avoid paying retrenchment benefits

Pupil shot

The unions that will be meeting include the Federation of South African Trade Unions (Fosatu), Council of Unions of South Africa (Cusa), the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa), the Alliance of Unregistered Trade Union and unions affiliated to the United Democratic Front (UDF)

Meanwhile a pupil was allegedly shot in the leg by a trader and police fired rubber bullets and tearsmoke canisters into the Alexandra High School yard in another confrontation with pupils yesterday, writes **Mojalefa Moseki.**

The chairman of the Indian Traders' Association in Wynberg, Mr A "Buddha" Rajah, confirmed the incident and said he was investigating after a complaint by pupil leaders over the shooting

It was also alleged that four scholars were taken from the schoolyard by police in a Hippo armoured police van during chaos

A spokesman of the police public relations in Pretoria confirmed the use of rubber bullets and tearsmoke but said he had no report of arrested pupils

Two photographers on the scene had to run for their lives when chased by pupils They were escorted by police out of the township

An unknown number of vehicles were stoned and shops belonging to Mr Richard Maponva and Mr Ephraim Tshabalala were reported to have been looted by a group of youths in Soweto last night

No official confirmation could be obtained on the matter

Sactu lashes at 'unity talks'

By JOSHUA RABOROKO

THE South African Congress of Trade Unions (Sactu) has lashed out at the current unity talks by emerging trade unions.

The talks, aimed at forming a giant federation in South Africa, have culminated in the formation of a feasibility committee mandated to consult individual unions and persuade them to unite

In a statement, Sactu says unless and until all the oppressed and exploited workers are involved in these talks with unity in mind, trade union unity would not be easy to achieve

Majority

"The desire by the majority of the unions to form a trade union federation cannot be doubted, but what we are doubting is whether all the unions share a common objective."

Sactu poses the following questions to the participants in the committee

- what is the basis of these unity talks we are talking about?
- what is the role of the feasibility committee vis-a-vis the industrialisation of the general workers' unions?
- if the six unions go ahead with the federation without the rest of the unions who are not ready, what will they have achieved?
- why are other unions not invited to the talks?
- who determines that other unions deserve an observer status?
- now that a draft constitution is being circulated, will the other unions be given a chance to have an input in this constitution?
- what is the future of this federation in relation to international unions and what is the relationship between the trade unions and the United Democratic Front (UDF)

The statement says the trade union struggle cuts across ideological differences and racial prejudice Only a united powerful trade union movement, together with other democratic forces can challenge the ruling class and the multinationals

Poor

No trade union, whether general or industrialised should be precluded from participating in the formation of the proposed federation on the grounds of poor financial standing and membership

The congress lists various suggestions which the feasibility committee should remove and these include

- a mandate to consult with individual unions.
- confined at all levels
- there should be no deadline for the formation of the federation
- all unions outside the talks including those who have been accorded observer status must be invited as full participants and international affiliation must not be an obstacle to unity

Sactu shall be happy with the formation of one democratic trade union federation, the statement says

Mass detentions harass

TITLE: The Influence of Apartheid and Capitalism on the Development of Black Trade Unions in South Africa.
Publishers: Skotaville Publishers.
Price: R8,95c
Review by JOSHUA RABOROKO

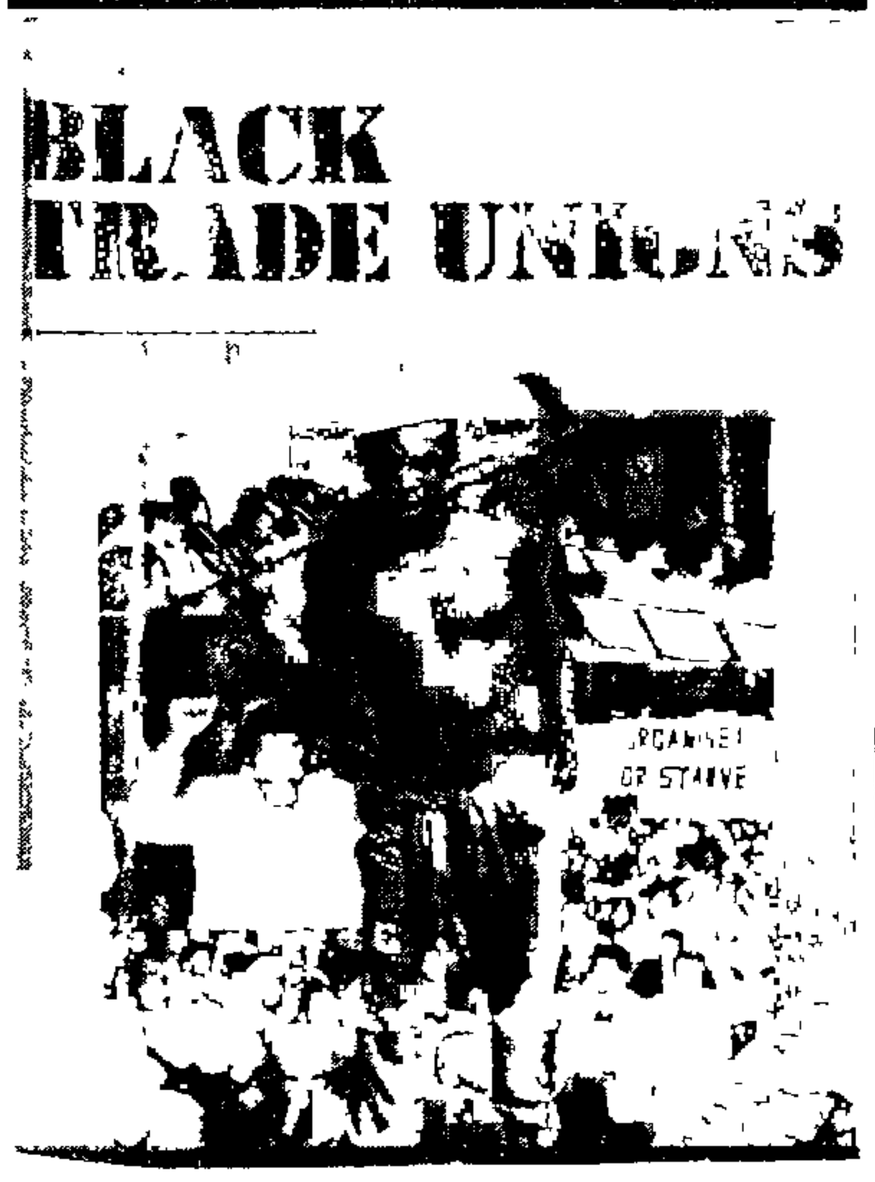
THE history of black trade unionism in South Africa is characterised by strikes over wages, job reservation, deprivation of union rights and general harassment and mass detention of union leaders.

This is so because of the variety of political and economic instruments that have been used to suppress and control the black labour force as a race — and class domination.

In his book, "The Influence of Apartheid and Capitalism on the Development of Black Trade Unions in SA", Don Ncube says it is almost impossible to speak of trade unions per se in South Africa.

Mr Ncube, who holds a Master of Science degree in Manpower Studies from Manchester University, says "invariably one is compelled to speak of either black or white trade unions instead of the trade union movement, generally.

The reason behind this is that South Africa is traditionally established, organised, recognised and registered along racial lines."



The book is probably the first written by a black person since blacks have been granted trade union rights by the Government — the post Wiehahn period.

The writer also investigates the increasing rate of frustration among black workers which manifested itself in strike waves and provided the impetus for the emergence of a new breed of legitimate independent unions.

These unions were irrevocably committed to non-racialism, the downfall of apartheid and capitalism because these forces were soon to reinforce one another and to ensure a common goal of political and economic subjudication of blacks as a race and class.

He says the Boers on arrival in South Africa traditionally practised the system of slavery — Hottentots and later blacks as they moved into hinterland. They sowed the seeds of colour bar.

White unions which existed entrenched job reservation at the expense of black workers, not as a new phenomenon, but as a custom that was already in existence in the country's social, political and economic system.

Blacks were dissatisfied with the "wage colour bars" and the "job colour bars" which complemented one another and consolidated racial discrimination at the workplace

With the development of industries in the country there was a "burning desire" by workers (in other sectors) to form trade unions and the first came to be known as the Industrial Commercial Workers.

Mr Ncube says with the birth of black unrecognised trade unions mine workers went on strike in July 1918 in demand of better pay and to which the government reacted by calling police force and troops,

the passive resistance against carrying of passes organised by the African National Congress (ANC) in 1919 which was crushed by the military force of white civilians who physically attacked meetings of demonstrators and the 1920 strike by mine workers against colour bar which was quelled by the government and mine employers

Several other unions emerged under the leadership of white liberals and these include the Industrial Workers of Africa Union led by Mr Clemens Kadalie, a citizen from Malawi These unions' activities were under the microscopic eye of the government.

In 1955 trade unions that were not included in the Tusca federation called a conference and established the South African Congress of Trade Unions (Sactu) which joined the South African Indian Congress (Saic), the South African Coloured People's Organisation (Sacpo) and the ANC

Sactu's leadership which was mainly from the ANC overtly identified with all the passive resistance activities such as demonstrations, boycotts, strikes and various forms of civic disobedience

It also sought affiliation to the World Federation of Trade Unions which was dominated by the Soviet Union and with the International Confederation of Free Trade Unions dominated by American unions.

PAC broke away

from ANC on grounds that it believed that the struggle of the African people must be led by Africans The vanguard of PAC based its belief on the principle of "Africa for Africans".

SOWETAN, Friday, April 26, 1985

'Row' over May Day

134

REPRESENTATIVES of local and multinational companies are reluctant to observe May Day — the international workers' day — as a paid public holiday in South Africa, despite demands by the majority of black trade unions.

The representatives have indicated that stringent action might be taken by individual companies against workers who stay away from work on that day. They urged the unions to talk to the Government on the issue.

The majority of black trade unions representing South Africa's workforce met in Johannesburg last week and decided to hold this year's May Day celebrations together

The unions also called for May Day to be recognised as a paid holiday just like it is done in some countries of the world, especially Socialist Russia, Islamic Iran and others

The president of the American Chamber of Commerce, Mr V Lubke said it was unlikely that employers will agree to grant workers pay for not working on that day because it was not a holiday in South Africa

However, it will depend on individual managements who have agreed with their employees to regard the day as a holiday The workers must make their demand to the Government because "we have a large number of holidays in the country "

Association of Chamber of Commerce's (Asscom) manpower secretary Mr Vincent Brett said their members would be reluctant to recognise the day as a paid holiday

The Chamber of Mines, the greatest employer of black miners in the country, has said that the demand has not been made to them They will consider it when union representatives approach them, the spokesman said The spokesman declined to comment further on the issue

The spokesman for Sasol company, which was involved in a mass dismissal during the last November stay-away from work, said they felt strongly that the country could not afford a larger number of public holidays than there were at the moment

"In our view the declaration of paid public holidays is not an industrial relations matter, but one for the Government," the spokesman said in a statement. Most of Sasol's plants operate round the clock, including public holidays

Many unions, including the Federation of South African Trade Unions' (Fosatu) affiliates have made this demand in wage negotiations with employers

TRADE UNIONS

Belabouring politics

FEATURE

The apolitical union is a myth — at least in SA Trade unions and their confederations, whatever their complexion, have always played the game of political leverage

Rightwing unions' preoccupations date at least as far back as the 1922 Rand Revolt Defence of white workers' privilege against the "cheap black tide" is still the theme, though the SA Confederation of Labour (Sacol) and its best-known member, the white Mineworkers' Union (MWU), no longer retain their privileged position *vis á vis* government

The MWU is battling to retain the definition of a "scheduled person" in the Mines and Works Act — which excludes blacks from obtaining certificates to do skilled work — in the teeth of pressure from the Chamber of Mines and black unions The 1979 O'oKiep strike, which was seen by many as a warning to government not to accept the reformist recommendations of the Wiehahn Commission, was a crushing defeat for the MWU Other white unions did not back it, and government, against expectations, did not step in to try to prevent the strike

Sacol has tight links with the Herstigte Nasionale Party, and seems to be on good terms with Andries Treurnicht's Conservative Party as well That's not all MWU president Cor de Jager called for members to join Carel Boshoff's Afrikaner Volkswag at the union's congress this year Clearly, organised rightwing white labour perceives its defensive battle as a political one, how far it will be prepared to go remains to be seen

The Trade Union Council of SA (Tucsa), despite breakaways, remains SA's largest union federation And since the decline of Sacol's intimacy with government at the end of the Sixties, the Tucsa lobby has carried considerable weight — indeed, it credits itself with a major role in bringing about the Wiehahn reforms

Tucsa representatives sit on a number of government boards and committees, notably the National Manpower Commission — unlike representatives of the emerging union movement who, the *FM* understands, were never invited to join, perhaps because they would not have done so The Economic Advisory Council, the National Co-ordinating Board, the Unemployment Insurance Board, and the Regional Development Advisory Council all have Tucsa representatives

Tucsa also has a Parliamentary Liaison Committee This body's task is made easier by the council's longstanding political connections, and the fact that several Tucsa personalities have served or are serving in Parliament Anna Scheepers, for decades president of the Garment Workers' Union, was a New Republic Party Senator during the Seventies Archie Poole, ex-general secretary of the Engineering Industrial Workers' Union, now holds a seat in the House of Representatives And Ronnie Webb, an ex-Tucsa president, was appointed to the President's Council at its inception

As the history of black unionisation over the past 50 years indicates, groups barred from overt political activity will be forced to express all their aspirations through union structures A salient instance of this use of leverage was last November's stayaway, when union members joined with a number of Transvaal community organisations in a two-day work stayaway to dramatise a series of political and economic demands

Fosatu's participation — as the strongest and best-organised body — was the best evidence yet of its gradual shift from its earlier sedulous avoidance of overt political moves Calls for a brief nationwide work stoppage in memory of unionist Neil Aggett's death in detention, and for non-participation in the tricameral elections, were among Fosatu's few political moves prior to the stayaway

MWU's Arrie Paulus ... ally of the far right

Reason for the change? Certainly the federation has grown larger and more confident, but, Fosatu sources add, its constituency has also widened to include increasingly politically-concerned workers The federation structure made it inevitable that workers concerned about the roots of township and educational unrest would pressure their leadership to act

The stayaway experience, Fosatu sources say, provides practical lessons First, the organising committee was too small, and its members did not have sufficiently clearly defined ideas of their functions, responsibilities and limits Fosatu will in future be wary of the terms on which it co-operates with organisations made up of activists who are not directly answerable to a constituency

Participation in the stayaway, Fosatu sources say, was the first organisational manifestation of a trend Recessionary conditions are limiting unions' ability to win concessions for membership on the factory floor, and in compensation there will be a tendency to respond to community problems such as transport, rents and education These, also exacerbated by recession, increasingly preoccupy union members However, the stayaway weapon is unlikely to be used by Fosatu again, it is conceded, except in the case of an "absolutely immediate, clear-cut objective "

This was clearly evident in the refusal by affiliates of Fosatu and Council of Unions of SA (Cusa) as well as the General Workers' Union, Commercial Catering and Allied Workers' Union and African Food and Canning Workers' Union to participate in the recent stayaway called by the Port Elizabeth Black Community Organisation

Then there is the rise of United Democratic Front (UDF) and black consciousness unions These can be seen as the outcome of unionisation undertaken by political movements, rather than an instance of unions becoming politicised Their growth in the last five years is another factor which has pushed organisations like Cusa and Fosatu toward responding to political issues, despite their history of shopfloor orientation — which, ironically, has given them structures strong enough to implement and sustain such actions

Recently there have been nationwide celebrations to mark the 30th anniversary of the SA Congress of Trade Unions (Sactu), the union body closely linked to the African National Congress during the Fifties and early Sixties These are possibly indicative of a new drive to revive Sactu with all the political implications that this carries

However, the single most significant lever and development in union strategy, will be the formation of a new federation of emerging unions later this year Participants are Fosatu, Cusa, the General Workers' Union, the Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association Once the federation is formed the balance of labour power in SA will be transformed In the absence of a national black political party, the new federation may be forced, however reluctantly, to don that mantle And in the leverage game, where the stakes are power and influence, this will put the right wing and the centre in the shade ■

Unions to celebrate May Day

Cape Times 30/4/85 **Labour Reporter** 134

A RALLY to celebrate May Day — the traditional day of international workers' solidarity — will be held in the Rocklands Civic Centre tomorrow evening

The rally is being organized by seven trade unions active in the Western Cape which are likely to join the new federation of independent unions due to be formed later this year

They are the Cape Town Municipal Workers' Association, the General Workers' Union, the Food and Canning Workers' Union, the National Union of Textile Workers, the Paper, Wood and Allied Workers' Union, the National Automobile and Allied Workers' Union and the Commercial, Catering and Allied Workers' Union

The rally starts at 7 30pm and is open to the public

Cape workers will celebrate May Day

M6 US 30/4/85 (134)

Labour Reporter

MAY DAY, the traditional workers' day, will be marked in Cape Town this year by a massed union meeting in Mitchell's Plain tomorrow.

At another May Day meeting, the Mitchell's Plain section of the Cape Youth Congress will launch an unemployment campaign to mark International Youth Year.

The union meeting will have speeches on the May Day theme, a play, poetry reading and songs from a workers' choir.

It will focus on May Day as an international workers' celebration.

UNIONS

Unions taking part are the Cape Town Municipal Workers' Association, General Workers' Union, Food and Canning Workers' Union, National Union of Textile Workers, Paper, Wood and Allied Workers' Union, National Automobile and Allied Workers' Union, and the Commercial, Catering and Allied Workers' Union of South Africa.

The meeting starts at the Rocklands Civic Centre at 7 30pm

Mr Joe Foster, general secretary of the Federation of South African Trade Unions, said many unions were including demands for May Day as a paid holiday in their negotiations.

According to a spokesman for the Cape Youth Congress, it had been decided to focus on unemployment because of its importance to youth.

The meeting starts at the Lentegeur Civic Centre at 8pm

May Day meetings planned for today

By SELLO RABOTHATA

A SERIES of meetings have been planned to celebrate May Day throughout the country with others scheduled for today and others set for Saturday, the May Day Co-ordinating Committee announced yesterday. Sowetan

A statement released by a spokesman for the committee said the committee experienced difficulties in securing venues in some areas "Various authorities, both church and State, including the Johannesburg City Council, have refused permission for the use of halls for meetings connected with the celebrations. The committee condemns this action as interference with the rights of workers to organise," the statement said. 1/5/85

Today's meetings will be held at Khotso House, Johannesburg, at Morena Stores, Katlehong, both start at 1pm to 4pm Other meetings will be held at Tembisa, Alexandra, Pretoria, Secunda and Pietersburg — venues for these meetings are still to be confirmed. On Saturday rallies will be held at Regina Mundi, Soweto, starting at 1pm, Tembisa, Morena Stores, Katlehong, Klerksdorp, Vaal and Pretoria

Speakers at the meetings will be from the Council of Unions of South Africa (Cusa), Federation of South African Trade Unions (Fosatu), unions affiliated to the United Democratic Front (UDF), Azanian Council of Trade Unions (Azactu) and independent unions. The committee made a special call on all workers to attend the May Day celebrations in all areas "We need to unite now like never before," the statement said

Demands

The May Day Co-ordinating Committee said it has formulated a number of demands which will be the focus of attention The demands include· May Day be recognised as a paid holiday; the right to full employment at a living wage, 40 hours working week to reduce unemployment and create better working conditions, the unbanning of all banned organisations and individuals and the release of all political prisoners.

The Soweto branch of the Azanian People's Organisation (Azapo) will hold a May Day meeting at the Dube YWCA at 7pm today The Lenasia branch of Azapo will also hold a meeting on Sunday starting at 2pm at the Jiswa Centre. Lunch-hour addresses at companies where unions affiliated to Azapo have access will also be conducted today, Mr Zithulele Cindi, an Azapo official, said

Meanwhile the Transvaal regional congress of Fosatu resolved to call on employers not to punish those who cannot go to work today because of township problems — workers should be allowed to celebrate May Day without any harassment from the employers and the State.

Fosatu also expressed its support to the people in the Vaal townships because "it supports the people's fight against suppression, repression and apartheid caused by an undemocratic government. Fosatu will do all it can to support the Vaal Triangle people and other South African township people's struggle"

Fosatu also called upon all progressive unions to attend a meeting at their offices in Germiston on May 18 to discuss the proposed new super federation and to iron out any possible differences that could impede other unions not to be involved in the federation.

Cape Times 1/5/85

Union committee warns of action

(134)

JOHANNESBURG — The 31-union-strong Joint May Day Co-ordinating Committee yesterday vowed to take action against the sacking this week of up to 17 000 miners from two Western Transvaal mines

The committee, formed to organize this year's May Day celebrations, and representing most of South Africa's unionized black workers, branded the sackings the "biggest mass dismissal of workers in South African history".

"We will not take the dismissals sitting down," the committee warned

It restated its demand for the right of workers to strike without fear of dismissal.

The committee's statement follows threats by three overseas trade unions to take action against Anglo American over the dismissals

● A union meeting will be held in Mitchells Plain today to mark May Day, the traditional workers' day

Seven major unions will take part in the meeting which begins at Rocklands Civic Centre at 7.30pm and includes speeches, a play, poetry reading and songs by a workers' choir

According to Mr Joe Foster, general secretary of the Federation of South African Trade Unions, many unions are now including demands for May Day as a paid holiday in their negotiations with management

At another May Day meeting at Lentegeur Civic Centre beginning at 8pm, the Mitchells Plain section of the Cape Youth Congress will launch an anti-unemployment campaign to mark International Youth Year. — Sapa and Staff Reporter

3 000 attend May Day celebration

CAPE TIMES 2/5/85 (134)

Staff Reporter

WORKERS had begged and prayed for years for their conditions to change but were no longer prepared to wait and were rising in their thousands, a May Day meeting at the Rocklands Civic Centre was told last night

The secretary of the Cape Town Municipal Workers' Association, Mr John Ernstzen, was addressing about 3 000 people who were celebrating the traditional workers' day

"We cannot forget what happened at Cradock, Crossroads and Uitenhage What had happened at Uitenhage was very important — almost every person who was shot dead was a worker or the child of a worker," he said

Workers would continue their fight for a living wage, the right to organize and to demonstrate They would demand that May Day be declared a public holiday, he said

It was a disgrace that workers still had to carry passes. The time had come to put an end to the pass laws, migrant labour, the Group Areas Act and the division of workers into racial groups

1985

50 arrested as thousands flock to celebrate May Day

Mercury Correspondent

JOHANNESBURG—Unrest moved to the centre of Johannesburg yesterday as thousands of workers celebrated May Day the international worker's day, in meetings at factories and halls throughout the country

In separate instances in central Johannesburg police confronted crowds, arresting more than 50 people

Tear-gas was fired, traffic came to a standstill and crowds watched as a large contingent of riot police gathered outside Khotso House in De Villiers Street where a May Day meeting was in progress

Khotso House is the head office of the S A Council of Churches and houses various black organisations

The meeting was called by a committee which in a significant departure from past divisions comprised black consciousness unions unions affiliated to the United Democratic Front, and 'federation' unions such as the Federation of South African Trade Unions

Some time

Union representatives stated a number of demands, including a call for May Day to be made a public holiday in line with overseas practice

As hundreds of workers poured out of the meeting chanting slogans, they were forced back inside and police formed a cordon around the building's entrance

After tear-gas had been fired and police dogs used to push back a swelling crowd, a spokesman inside the building called on the police to withdraw and allow people to leave peacefully

The police moved back a few metres and allowed people to leave quietly, though it was some time before the crowd moved away

At least 13 members of the Azanian Student's Organisation and the Congress of South African Students were arrested during a picket outside the U S Consulate in Commissioner Street.

The students were demonstrating in support of the disinvestment campaign and wanted to deliver a letter to President Ronald Reagan expressing their 'abhorrence' at the policy of constructive engagement

● See also Page 3

5 000 workers miss work for May Day rally

NM 2/5/85

(134)

Labour Reporter

SEVERAL Natal companies were hit by worker stayaways yesterday when Durban celebrated its first May Day rally attended by about 5 000 workers at Curries Fountain

In most cases the workers defied employers who refused to grant them time off from work to attend the function and employers have warned that they would not be paid

Production at three Dunlop plants in Natal was disrupted by non-attendance and at Metal Box at Mobeni, the majority of the day-shift workers walked off the plant at lunchtime after the company refused to allow workers time off

Mr R T Smith, group personnel manager of Dunlop, said of the seven Dunlop plants in South Africa, only three plants at which the Metal and Allied Workers' Union is represented, have been affected by non-attendance and these workers would not be paid

Metal Box's plant manager, Mr D McKeaveney, said all day shift staff reported for duty as normal yesterday but the majority left the factory at midday

He said employee representatives approached management on Tuesday for time off They were warned those absenting themselves from work would not be paid

Commitment

At the rally — organised jointly by Fosatu unions, the Commercial, Catering and Allied Workers' Union, General Workers' Union and Food and Canning Workers' Union — workers were entertained with music, plays depicting workers' struggle for improved working conditions and more pay

Resolutions pledging workers' commitment to fight for shorter working hours and having May 1 declared a paid public holiday were unanimously passed

Mr Mike Morris, a spokesman for the organisers, said the unions would continue fighting for an eight-hour working day — 40 hour working week — without any cut in take home pay

"At present the average working week ranged from 42 hours to 45 hours, he said, adding that by having shorter working hours it was hoped that more people would be employed

Fosatu official: Firms should stay

CAPE TIMES 3/5/88

(134)

Own Correspondent

DURBAN — Foreign multi-national companies already established in South Africa should not be allowed to pull out their investments, Mr Alec Irwin, education secretary of the Federation of the South African Trade Unions, told a lunchtime meeting at the University of Natal yesterday

Speaking at a well-attended meeting of students in the Shepstone Hall, Mr Irwin said they had become part of South Africa's social structure and should remain

"The workers helped build companies like Ford," he said

He did not believe that the withdrawal of foreign investments would "correct the problem" in South Africa

"The only way this can be done is by changing the country's economic policies The creation of homelands and the tricameral parliament was costing South Africans money

"The move towards shifting taxation on the black worker has got its limits

"There will be a backlash against further attempts to shift taxes on blacks," he said, adding that the increase in general sales tax hit black people hardest

Referring to the growth of the trade union movement, Mr Irwin said the total number of unionized workers in South Africa was about 2 000 000 but many were "trapped in dormant unions"

The trade union movement would always be political and could not escape from the present problems facing the country, he said

A new federation of trade unions was emerging and was expected to be launched by the end of the year with a membership of 350 000 workers "This will be the largest and most powerful federation in South Africa," he added

Mr Irwin said workers here still needed the solidarity of American workers and there should be closer links with the Americans, British and German workers to strengthen the fight for better rights in the workplace for workers in South Africa

The Day of the W

Sowetan 3/5/85 (134)

By SEFAKO NYAKA

ON Wednesday thousands of workers from the country's major trade unions came together to celebrate May Day in what was a massive show of strength and solidarity.

May Day is celebrated differently in each country Workers organise around their own particular problems and struggles

Worker's Day, as the day is sometimes called, began over one hundred years ago with the struggle of workers for a shorter working day

At that time, industry in the world was growing at an alarmingly rapid rate Many new factories were built, employing thousands of unskilled workers

These unskilled workers were employed under terrible conditions They often worked for 12 or even 16 hours a day And they worked for very low wages

RIOT SQUAD. Police approach chanting workers after a May Day meeting at Khotso House

Organise

Workers began to organise against their dreadful conditions Unions began to wage a militant struggle against the bad working conditions

The workers then started campaigning for an eight-hour working day They said by forcing workers to work long hours, the bosses could employ fewer workers This, they argued, kept unemployment high and made it difficult for workers to organise

In some places the struggle for a shorter working day was successful

In South Africa May Day was celebrated for the first time in 1904 In these early days it was only White workers who were organised in trade unions

From 1919 meetings were held every year and soon workers won May Day as a recognised labour holiday.

Later some industrial council agreements allowed the workers to take the day off

Whites

By the 1920's, black workers were also starting to organise in trade unions

Some political parties joined the unions in organising both black and white workers in holding regular meetings on May Day

Meetings were organised on the Parade in Cape Town and in Marshall Square in Johannesburg

During the Second World War (1939-45) the number of black workers in the towns and factories grew The black trade union movement grew greatly in strength

Meetings were every year, but th unions of the more c servative White work used to hold sep meetings where the would pass resolutio about international s idarity, but refusing admit blacks to th meetings

Sometimes the poli would break up m ings where black white workers wer gathering, but left th white workers' meet alone

Sactu

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In 1950, the Afr National Congress the Communist Par organised a strike May Day to oppose t government Man workers stayed aw from work Factor were quiet and streets were empty.

In Johannesburg t

Day of the workers

3/5/85 (134)

Police approach chanting workers after a May Day meeting at Khotso House on Wednesday.
PIC ROBERT MAGWAZA

unions.

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During the Second World War (1939-45) the number of black workers in the towns and factories grew The black trade union movement grew greatly in strength

Meetings were held every year, but the unions of the more conservative White workers used to hold separate meetings where they would pass resolutions about international solidarity, but refusing to admit blacks to their meetings

Sometimes the police would break up meetings where black and white workers were gathering, but left the white workers' meetings alone

Sactu

In 1948 the Nationalist Party came to power and tried to repress black trade unions and black political organisations Then May Day became a symbol of struggle against apartheid

In 1950, the African National Congress and the Communist Party organised a strike on May Day to oppose the government Many workers stayed away from work Factories were quiet and many streets were empty

In Johannesburg the police fired on the workers and 18 workers were killed

After this date there were no more large May Day rallies More and more the government cracked down on the trade unions and political organisations

In 1955 a new trade union federation, South African Council of Trade Unions, was established For a while Sactu continued to organise meetings on May Day But in 1964, Sactu was repressed, its leaders jailed, banned or exiled

By this time the white unions had become more conservative and most of them stopped holding May Day meetings

In the 1960s the right to celebrate May Day was removed from industrial council agreements.

For many years May Day was not celebrated by workers in South Africa

In the 70s black workers in South Africa began to build up their trade unions again

In 1982 and 1983 trade unions in several parts of the country began to hold meetings on May Day

In 1984, many independent unions held meetings and mass rallies on May Day

In Natal a May Day campaign was launched Thousands of workers belonging to Federation of South African Trade Unions handed out pamphlets explaining the origin of May Day

Unity

In Cape Town unions involved in the unity talks organised a joint May Day meeting, which was attended by about 3 000 workers

Unions used May Day in 1984 to call on workers to boycott products of companies that had fired workers The meeting was also used as a protest against increases in food prices and GST.

In the same year the Chemical Workers Industrial Union won a major battle when Pilkington Glass in the Eastern Cape agreed to set aside May Day a paid public holiday

Yesterday many workers in different countries once again raised the demand for a shorter working day In the face of unemployment they were demanding a 35-hour working week

Symbol

This is seen as a demand for more workers to work shorter hours to bring down unemployment and strengthen the workers position

To the thousands of workers May Day has become a symbol of the workers struggle for a new society, where workers will enjoy political power, and control over their own lives in the factories, and in their own communities

May Day meeting pledge solidarity

Sowetan 6/5/85

134

MAY DAY: Workers at the May Day celebration meeting at the Jiswa

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MORE THAN 1 000 workers from the Reef and the Orange Free State resolved to fight for their union rights, influx control laws, resettlement policy and discriminatory laws in South Africa.

By JOSHUA RABOROKO

The resolution was taken at emotion-charged meetings to celebrate May Day held at Regina Mundi Church, Soweto, Jiswa Centre, Lenasia, Tumahole, Parys and in Sebokeng Anglican Church, Vaal, yesterday.

The meetings were organised by the Joint May Day Co-ordinating Committee representing 31 trade unions to show solidarity with the world's working class.

Speakers at the Regina Mundi meeting included Mr Letsatsi Mosala, president of Black Allied Mining and Construction Workers; Mr Sipho Radebe, member of the Council of Unions of SA, and Mr Kaiser Thipedi of Commercial Catering and Allied Workers Union.

Mr Radebe said the solidarity of the black workers will leave the oppressors trembling with fear. The working class was destined to liberate blacks in this country

At Lenasia Mr Phandelani Nefolovhodwe said the fallacious notion that trade unions are themselves revolutionary organisations should be "killed". The workers' fight against capitalism and racism was a national one.

In Tumahole Mr Phillip Masia, of the Oranje-Vaal General Workers' Union, pledged solidarity with the 17 000 miners sacked from their jobs, the boycott of the Oranje-Vaal Development Board's liquor outlets and that May Day be regarded as a paid public holiday.

Speaker after speaker at the various meetings talked strongly about low wages, the detention of union leaders, the abolition of race laws, and the homeland policy.

Sowetan 7/5/85

Black trade unions get together

MEMBERS of the 31 major black trade unions representing thousands of workers are to meet in Johannesburg on Thursday to formulate strategies and discuss the controversial issue of disinvestment in South Africa.

A spokesman for the union's joint co-ordinating committee said the meeting will also give an evaluation of the May Day celebrations which were held throughout the world and in South Africa last week

Several meetings were convened by the unions, and others by the United Democratic Front and the Azanian People's Organisation

The issue of disinvestment has been on the lips of many political activists and trade unions who have expressed their deepest concern

The spokesman said the May Day celebrations have shown and brought together numerous trade unions with different political outlooks and "we are happy that there is solidarity among the black working class.

"The close co-operation has also shown the State and the employers that they cannot divide workers in terms of their political ideologies We appreciate the role of the UDF and Azapo in bringing workers together," the spokesman said.

Demands

The spokesman reiterated that the unions will still insist on their demands made before the May Day celebrations These include

- May Day be regarded as paid public holiday,
- Demand for high wages,
- Adequate and decent housing at reasonable rent,
- Adequate and efficient transport,
- Trade union rights and the right to strike and picket, and
- The abolition of influx control and other discriminatory laws

The spokesman said they hoped that the police will keep away from future May Day celebrations.

The meeting, to be held at Lekoton House, starts at 5pm

Workers demands on Raditsela funeral

Star 9/5/85

A joint committee representing 31 trade unions nationwide, including major federations, will meet tonight to discuss funeral arrangements for dead unionist, Mr Andries Raditsela (29).

His death is likely to have widespread implications locally and abroad. The funeral is expected to take place next Tuesday. Workers, angered by his death shortly after being released from detention, are insisting that he be buried during the week so that the business community and the Government will feel the impact of their anger.

Members of the Raditsela family gathered quietly at the Diepkloof mortuary today while a post mortem was being carried out on Mr Raditsela's body

Foreign television crews and local pressmen met them as they entered the grounds of the mortuary and tailed them as they made their way into the low grey-roofed building

Mr Raditsela died of suspected head injuries shortly after being released from detention on Monday He was a senior shop steward of the Chemical Workers Industrial Union (CWIU) and a vice-chairman of the Transvaal region of the Federation of South African Trade Unions (Fosatu).

A regional organiser of the CWIU, Mr Wesley Dumo, accompanied the Raditsela family to the mortuary to identify the body Family members included a brother, Mr Frans Tsotetsi and two aunts, Mrs Rennie Raditsela and Mrs Gertrude Raditsela

Brigadier J J Viktor, head of the Criminal Investigation Department in Soweto, and members of the Brixton Murder and Robbery squad were also at the mortuary Brigadier Viktor has been instructed by the Commissioner of Police, General P J Coetzee, to investigate the circumstances of Mr Raditsela's death "as a matter of urgency".

Mr Raditsela was found lying in the Tsakane administration offices at about noon on Monday and died in Baragwanath Hospital at 2.15 pm.

Fosatu has called an executive meeting in Johannesburg this weekend to discuss the death of their colleague

"The circumstances of his death are shrouded in suspicion and we demand that those responsible be brought to justice," a Fosatu statement said

Police said in a statement yesterday that on Saturday May 4 Mr Raditsela was detained by the South African Police in terms of Section 50 of the Internal Security Act

"Shortly after his detention Mr Raditsela was taken to hospital," the police statement said

"On Sunday May 5 Mr Raditsela was exempted from the provisions of Section 50 and the guards at the hospital were withdrawn On Monday the SAP were informed that he had passed away"

New trade union system called for

134 D. Dispatch 10/5/85

JOHANNESBURG — A call for a new trade union system in South African industry that includes all workers and personnel under boardroom status, irrespective of the grade of their work and whether they are white or blue collar workers, was made last night by Dr A Wessels, chairman and founder of Wesco Investments

Addressing the graduation ceremony of the faculty of commerce of the University of the Witwatersrand, Dr Wessels said such a union should be the only organisation to negotiate employment conditions with the boards of companies

It would be better informed about the management practices of the company, about management's attempts to improve the quality of labour, its training programmes and its efforts at improving productivity

"More important, such a union will make a major contribution towards eliminating the problems of ethnic groups forming in industrial operations where the majority of blue collar workers still belong to certain population groups," Dr Wessels said

Such a system would also have the effect of moving towards in-company unions in the case of large industrial operations In-company unions would not replace, but function side by side with the present unions which represent workers in smaller organisation

Such unions would make a great contribution towards creating an atmosphere, a spirit of coherence and solidarity in any organisation and encourage management and workers to cooperate in programmes of improving productivity and thus strengthen competitiveness

"In a developing industrial society like ours, which is increasingly dependent on international markets where competition is fierce, it is imperative that capital; management and labour close ranks," Dr Wessels said —SAPA

Union call for work stoppage

Star 10/5/85

134

By Sheryl Raine and Chris Steyn

Major trade unions and black community organisations have called for workers throughout the country to down tools for two hours between 11 am and 1 pm next Tuesday in memory of dead unionist Mr Andries Raditsela (29) and to protest against the presence of police and the Defence Force in black townships

Representatives of the country's major trade union federations and community organisations met last night in Johannesburg and announced that Mr Raditsela would be buried from the Methodist Church in Tsakane township near Brakpan at 10 am on Tuesday May 14

Mr Raditsela was detained last Saturday at about 9 am and died at Baragwanath Hospital on Monday afternoon He was a senior shop steward of the Chemical Workers Industrial Union (CWIU) and an executive committee member of the Federation of South African Trade Unions (Fosatu)

An independent pathologist representing the Raditsela family, Dr M Botha, yesterday attended a post mortem on the body and said the cause of Mr Raditsela's death was a subdural haemorrhage (brain injury) to the right side of the head. The injury was consistent with trauma

The CWIU says it has established that Mr Raditsela was admitted to the Far East Rand Hospital at 6 45 pm last Saturday, eight hours after he had been seen lying unconscious at

● To Page 3, Col 1

Unions call for work stoppage on Tuesday

● From Page 1

the Tsakane Administration Board offices

Dr Botha's report will be forwarded to the officer investigating Mr Raditsela's death, Brigadier J J Viktor, chief of the Soweto Criminal Investigation Department

A spokeman for the Police Directorate of Public Relations in Pretoria said no policeman had been suspended "at this stage of the investigation".

Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa, said in a statement that it was expected that employers would co-operate and "not create additional problems at this sensitive time"

SOWETAN, Friday, May 10, 1985

Doubts behind the R100-m jobs plan

By JOSHUA RABOROKO

MAJOR trade unions and community based organisations were sceptical of the announcement that the Government was to spend R100-million towards creating new jobs in urban and rural areas.

The State President Mr P W Botha announced last week that the government will spend R100 million for emergency job creation programmes in rural and urban areas

The programme will be extended to urban areas in the form of do-it-yourself housing schemes, training of the unemployed and the upgrading of the residential areas

The Eastern Cape, a region hit particularly hard by the recession, has been singled out for special attention

The co-ordinator of the Azanian Confederation of Trade Unions, Mr Pandelani Nefolovhodwe, said it was still premature to comment on the announcement "We still have to study it But generally the Government of this country cannot cope with the problem of unemployment, let alone creating jobs

Fosatu's president Mr Chris Dlamini said the Government had promised many things which it did not fulfil 'We shall welcome the scheme once it gets off the ground We are doubtful about the scheme'

Black Sash's Mrs Sheena Duncan welcomed the move, but immediately said that the Government should rethink its taxation measures which could increase unemployment

The Progressive Party's spokesman on manpower, Dr Alex Borraine, has welcomed the announcement

NM 10/5/85

Call for new trade union system in SA

JOHANNESBURG — A call for a new trade union system in industry in South Africa that includes all workers and personnel under boardroom status, irrespective of the grade of their work and whether they are white or blue collar workers, was made by Dr A J J Wessels, chairman and founder of Wesco Investments.

He was addressing a graduation ceremony at the Univerrsity of the Witwatersrand — (Sapa)

Cape workers urged to join protest work stoppage

Argus 13/5/85

(134)

Labour Reporter

THOUSANDS of Cape workers will be urged to stop work for two hours tomorrow in protest against the death of Transvaal trade union official Mr Andries Raditsela soon after he was released from detention

Affiliates of the Federation of South African Trade Unions (Fosatu) and other unions involved in the formation of a new union federation met in Cape Town today and decided to support the call for a two-hour work stoppage made in the Transvaal last week.

The unions, representing about 20 000 workers, include the General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, National Automobile and Allied Workers' Union, the National Union of Textile Workers, the Paper, Wood and Allied Workers' Union and the Cape Town Municipal Workers' Association

OUTRAGED

A statement issued after the meeting said the unions were outraged by the death of yet another union leader and urged managements to "respect this period of mourning and to refrain from any disciplinary action"

Mr Brian MacLeod, director of the Cape Town Chamber of Commerce, said he had not received any calls from members asking for advice on how they should handle any stoppages

The Black Sash has asked all its members to wear black armbands or ribbons tomorrow as tokens of mourning for Mr Raditsela and Mr Sipho Mutsi, a student organiser who was dead on arrival at hospital in Bloemfontein after being transferred from Welkom

Black workers pledge to work for more unity

THE unity of the black working class is growing rapidly.

Workers have vowed to come together, support and pledge solidarity with each other on numerous issues, despite their political differences

This new twist in the labour movement in South Africa was announced by Mr Cunningham Ngcukana, a leading unionist, who is the secretary of a co-ordinating committee of 31 major trade unions seeking unity

The committee, formed by trade unions to celebrate May Day recently, is hoping to achieve more power and unity among the unions by supporting the working class struggle against injustice, exploitation and other forms of oppression

Mr Ngcukana explained that May Day signified an important day when workers of the world celebrate and share with each other their demands and rights regardless of their political differences

In South Africa, he says, separate unions have been working and organising on their own until "we felt we had to unite forces "

"This desire has inspired us to join hands So ride on we shall fight the oppressors in one voice "

Division of workers

He says the aim of the co-ordinating committee is to avoid issues that divide the workers "Once we have been able to identify our differences, we shall be ale to achieve greater unity "

"During the union's discussion it emerged that there were different approaches towards the controversial issue of disinvestment

"This delicate issue has raised serious problems which we will iron out in due course There are unions which have different perceptions about the disinvestment issue "

Mr Ngcukana added that they will support each other on issues such as boycotts, campaigns, strikes and other forms of opposition

"We have supported each other at Simba, Spar and other boycotts because we are fighting a common cause

"These actions will grow rapidly in future and employers who become intransigent in their behaviour and refuse to negotiate in good faith, will face tough action from the unions "

He says the unity that the co-ordinating committee is envisaging will not deter the progress of these unions currently involved in unity talks The committee supports their moves towards greater unity

"We are also encouraging those unions which are presently out of the unity talks to join us because we have a common objective "

He issues a stern warning to arrogant managers, who at the drop of a hat, fire striking workers Unions will take a serious view and may support workers who have been dismissed because of any industrial action

Militant workers will continue to fight for their rights

Tucsa uninvited

Unity, to a certain extent, has been achieved by the committee It has been able to bring together unions from the wide political spectra Unions affiliated to the UDF and Azapo have been brought under one body by the committee

However, Mr Ngcukana appealed to those involved in the unity talks not to set time for the completion of the talks The unity of the workers should always be maintained throughout

Mr Ngcukana admitted that most of the unions affiliated to the Trade Union Council of South Africa (Tucsa) were not invited to the unity talks nor to join the committee

But, he added, Tucsa always has a tendency to support the Government that unregistered unions be outlawed 'We can't see ourselves operating with such unions, " Mr Ngcukana added

He says it is their wish that the current in-fighting between Azapo and UDF can be resolved without bloodshed

"The two groups should be able to realise that we are fighting imperialism, racism and capitalism and we need each others support despite our political differences," said Mr Ngcukana

TRADE UNION leader Mr Cunningham Ngcukana

ARGUS 14/5/85 (134)

5 000 attend Raditsela funeral

JOHANNESBURG. — About 5 000 mourners converged on the Methodist Church in Tsakane today to bury Mr Andries Raditsela, the trade unionist who died last Monday shortly after he was released from detention

A large contingent of the army and the police crossed paths with mourners in the narrow roads but there was no trouble before the service started.

The funeral service began shortly after 10am when the coffin carrying Mr Raditsela's body arrived at the church in a hearse.

STAYAWAY

A snap survey across the heavily industrialised Vaal Triangle today claimed that the vast majority of black workers ignored trade union appeals for a one-day stayaway to coincide with the burial of Mr Raditsela.

The Association of Chambers of Commerce reported that well above 90 percent of black labour forces had clocked in as normal at factories and offices in the PWV zone, which stretches from Johannesburg to Pretoria, south to Vereeniging and across the Witwatersrand from the East Rand to West Rand.

Thousands of Cape workers today responded to a union call for a two-hour work stoppage over the death of Mr Raditsela.

PAID TIME OFF

The majority of employers approached had agreed to staff observing the stoppage without pay, although some gave paid time off.

No incidents were reported as workers gathered for short memorial services in factories or staff canteens.

Mr Steve Woods, an industrial relations consultant, said almost all the companies he dealt with had accepted some kind of stoppage, although some would not allow the full two-hour observance. — Argus Correspondent, Sapa and Staff Reporter.

Argus 14/5/85

Limpet mine blasts hit buildings in Brakpan

(134)

Argus Correspondent

JOHANNESBURG. —Three synchronised limpet mines went off within minutes of each other at the police station, the magistrate's court and the commissioner's court in Brakpan early today.

A senior police spokesman said the mines exploded within minutes of each other.

Extensive damage was caused to the back section of the police station and to the magistrate's court and commissioner's court buildings. Ceilings collapsed, windows were shattered and doors were wrenched from their hinges. Nobody was injured.

SLEEPING BABY

A sleeping baby had a narrow escape when a pelmet was ripped out by an explosion. The pelmet landed on a bed, just missing the baby.

The first blast went off about 12.35am at the Brakpan Police Station. The other two explosions were synchronised and went off within minutes of each other at the two courts.

The windows of shops and houses in close proximity were shattered by the blast.

RIPPED OFF

Mrs Cora van Wyk said her grandson, Armand du Buisson, 2, was asleep in one of the rooms when a pelmet was ripped off by the force of the blast and narrowly missed the sleeping child.

"We woke up with the first explosion which was followed by two other blasts," said Mrs van Wyk.

"I heard glass break and ran from room to room to see if any of my children or grandchildren were injured."

134

C a aim to help the jobless

The Council of Unions of South Africa (Cusa) and several other unions have set up a project to develop structures to help the unemployed solve problems facing them. Sowetan

A draft proposal recommends that the Government set up two benefit schemes — an unemployed insurance fund and a subsidiary fund — was accepted by the unions. 14/5/85

The unions have also committed themselves to.

— establishing a district workers' centre in an agreed geographical area

— helping the unemployed to make representations on issues which affect them directly

— providing counselling, advice, educational and training assistance

— providing a forum for discussion and information dissemination

In a statement the unions say each district workers' centre will be established in an independent venue accessible to workers The centre will conduct its operations through a democratically elected committee of unemployed workers who will decide on the operations and functions of the centre

The centre will co-ordinate its work through an appropriate regional or national co-ordinating office.

Unemployed workers can contact Cusa at any of its offices throughout the country for information about the planned centre

Cusa and the unions released a memorandum in which it called for wide-ranging change to the UIF last year

A key recommendation was that the Government set up two benefit schemes — an unemployed insurance fund (similar to the present UIF but with better benefits) and a subsidiary fund

Among other recommendations were the Government give more money to the UIF (at least on a rand for rand basis to the total contribution of the workers and the bosses and — the Government must increase benefits to at least 60% of the workers' average wage in the last 13 weeks

The importance of these recommendations are once again emphasised by recent UIF figures released by the Department of Manpower in Parliament in February

An amount of R196 286 366 was paid out to 305 197 unemployed workers at the end of 1984 This means each worker received a total of R643,17 for 1984 — which works out to about R53,58 a month

Prayers, stoppages honour Raditsela

CAPE TIMES 15/5/85

134

JOHANNESBURG. — A crowd estimated at 30 000 by the press and 5 000 by police attended the funeral of unionist Mr Andries Raditsela at Tsakane, near Brakpan, yesterday as workers throughout the country commemorated his death with lunch-time prayer meetings and two-hour stoppages.

Calls for a total stayaway, made by the Federation of South African Trade Unions and supported by several other unions, went largely unheeded, according to initial reports by spokesmen for organized commerce and industry

Mr Raditsela died last Monday soon after being released from police custody Transvaal workers were called on to stay away from work and those in other provinces to stop work between 11am and 1pm in his honour

'Good response'

The funeral was held without incident at Tsakane, near Brakpan, where three bombs exploded some hours before the funeral was due to begin yesterday morning

"The stoppage call had a fair response In fact there was a good response to calls for prayers," Mr G A V Brett, manpower secretary for Assocom, said yesterday afternoon

He said earlier that the stayaway appeared to be "a non-event"

Other spokesmen for organized commerce and industry, and for mining companies and transport organizations, all indicated by late yesterday morning that attendance at work-places and volume of passengers was much as normal or minimally below normal

Mr Brett said disruption caused by stoppages had been minimal.

He said there had been an 'extremely good relationship" between employees and employers in general and the day had passed "peacefully and with no problems"

Mrs Enid Raditsela at her husband's funeral yesterday.

Although the 110 000-member National Union of Mineworkers supported the two-hour stoppage call, isolated stoppages were reported at only one Anglo American Corporation mine — Vaal Reefs, an Anglo spokesman said

The spokesman said employees who had stopped work would not be dismissed but would not be paid for the period they had not worked

About 6 000 members of the National Auto Workers' Union (Naawu) stayed away from work in the Pretoria-Witwatersrand-Vereeniging region, at Firestone's Brits factory, BMW at Isando, Alfa Romeo at Wynberg and Volkswagen in Johannesburg

At the giant Sigma Park complex near Pretoria, workers arrived for work but took a two-hour mourning break after agreement with management

A spokesman for Sasol at Secunda, where 6 000 workers were fired after stayaways last November, said shop stewards had been permitted to attend Mr Raditsela's funeral while other employees had worked as usual

Cape

Fosatu's Eastern Cape branch, which is dominated by Naawu, said 13 450 of their members were involved in stoppages ranging from 15 to 30 minutes in about 20 factories

They said that at least 3 000 non-members also participated, bringing the total to about 16 450

Spokesmen for major East Cape manufacturers such as Ford, General Motors and Volkswagen said that stoppages of between 10 and 15 minutes, involving 9 000 workers, took place yesterday

Spokesmen for the General Workers' Union and the Food and Canning Workers' Union said virtually all their members in the Greater Cape Town area — more than 10 000 workers — had participated in stoppages

Police

Meanwhile, thousands gathered in and around the Tsakane Methodist Church yesterday for the funeral of Mr Raditsela

Mourners had filled the church by 9am Hundreds had walked from surrounding townships

A large force of armed police, most in full riot gear, patrolled the area which was monitored from the air by police in two army helicopters

The Bishop Suffragan of the Anglican Church, the Rt Rev Simeon Nkoane, was among several speakers who appealed for peace and unity against the common enemy — Sapa and Own Correspondent

BUSINESS BRIEF

3 blasts rock Brakpan

JOHANNESBURG — Three massive explosions shook the small East Rand town of Brakpan early yesterday morning

The explosions, the first major blasts on the East Rand in nearly eight years, occurred a few hours before the funeral of trade union official Mr Andries Raditsela 29

Major Chris Liebenberg, police liaison officer for the East Rand, said the blasts occurred at the police barracks, the Commissioner's Court and the Messenger of the Court offices

The first explosion, at the police barracks, occurred at 12 38am the second at the Messenger of the Court offices seven minutes later and the last two minutes after that. — Sapa

UNIONS TALK ABOUT UNITY

By JOSHUA RABOROKO

MAJOR emerging trade unions met in Germiston at the weekend to discuss various issues, including unity among unions which sources believe will lead to the formation of a powerful new workers federation in the future.

134

The key purpose of the meeting, attended by over 40 trade unions, was to have informal talks with unions, especially those that have been excluded from the current unity talks and to forward them with a draft constitution for the planned new federation

Sowetan 21/5/85

The historic event, which brought all unions of different political ideologies under one umbrella for the purpose of unity, has been described as a "major breakthrough" by some unionists

Some sources say the talks follow appeals by the International Confederation of Free Trade Unions, the German Federation of Trade Unions, the South African Congress of Trade Unions and other organisations that the unity talks were "pointless" if other unions were excluded

These bodies had held talks with their local affiliates to include other unions previously excluded from the unity talks which started as early as 1981

Recently, a working group of unionists completed a draft constitution for the planned federation and this document has now been discussed by all unions and groups participating in the unity talks

The weekend meeting discussed any objections unions may have to the draft constitution and unionists hope that it will be discussed again at another occasion to be held in Johannesburg on Thursday

This document will then be put to members of the various unions and federations for final approval

Union sources believe agreement on the constitution will be achieved at another meeting to be held on June 8 and 9 where unions will bring details of agreements between them, and ensuring that there is no competition between them

However, other sources say the differences which existed earlier might "dwindle", especially because for the first time this year unions of different standings worked together during the May Day celebrations recently

Those involved in the talks at the weekend are: Federation of South African Trade Unions (Fosatu), Council of Unions of SA (Cusa), the Azanian Confederation of Trade Unions (Azactu), Commercial Catering and Allied Workers' Union (Ccawusa), General Workers' Union and Food and Canning

The Black Allied Mining and Construction Workers' general secretary Mr Phandelani Nefolovhodwe, whose union has been excluded in the talks said that they will study the draft constitution and report to their members

The talks were a major breakthrough in terms of unity," he said

Mr Nefolovhodwe, whose union is an affiliate of the Azactu, said they will also study the constitution and discuss with their federation

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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.

Names must be printed on each separate sheet (e g graph paper) where sheets additional to examination book(s) are used.

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.

ishonesty will render the candidate liable to disqualification and to possible exclusion from the University

OPTER
FOLLO

Motshabi Morake, Miss Sheila Ruele and Miss Nkapu Ranake

Tradesmen to link up with unions

Sowetan 28/5/85

134

THE time has come for black businessmen to create a workable structure of operation with trade unions and black political organisations, the Southern Transvaal African Chamber of Commerce (Soutacoc) resolved at its 15th annual general meeting held this week.

This move, although long overdue, was agreed upon by more than 200 delegates who attended the two-day conference held at a leading hotel in Johannesburg

Delegates felt there was a "buffer zone" between them and other organisations, particularly those of a political nature, who it seems have not yet realised the role played by the black businessmen "in the struggle"

"There is no doubt that the black businessmen is playing a very important part in the struggle for the liberation of the black man in this country, and as soon as all other parties involved realise this, the better it will be for all of us," president of Soutacoc Mr Philip Ramakobya said

'Stop assaulting dr'

Trade unionists hold seminar

MEMBERS of several trade unions are ... seminar which started yesterday at the St Peter's Seminary in Hammanskraal, to learn various union techniques, including health and safety, wages and negotiation strategies.

134

The seminar, organised by the Urban Training Project (UTP), will end on Sunday when several resolutions will be taken affecting thousands of workers throughout the country, according to one of the organisers

UTP's deputy education official, Mr Jacob Noe said the seminar is the 11th of its kind organised by UTP which services about 25 trade unions, including the giant federation, Council of Unions of South Africa The purpose of the seminar is to educate and share ideas with trade unionists

The Hammanskraal seminar comes at a time when a group of local trade unionists are converging in Harare, Zimbabwe, where the International Labour Organisation (ILO) has organised a congress to exchange programmes

Sowetan

The local seminar is attended by several members of Cusa and its affiliates, and African Workers' Association, Domestic Workers' Association of SA, South African Domestic Workers' Association, Electrical and Allied Workers' Union and the Electricity Workers' Association

24/5/85

Subjects to be discussed are "Negotiation strategies" by Cusa's general secretary Mr Piroshaw Camcy — "earnings in South Africa in the past five years" by Mr Martin Nicol of the South African Labour Development Research Unit (Saldru), Cape Town University — "the recent employers' strategies" by L C G Douwes Dekker, senior lecturer in Industrial Relations, Wits Business School — "countering employers' scientific strategies" by Judy Mallet of Technical Advice Group.

Mixed feelings over laws

By JOSHUA RABOROKO

At Sowetan 28/5/85 134

TRADE unions and employers' organisations have mixed feelings about the Government's intentions to scrap the laws which keep blacks out of the best jobs in the mining industry — the Job Reservation Act.

The unions have called on the Government to abolish all racially discriminatory laws in the country, while the employers' organisation contend that they welcome the Government's intentions to change the law — the last of the racial provisions in South Africa's labour laws

The Minister of Mineral and Energy Affairs, Mr Danie Steyn, announced last week that the Government intended introducing legislation next year which will scrap job reservations on the mines

At present only whites and some categories of coloureds can get blasting certificates

A section of the 1956 Mines and Works Act defining as "scheduled person" the racial categories entitled to skilled jobs, is the only statutory item of racial discrimination remaining in South Africa's employment legislation

The term "scheduled person" will be replaced with the non-racial term "competent person" in the new law

The National Union of Mineworkers, the only black union that has a recognition agreement in the mines, said its members were impatient with the scrapping of the law They felt that the time the Minister has put for the changing of the law — next year — was too far because there could be conflict before that

The union has presented proposals to the Chamber of Mines including the demand that job reservation be scrapped on the mines failing which the union has threatened industrial action

The Black Allied Mining and Construction Workers' Union's publicity secretary, Mr Motsumi Mokhini, said "We are not impressed by the announcement because the Government has refused to listen to calls from various quarters in the past We want higher wages, health and occupational health for our members Black miners get a pittance on the mines

United Mining, Metal and Allied Workers' Union's secretary Mr Enoch Godogwana said the Government should scrap all racial laws in the country "We see this announcement as "paper work" because our people will still not earn enough and not receive training because of the migrant labour system," he said

Fosatu aims for unions' federation

28/5/85 (134)

THE Federation of South African Trade Unions believes that trade unions in South Africa can mobilise workers and strive to form a consolidated and greater union federation.

SOWETAN

The federation's general secretary, Mr Joe Foster, says the recent actions by the unions have established important bonds of solidarity in opposition to the "totalitarian rule".

In a statement after the federation's national executive and regional meetings this week, Mr Foster says Fosatu regards the organised response to the death of trade unionist, Mr Andries Raditsela, as an important event of major significance in the history of worker opposition to "police rule".

Plan for new union federation delayed

ARGUS 10/6/85 (134)

Labour Reporter

THE formation of a huge new federation of trade unions, originally planned to be completed this year, is likely to be considerably delayed.

Several unions which previously withdrew from the federation talks returned for a further round of negotiations in Johannesburg last week and will need time to study the proposed constitution

The meeting, from which Press and observers were barred, set aside the prospect of a speedy achievement of unity for better understanding of one another's problems in the light of political differences between some unions

There are several questions to be resolved before federation can be achieved, mainly on questions of unions affiliating to political organisations such as the United Democratic Front

About 24 unions were planning the formation of the new federation, but inclusion of others would bring the number involved to at least 40

When formed the new federation will be the largest workers' organisation in South Africa.

Mrs S J van der Merwe, the chairman, at the SANA biennial meeting in East London with the association's executive regional manager, Mr R. Ackermann

Sana rejects nursing trade union plan

EAST LONDON — Delegates of the various branches of the South African Nursing Association (SANA) yesterday unanimously rejected the establishment of a nursing trade union

The decision was made at the association's biennial congress, hosted here by the Border branch It followed an address by Professor R V Sutton on Wednesday, in which he advised against trade unionism for nurses

The executive regional manager of SANA, Mr R Ackermann, said after yesterday's meeting that a resolution had been passed that the retirement age of nurses should be reduced from 65 to 60 years

"We also resolved to approach employers about the safety of their staff, particularly for those at smaller hospitals and casualty departments"

Mr Ackermann said that often there were only one or two people on duty at smaller casualty departments at night

He said another matter of urgency was the fact that there was no remuneration for nurses on stand-by duty

He added that the SANA board would approach the authorities on these matters — DDR

34

15/6/85

Call to ease burden for the jobless

124

NM 20/6/85

Labour Reporter

THE Unemployed Workers' Union, which represents black, Indian and coloured job seekers, yesterday called on the Minister of Manpower, Mr P T C du Plessis, to take urgent steps to alleviate some of the problems facing the unemployed.

Mr H Patel, acting secretary of the union, said in a letter the unemployment problem was reaching crisis proportions.

'More and more factories are closing down almost daily and from various sources it is estimated that more than 3 000 000 of the economically active part of the population is unemployed.

'In the rural areas alone about 3 000 000 are without jobs. Economists predict that the situation is going to get worse,' he said, adding that the unemployed were burdened even further with the daily increase in the cost of living.

'Most of the unemployed could not buy milk, bread and other essentials and hundreds of families faced eviction from their homes because they could not afford to keep up their rent payments.

The minister was asked to consider increasing unemployment benefits and extending the period of payment from its present 26 weeks to until the recipient was able to find employment again.

The minister was also urged to investigate problems at offices of the Department of Manpower where, because of the lack of staff, people had to wait in queues for many hours.

Cumbersome

Problems facing unemployed blacks, especially over payment from the Unemployment Insurance Fund, were also brought to the minister's attention.

'Apart from the fact that black workers have been hardest hit by the severe economic depression, they are enmeshed in the cumbersome procedures they are forced to follow when applying for unemployment benefits,' he said.

Boost for union ties

Cape Times 25/6/85

(134)

Own Correspondent

JOHANNESBURG. — A fresh meeting of emerging unions involved in unity talks has boosted the chances of the planned federation of unions getting off the ground in October.

Unions involved in the feasibility committee set up to smooth the way for the federation met here on Friday and agreed on an October launch

The meeting followed a less conclusive conference in Johannesburg two weeks ago

The unions agreed on Friday that there was enough time to try to bring as many of the other unions not party to the talks into the launch in October.

Friday's meeting was restricted to those unions which have been involved in the unity talks all along — including Fosatu, Cusa, the General Workers Union, the Food and Canning Workers Union, the Commercial, Catering and Allied Workers' Union and Cape Town Municipal Workers' Association

The Chinamano call for British intervention was greeted with stony silence from Zimbabwe's former colonial rulers in Whitehall, while at home Mugabe and the pro-government news media delighted in pointing out there was now no right of appeal abroad

"Zapu still thinks that there will be people who will come in and impose the father of dissidents as the prime minister of this country," jibed Mugabe at a weekend rally

More cautiously, the *Sunday Mail* observed "If Zimbabweans mess their country, they themselves have to clean it up and nobody else" ■

IN MY OPINION

GAVIN BROWN

Unions: political kingmakers?

Industrial relations consultant Gavin Brown, who recently returned from a trip to the US, spoke to the American Chamber of Commerce last week about the political role of SA unions.

Events in SA and overseas in the last nine months have put paid to any illusions that emergent unions in this country could or should remain non-political The long-running debate among, particularly, the Fosatu unions is now effectively dead Like it or not, conditions in the country have reached a point where more and more political involvement is being demanded by union members of their leaders

Union strategists also realise that a failure to become more overtly involved in political issues means that these will be taken up by all kinds of fragmented organisations and individuals whose negotiating strategies are unlikely to achieve much more than higher levels of civil unrest which, in turn, would invite greater levels of suppression

If our greatest fear as employers in the past has been that trade unions would become involved in politics, then today our greatest fear should be that they won't.

Given that greater black political involvement is inevitable, an absence from the scene of experienced negotiators and tactical thinkers would imply that the organisation and skills which unions have developed in their dealings with employers would be lost But let us understand some of the problems they are facing

The union movement does not have sufficient skilled manpower to cope with the collective bargaining demands which it faces, let alone the demands that will arise from it becoming overtly involved in political issues There are probably less than a dozen people in the emergent union movement who have the necessary combination of experience, maturity and intellect necessary to successfully sit across the negotiating table from government.

To remove these people from their union activities would, in many cases, be to cripple their unions It would seem, therefore, that in the short-term we are more likely to see the unions assume the role of political "kingmakers"

In the role of kingmaker, the movement will wield enormous power No aspirant black politician, whether he is currently sitting in Dar-es-Salaam, London or in Pollsmoor Prison, is likely to achieve a position of leadership without the support of a sizeable chunk of the union movement

We are all aware that sometime soon there is going to be some event or series of events which will turn the pace of reform in SA from a steady leak to a deluge What we are witnessing at the moment, whether it be at union unity conferences, on Capitol Hill or in the corridors of Parliament, is a frenzied search for strategy, tactics and alliances, so that when the deluge is released each competing interest will be in the most favourable position

Two weekends ago it appeared that the move toward union unity had been stalled and that the scheduled inauguration of the new "superfederation" will no longer take place in October as planned Nevertheless, it is unlikely to be delayed for more than a few months I see this as a last-ditch attempt to ensure that when the "superfederation" is born it will either have the widest base of support possible, or that its architects will be able to say "Well, at least we tried"

Once established, the new federation will enjoy a collective clout unlike anything we have seen before in SA labour relations It will speak with the democratic voice of close to half-a-million members whose labour drives the SA economy and whose support is crucial to anyone working toward political reform

It will also enjoy a certain independence and strength that will clearly distinguish it from other organisations and personalities who, thus far, have become little more than media celebrities on the six o'clock news in the US

Three questions remain to be answered if these observations are correct Firstly, how will the new federation choose to exploit the enormous potential support which exists in the US? Certainly, large parts of the emergent union movement harbour a great deal of suspicion about American motives Many offers of aid and assistance from the US have been rebuffed in the past Clearly, an early priority will be for the federation to take an unambiguous stand on disinvestment It will be very difficult for Congress to pass legislation more punitive than that which is being supported by the "superfederation" and its possible political affiliates

Secondly, what will the US reaction be to a "superfederation" of trade unions with a political agenda? There seems little doubt that wide bipartisan support for anti-SA legislation exists in both the House of Representatives and the Senate The question is simply what is the most appropriate way to effect change in SA, and with whom in SA can these be planned and constructed in a way acceptable to the majority of the black population?

Even the most radical of SA's US critics privately get uncomfortable with plans to starve the blacks until the whites surrender. If union unity becomes a reality and if this dictates a formal alignment with, or support for, a particular political organisation — then the task of US legislators will become much easier They will be inclined to initiate and support bills which are requested by, or at least have the blessing, of the SA trade union movement or its political wing, especially if the requests are pragmatic, coherent, well thought-out and have specific objectives in mind

The third and final question which needs to be posed is what the SA government is going to do while all these machinations go on One authoritative school of thought suggests that government, when it is ready, will be quite happy to talk political reform with organisations carrying the mandate of the union movement in preference to the remnants of the liberation movements of the Sixties Indeed, such a dialogue, should it ever take place, would place the ANC in an invidious position should it still be mounting armed attacks against the country.

On the other hand, we are all aware of the mysterious section in the SA government known as the Department of Bad Timing which has time and again illustrated its capacity to shoot itself in the foot just when the country and the world are raising pleased eyebrows at some new aspect of reform.

It seems reasonable that only two routes remain open for government to regain control The first is to deliver a "showstopper" of some sort which freezes the US legislature in its tracks The second is to go back to the laager, fill our courts with ever more defendants in treason trials, alienate further the dwindling forces of pro-SA international goodwill, and finally to attempt to recapture the fading youth of doctrinaire apartheid.

In that scenario disinvestment will not be a moral, philosophical or legislative issue — it will instead become a business necessity and not only for American multinationals ■

Big unions' bitterness could abort unity effort

B Day 3/7/85 (134)

By SIPHO NGCOBO

THE formation of a super-federation of all emerging trade unions may be aborted because two large federations are discontented

The two disenchanted labour fronts are the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), which are bitter about their exclusion from the unity talks meeting of June 21.

A senior official of Azactu claimed that certain unions were turning the unity talks into their "own property".

"We at Azactu are concerned about unity. However, there is a tendency by others to play around with unity. We have no objection to any caucus, but we are are cautious that other people should not impose their decisions on us to make unity their own property," he said

'POLITE PEOPLE'

Azactu, which has eight unions affiliated to it and a membership of more than 75 000, adheres to the black-consciousness philosophy.

Cusa's secretary general, Piroshaw Camay, also confirmed that his organisation had not been invited to another round of unity talks.

Asked to comment on Cusa's exclusion from that meeting, Camay said: "We are polite people, and we do not go to places where we are not invited"

According to sources in the labour movement, trade unions affiliated to the United Democratic Front also did not take part in Friday's unity talks.

Unions present at last week's meeting were the National Union of Mineworkers (NUM), General Workers' Union (GWU), Federation of South African Trade Unions (Fosatu), Commercial Catering and Allied Workers' Union (Ccawusa), Cape Town Municipal Workers' Association (CMWA) and Food and Canning Workers' Union (FCW).

Sowetan 9/7/85

134

Top union pulls out of Tucsa

By JOSH RABOROKO

THE Garment Workers' Industrial Union, with a membership of about 50 000, has become the 10th union to disaffiliate from the Trade Union Council of South Africa — amid growing dissatisfaction and tension in the organisation.

GWIU's general secretary Mr Frankie Hansa, has confirmed the move, but has declined to discuss reasons for the disaffiliation

Tucsa's acting secretary, Mrs Ruth Imrie, has also confirmed the disaffiliation of the union.

Several trade unions have pulled out of Tucsa in the past two years for different reasons, especially the federation's general stance towards the emerging trade unions

The other nine unions that have disaffiliated, with a membership of more than 100 000 are. Concession Stores and Allied Workers' Union (CSAWU), Motor Industry Combined Workers' Union (MICWU), National Union of Distributive and Allied Workers (UNUDAWU), National Union of Furniture and Allied Workers of SA (NUFAWSA), South African Footplate Staff Association (SAFSA), SA Boilermarkers' Society (SABS), South African Footplate Staff Association (SAFSA), SA Boilermakers Society (SABS), South African Theatre and Cinema Employers' Union (SATCEU) and Engineering Industrial Workers' Union (EIWU)

The reasons for disaffiliation have differed, but virtually all seemed distressed that affiliation fees were increased, with very little tangible results being achieved — making it impossible to continue the luxury of membership

Conflict

While this may be the dominant concern of unions such as CSAWU, NUFAW and SATCEU, others have openly criticised Tucsa's general stance, especially towards the emerging trade unions.

This reflects conflict between the far right (for example, the South African Society of Bank Officials and the Artisan Staff Association) and those in the centre (previously SABS, MICWU and EIWU), and those like the National Union of Clothing Workers and Textile Workers' Industrial Union who, although committed to Tucsa, would appreciate a face lift

The federation's inability to respond and adapt to the changing conditions of industrial relations, in particular to the phenomenon and growth of black workers, partly accounts for SABS, EIWU and MICWU, leaving

Of all the unions to disaffiliate, GWIU they are the most significant for at least two reasons, they are all members of the South African Coordinating Council of the International Metal Workers' Federation and they have started to organise black workers into their unions

Mr Ike van der Watt, general secretary of the SABS made his position clear: "As far as Tucsa is concerned, it has stagnated and is dying a natural death"

On the other hand, EIWU is critical that Tucsa "has not been demanding from its affiliates that their constitutions be open to all workers" and, instead, some of the unions wanted to remain white

Both MICWU and EIWU readily acknowledge that Tucsa needs to seriously examine its role, if it wants to remain a viable vehicle for organised labour

Mr Leslie Davidoss, general secretary of EIWU said Tucsa has become "something of a refugee camp for the conservative trade unions"

Meanwhile Tucsa is experiencing an identity crisis and is looking for a role which can at least maintain present membership

It was against this background that Tucsa held its recent congress and the dilemma was spelt out

Tucsa's president Mr R Botha has asserted: "Trade unionism in South Africa has arrived at a crossroads

Goals

"Therefore it is vital for us to define our new relevance in new sets of circumstances, it is vital to define new goals, and to find our true purpose

To re-define its position a statement of intent has been adopted and a call made for "dialogue with all South African trade unions," according to Mrs Ruth Imrie, acting general secretary of Tucsa

To add force to their "new direction" Mrs Imrie says Tucsa has criticised the current wave of detentions, especially trade union leaders whose arrests were "destructive to community and industrial relations"

This seems to be an about-turn from their position in 1982 when resolution calling for the charge or release of detainees was defeated

Mrs RUTH IMRIE . acting general secretary of Tucsa.

This more radical stance has not prevented further breakaways from Tucsa

Even so, the unions that have left Tucsa do not necessarily look to the new federation, planned by emerging unions, as an alternative

The unions that have disaffiliated from Tucsa have stressed that they have no intentions of joining any other federation although Mr Davidoss has admitted that "the new unions have taught us quite a bit"

The dissaffiliation of SABS, MICWU and EIWU has international dimensions

The continued association with Tucsa, given its tarnished image, would not have enhanced their status within IMF

It would have been an albatross around their necks

Finally these unions were under increasing pressure from below, especially from black workers who joined EIWU and MICWU

As Davidoss puts it "Our rank and file could see no future in our continued affiliation to Tucsa"

What do all these developments amount to?

Tucsa's attempted policy of "constructive debate" with the strong independent non-racial trade unions is surely an act of desperation, given its weakened position on the shop floor, and the loss of thousands of members to other unions

A living wage has become part of Tucsa's rhetoric.

But this will certainly not be sufficient to win black workers over to its side.

Its role and future significance in the labour movement will be tested

Labour consultant, Mr Andrew Levy, predicts that Tucsa will not be able to maintain its "numerical superiority for more than two years" — once the new federation is formed

However, Mrs Imrie defends the federation by saying that they were committed to unity of trade unions, although they were not invited to the unity talks

There were unions with white members only, but these have been left because of their beliefs

"We believe in freedom of association and do not interfere in the policies of member unions"

W/E ARGUS 13/7/85 (134)

Unions could have major future impact

TRADE UNIONS will have a significant impact on future pension developments

Federated Life's Stoffel Burger contends that two major points of view emerging from trade unions which will have to be taken into account

On the one hand he suggests there is more and more support from long established and recognised trade unions for the principle of compulsory preservation of pensions

On the other, a number of the trade unions coming to the fore more recently, holds the belief that pension contributions are a form of deferred pay which should be available when it is needed

According to Mr Burger "The latter belief does not lie in the field of retirement provision where it is necessary to accept the principle that funds set aside for old age should be used specifically for that purpose

"A 'new' old need seems to be emerging and that is for income to be available in times of emergency, including temporary unemployment and illness

"Whether this need can be accommodated within the framework of a pension scheme is debatable, and it appears unlikely if one considers the investment legal, administrative and other requirements

"It will be necessary to continue stressing the importance of retirement provision — and the principles underlying it — to maintain the momentum of increasing awareness and action to implement it

"It will also be necessary to give proper recognition to the need for funds providing benefits before retirement"

Mr Burger says one method of ensuring preservation of pension benefits is to provide for the transferablility of pension credits

In practice, several problems arise for trustees of a transferring fund who are serious about preservation

One is how will the transfer value be treated in the new fund on the withdrawal of the member from that fund?

If the transfer value is regarded in the new fund as special employer contributions which stay in the new fund on withdrawal, both the member and the old fund loses out

To overcome these problems Mr Burger believes protracted negotiations will probably be necessary between the two funds concerned

"Such problems could be avoided if compulsory preservation (subsequent to compulsory provision) of pension benefits is introduced, laying down a basis for treatment of transfer values in the receiving fund"

Unions could have major future impact

134

Sowetan

15/7/85

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Motor workers 'to return'

By CATHY SCHNELL (190) (134) (184) W Post 20:07:85

TWO of the three motor industries in the Port Elizabeth/Uitenhage area, which were forced to shut down their plants this week due to strikes, are expected to be in operation again next week.

It is reported that a spokesman for the National Automobile and Allied Workers' Union (Naawu), which represents most hourly paid workers at Volkswagen in Uitenhage and at Ford's Neave plant, said that Neave workers were expected back on Tuesday and VW workers on Monday and Tuesday

This is the second time in recent months that the three motor industries have fallen, in domino fashion, to a wave of strikes.

The first set of strikes, about two months ago, revolved around the granting of interim wage increases

This time strikers at the plants did not have a common reason for striking Their grievances were less precisely defined and appeared to be affected by the depressed economic and political climate.

Two of the three strikes occurred in plants where workers were on a full five-day week — and in one plant where they were working overtime.

Workers usually complain about short time and temporary closures — both of which mean they bring home less money.

The series of strikes started last week at VW when workers downed tools in protest against management's decision to provide buses for the All Black tour

The first workers to down tools at VW were from the paint shop on the Golf line The Golf line is the only line in the plant on a five-day week. It also accounts for about 70% of the company's production

The regional secretary of Naawu, Mr Les Ketteldas, said the workers felt management's decision was bitterly unfair as the company could have increased workers wages instead of losing money by handing over the buses.

Mr Ketteldas said that while unions were opposed in principle to the tour coming to the country, the workers would also have been equally dissatisfied had the buses been provided for any touring side or any company

The strike ended on Monday when the New Zealand Rugby Football Union announced the tour was finally cancelled

But on Wednesday the workers were out on strike again — this time over pension contribution repayments

The workers are unhappy with their pension schemes and want their contribution benefits paid back to them

The economic hardships in the townships necessitated this move, there was little money and times were hard, the workers said

General Motors workers at the company's Aloes locomotive plant downed tools over an altercation between a supervisor and a worker last weekend

They want the supervisor suspended

The Aloes plant has so much work that employees are not only on a five-day week but are also taking turns working night shifts as well

One of the contracts the plant is currently completing is worth R50 million

Workers at Ford's Neave plant went on strike over the date set for their wage increase They want it backdated from November 1 to August 1 to be in line with the other two motor companies

Trade union representative and management have been trying to reach agreements on all these issues at shop floor level

The workers are represented by Naawu, the Federation of South African Trade Unions (Fosatu) and on a smaller scale by the Motor and Component Workers Association of South Africa (Macwusa)

Management and union officials are to meet again in the Industrial Council on Monday, and it is believed that these issues will be high on the agenda The meeting takes place against a backdrop of ongoing attempts in the Industrial Council to reach agreement over wage increases

However, discussions reached straining point late this week with Macwusa national president Mr Tobile Mahlahlo's statement that Macwusa members throughout the country had pledged solidarity with fellow members at the Neave plant

Volkswagen management yesterday warned strikers that if work stoppages continued, strikers would face diciplinary action — and even dismissal

A company spokesman said negotiations should continue between shop stewards and management while the rest of the workforce continued with a full day's work.

The company said it was sympathetic with the workers conditions and grievances — but the work stoppages were resulting in a revenue loss for both the company and the employees

A local labour expert said there could be little doubt the depressed economic climate in the Eastern Cape, combined with unrest in the townships, had been aggravating factors in the work stoppages and strikes

Union movement 'in confusion'

ARGUS 23/7/85 (134)

Labour Reporter

THERE has never been greater confusion in the trade union movement than at present, a leading unionist says

Mr Cedric Petersen, assistant general secretary of the Garment Workers' Union, said at the Peninsula Technikon's Labour Week that confusion had arisen between the roles of registered and unregistered unions

Speaking on the role of the registered union, he said industrial councils had wide powers which were to the benefit of workers They included the enforcement of agreements and the union's right to inspect factories and even close them until an investigation could take place.

Registration also meant that trade unions had to submit their balance sheets to the registrar of trade unions, who could suspend a union if he found it was not acting in terms of its constitution

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LABOUR AFFAIRS
DICK USHER

Unity is in the air for trade union movement

UNITY is in the air all round the trade union movement

Some moves are in response to the moves to form a super federation of "progressive" unions, while others arise from developments within their industries

The South African Society of Bank Officials (Sasbo) approved moves to discuss co-operation between themselves and building society and insurance officials

This was prompted by the acquisition of bank shareholdings by insurance companies and next year's conversion of building societies to public companies

Mr Tom Chalmers, assistant general secretary of Sasbo, said financial institutions were becoming so intermingled that employees had to look after their own interests in the same way

"Otherwise, we could find ourselves in a situation where we need to be talking to insurance company management about banking issues," he said

In the independent union movement federation talks have been going on since April 1983

At the latest round of talks, in Soweto in June, more than 200 delegates from nearly 50 unions attended

The number was boosted from the 24 which had already committed themselves to federation by the inclusion of unions which had previously withdrawn from the negotiations and others which had formed since April, 1983

At the Soweto meeting the issue of industrial unionism, which had previously caused some general unions to withdraw from the talks, was less of an issue than the principle of non-racialism This troubled the black consciousness-linked Azanian Congress of Trade Unions

Non-racialism was one of the five principles which had already been agreed on by the "unity unions", the others being worker control, industrial unionism, membership to be based on paid-up membership and national co-operation between unions affiliated to the federation.

Arising out of the unity talks, at which unions within the same industry were encouraged to start talking to each other about rationalisation, unity talks at union level have begun

Merger talks between the General Workers Union and the Transport and General Workers Union, both of which have strong interests in the transport industry, could lead to the formation of a new 20 000-strong union

And, according to Fosatu News, similar talks are taking place between the Food and Canning Workers Union and Fosatu's Sweet, Food and Allied Workers Union

Chances of union super federation now in jeopardy

Star 30/7/85

By Sheryl Raine

134

The chances of attaining unity among all labour groupings in one super federation of trade unions are in jeopardy following a statement from the Azanian Confederation of Trade Unions (Azactu) that it has been excluded from the next round of unity talks scheduled for August 7

In a statement confederation spokesman Mr Tandnelani Nefolovhodwe said the exclusion of his group from the talks had come as a surprise

The confederation is part of the Black Consciousness grouping of unions

The statement said the most recent round of unity talks were held on June 9 and adjourned when no consensus could be reached on issues including non-racism, the attitude of the new federation towards the liberation struggle in South Africa as a whole and the federation's relationship to internal political organisations

Efforts to establish a super federation embracing all emergent trade unions date back to 1981

There have been positive indications this year that the majority of unions were willing to sit down together and discuss the need for a new federation

Several thorny issues have kept the federation from materialising

Some unions advocate the need to be involved in a broader struggle for workers' political and economic rights and the need for political affiliation Others perceive the role of unions as strictly related to working conditions and immediate community issues

'Managers know little about their workers'

134

1/8/85 Star

By Sheryl Raine

Most managers in South African know little about their black workers' lifestyles, where they live or how they get to work and they should make every effort to learn more about these employees, says Prof Nic Wiehahn

Prof Wiehahn, director of the Unisa School of Business Leadership, was one of the speakers at a seminar on labour relations organised by the Afrikaanse Handelsinstituut (AHI) in Pretoria yesterday

He gave businessmen a six point plan to promote sound labour relations

- Get to know employees and their problems
- Establish a sound communication system between management and workers which includes frequent testing of the effectiveness of the system
- An effective grievances procedure should be laid down, which may be used to process grievances from management against workers as well as workers against management
- Set up a fair disciplinary system which workers understand and can use
- Gain a thorough knowledge of conflict management and the ability to identify potential conflict areas, anticipate trouble and effective methods to deal with it
- A good knowlege of the principles of negotiation is essential

Progressive black trade unions have continued their activities, grown in size and entrenched themselves further in the South African workplace despite the current economic recession, Eastern Cape labour expert Mr Fred Ferreira said at the AHI seminar

Formerly employed by Ford in the Eastern Cape, Mr Ferreira recently took up the position of director of human resources at Samcor in Pretoria

He said workers were becoming increasingly involved in community issues and perceived that employers had a role to play in the black community

Mr Ferreira highlighted several trends in the current labour movement He said a few years ago union leaders were able to lead the way in the black community

Now, young political leaders were calling the shots largely because unions were failing to secure the gains for their members in the current economic climate necessary to maintain their high profile in the community

(134) B. Day 2/8/85

'Unions look to power in numbers'

GERALD REILLY

BLACK trade unions are concentrating on growth and consolidation rather than pursuing an overt political role, says a Human Sciences Research Council report

Released in Pretoria yesterday, the report is based on interviews with 12 union leaders who claim a total membership of 280 000 in the chemical, insurance, laundry, mining and motor industries

The lack of communication between employer and worker is emphasised in the report. The unions are aware their power base lies for the present in numbers and organisation, and that once they are well established "the power of the black worker will be a potentially powerful weapon to influence the work conditions of blacks through collective action"

As unions became increasingly experienced in the process of negotiation and more firmly established, socio-political issues will increasingly encroach on the negotiating process. Though strikes are seen as potentially powerful, most union leaders feel they are not, as a rule, successful.

Ten of the 12 leaders are not opposed to strikes not called by unions Neither is it felt such strikes undermine union leadership. These are seen as a "spontaneous expression of anger and frustration" as opposed to planned and calculated strikes

UNION UNITY TALKS (134)

FM 9/8/85

The base narrows

The withdrawal of the Council of Unions of SA (Cusa) from the unity talks aimed at forming a new federation of emerging trade unions will inevitably narrow the base of the proposed new body But it is unlikely to be a deathblow to the plans

Cusa's announcement coincides with the National Union of Mineworkers (NUM) decision to disaffiliate from the organisation due to "lack of seriousness" shown by other Cusa affiliates toward the unity moves The NUM represents about half of the total membership of Cusa unions

It became apparent in June that at least some Cusa unions had mixed feelings about the unity moves when they sided with the black conciousness Azanian Confederation of Trade Unions (Azactu) at a meeting on the issue of white leadership This, it transpires, is a major reason for Cusa's withdrawal

According to a statement issued this week, Cusa believes that "because of the present oppressive and exploitative system of apartheid, the black workers have reservations about participating in talks which do not enforce the principle of black leadership"

The remaining members of the unity talks — Fosatu, the Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the NUM — which strongly support the principle of non-racialism, have been distinctly cool toward Cusa since then They have made it clear that participation in the new federation depends on support for this principle Cusa says this is an example of "the white policy of divide and rule"

There has not yet been any formal response to Cusa's announcement A further round of unity talks is due to be held on Wednesday this week where the matter will be discussed The loss of Cusa's SA Chemical Workers' Union and the Transport and Allied Workers' Union will probably be viewed as particularly disappointing Apart from the NUM they are Cusa's two most influential unions Nevertheless, Cusa's withdrawal also means there will be fewer delays caused by ideological squabbling

Although they were invited to one meeting in June, it was never likely that Azactu would be linked to the unity moves It remains to be seen whether any of the unions allied to the United Democratic Front (UDF) will participate in the establishment of the new federation ■

Union talks go on without two groups

(134) B. Day 9/8/85

CLAIRE PICKARD-CAMBRIDGE

UNITY talks for a proposed super-federation of trade unions took place this week without the participation of two large union groupings.

This follows the withdrawal of the Council of Unions of South Africa (Cusa) from the talks and the exclusion of the Azanian Congress of Trade Unions (Azactu) by organisers.

Although talks between remaining unions are unlikely to flounder, hopes for widespread unity have been scotched by ideological differences.

The major stumbling block revolves around the issue of black leadership. The 18-odd unions affiliated to Cusa and Azactu believe in black leadership and Black Consciousness, while the others support non-racialism.

The unions believed to be participating in the talks include eight affiliated to the Federation of South African Trade Unions (Fosatu) — the National Union of Mineworkers (NUM), the General Workers' Union (GWU), the Cape Town Municipal Workers' Association (CTMWA), Food and Canning Workers' Union (FCWU), the Commercial, Catering and Allied Workers' Union (Ccawusa) and some unions affilated to the United Democratic Front.

Principles for unity include:

- ☐ That unions accept the principles of non-racialism;
- ☐ Present union federations shoiuld disband;
- ☐ General unions disband and move towards grouping on an industrial basis;
- ☐ That unions in the same industry merge and form one union.

The withdrawal of Cusa is regarded as disappointing by some for it was included in the original initiation of unity talks as far back as 1981.

However, the NUM, which disaffiliated from Cusa over the weekend, said it had done so because of Cusa's "lack of seriousness" regarding moves towards the new federation.

Azactu co-ordinator Pandelani Nefalhovdo confirmed yesterday that they had received a letter from organisers informing them that the nine Azactu unions would not attend the next unity meeting.

Economy 'turning around'

Cape Times 17/1/85

Political Staff

DURBAN — The threat of disinvestment to the South African economy was underlined yesterday by the Minister of Finance, Mr Barend du Plessis, when he said the expansion of the economy was dependent on the international reaction to events in South Africa

Speaking at the Natal congress of the NP, he also said the difficulties with international banks were not related to the South African economy, but to politics

"We cannot just one-sidedly stimulate the growth of our economy, which will put further pressure on our balance of payments position or our reserves, until such time as we know how far the disinvestment campaign will go, and how far banks will react to banks in South Africa"

Earlier Mr Du Plessis predicted that the economy was turning around, although the possible threats internationally made it very difficult to make any firm predictions

● Many formerly radical trade unions in South Africa had become more responsible and some had even registered, the Minister of Manpower, Mr Pietie du Plessis, said yesterday

He said South Africa had one of the lowest strike frequency rates and had strikes of shorter duration than anywhere else in the world

● There is still no sign that the government is prepared to change the tax system on married couples as "other sources of income would have to be found"

The Margot Commission is still investigating this matter

CAPE TIMES

August 27, 1985 11

Unions support boycott

Labour Reporter

ALL major emergent trade unions in the Western Cape — including those joining the new independent trade union federation to be formed later this year — have pledged to support the consumer boycott in the Western Cape

A spokesman for the Consumer Action Committee said yesterday the unions expressed support at a meeting held on Sunday night

Many more organizations had also joined the boycott, he said

Unions which have pledged their support are the National Union of Textile Workers, the Cape Town Municipal Workers' Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the National Automobile and Allied Workers' Union, the Food and Canning Workers' Union, the Paper, Wood and Allied Workers' Union, the Plastics and Allied Workers' Union ahd the Clothing Workers' Union

ARGUS 27/8/85 BY

Cape unions back shop boycott

Staff Reporter

SEVERAL major Western Cape trade unions have given their support to the campaign to boycott white retailers, the Consumer Action Committee has announced.

Unions supporting the boycott are Fosatu affiliates the National Automobile and Allied Workers' Union, the Paper Wood and Allied Workers' Union, the National Union of Textile Workers, the Cape Town Municipal Workers' Association, the General Workers' Union and the Commercial Catering and Allied Workers' Union.

The New Unity Movement had also come out in support.

A committee spokesman said the Western Cape Traders' Association, had issued a directive to its members to sell basic foods at cost.

Cape Times 31/8/85

EEC team meets unionists

134

From PHILLIP VAN NIEKERK

JOHANNESBURG — The threat of sanctions against South Africa featured high on the agenda when a delegation of three European Economic Community Foreign Ministers met clergymen, trade unionists and Inkatha in Pretoria yesterday

Dr Beyers Naude, the general secretary of the SA Council of Churches, and Bishop Desmond Tutu, the Anglican Bishop of Johannesburg, told the delegation that imposing sanctions was one of the few remaining non-violent measures left to bring about change in South Africa

Cusa

Two leaders of the Council of Unions of South Africa (Cusa) urged selective sanctions against South Africa and a ban on new investment

Leaders of the Federation of South African Trade Unions (Fosatu) and the National Union of Mineworkers (NUM) were invited to be part of the delegation but did not arrive

The EEC delegation met Mr Pik Botha, the Minister of Foreign Affairs, and Dr Gerrit Viljoen, the Minister of Co-operation and Development, over a working dinner in Pretoria last night

They were met at Jan Smuts Airport at 11am by the Minister of Finance, Mr Barend du Plessis, and the Deputy Minister of Foreign Affairs and Information, Mr Louis Nel

Mr Jacques Poos, the Luxembourg Minister of Foreign Affairs and leader of the delegation, told newsmen the aim of the visit was to make known the strong preoccupation of EEC countries with the abolition of the apartheid system

Speaking on behalf of the 10 EEC countries as well as Spain and Portugal, Mr Poos said they wanted to discuss the recent serious developments in South Africa

Accompanying him on the tour are Mr Giulio Andreotti of Italy, Mr Hans van den Broek of the Netherlands and Mr Willie de Clerq, the EEC Commissioner for External Relations

Mr Poos said the mission wanted to gain further information from the government on envisaged projects alluded to by the State President, Mr P W Botha, in his recent Durban speech

'Disastrous'

Chief Mangosotho Buthelezi, the Chief Minister of KwaZulu and leader of Inkatha, told the EEC Ministers that the threat of sanctions had had beneficial results in South Africa

However, large-scale sanctions would be "absolutely disastrous"

The delegation leaves for Cape Town today where they will meet Mr P W Botha

Pass laws are a 'must' to go in list of reforms

134

Labour reforms were welcomed in South Africa five years ago following the Wiehahn and Riekert Commission reports However, there are still fundamental problems facing trade unions today, according to Lawyers for Human Rights. SHERYL RAINE reports

STAR

20/9/85

Significant reforms in the South African labour arena during the past five years need to be followed by further reforms in key areas, says Lawyers for Human Rights, a national group of concerned members of the legal profession

In a paper compiled by Mr Alec Freund, lecturer in law at Wits University, on behalf of Lawyers for Human Rights, the pass laws are top of the list of "musts" for reform

"A worker whose right to remain in an urban area is dependent on retaining his current employment is in a precarious position He may well be reluctant to try to assert his lawful rights, such as demanding a meal break, for fear of being dismissed If he is dismissed he will be compelled to return to a 'homeland' and his prospects of finding another job are bleak"

Another major obstacle in the labour field was the country's security laws, says the lawyers' organisation

"Many unions and unionists have been severely affected by bannings, detentions without trial and prosecutions for offences which could never be offences in a democratic country," said the lawyers

Unions trying to operate in the homelands had been severely restricted and some had been banned in certain homelands The lawyers referred specifically to the South African Allied Workers' Union which had been banned in the Ciskei and the prohibition of South African-based unions in Bophuthatswana

The nationwide prohibition of oudoor gatherings had impeded effective union organisation The lawyers noted that on several occassions magistrates had denied trade unions permission to hold general meetings in venues such as sports stadiums where large enough indoor accommodation had not been available

The prohibition had also had direct adverse effects In the case of mass dismissals, workers who remained on employer premises without permission were liable to be charged with trespassing However, if workers gathered outside the factory they constituted an "illegal gathering" Union organisers arriving at such scenes had on several occasions been charged with convening illegal gatherings

A further consequence of the prohibition of gatherings was to make picketing illegal unless it took place on private property with the consent of the owner. Picketers also ran the risk of being charged under the Intimidation Act

The right of public sector workers to join independent unions was being affected by the Government's attitude to such rights While there was no general prohibition on trade union membership, such workers were not covered by the Labour Relations Act and the Government had shown itself extremely hostile to independent unions

The lawyers pointed out that an International Labour Organisation (ILO) committee of experts had recognised that a general respect for civil liberties was essential to the exercise of trade union rights

Among the essential rights listed by the ILO were

- Freedom and security of person and freedom from arbitrary arrest and detention
- Freedom of opinion and expression
- Freedom of assembly

South African law did not recognise these rights and fundamental changes were needed before the country could claim to have a just labour dispensation.

Unions urged to unite

134 Sowetan 9/10/85

WORKERS' DIARY — By JOSHUA RABOROKO

BLACK trade unions participating in the unity talks and organising in the same industry have been urged to merge before the inauguration of the new "super federation" at the end of November.

However, there are serious hitches which still have to be overcome by the unions This includes conflict caused by the issue of representation at the inauguration conference of the new federation between 20 small unions affiliated to the UDF and a group of larger unions

The larger unions opposed UDF-unions' proposal that each union should have equal representation The UDF unions are small and indications are that it will not be easy for them to disband and join larger unions

The unions have promised that they will hold informal talks with the aim of merging before the November deadline

• Thousands of workers throughout the country are expected to observe the National Day of Prayer today at different venues The call has been made by the National Initiative for Reconciliation

• The United Mining and Metal and Allied Workers Union (Ummawusa) is to hold its second annual conference in the northern Transvaal starting today Among issues to be discussed will be the trade union unity talks aimed at forming a giant federation, the industrial council system and various disputes declared by the union with companies as well as progress made by the union so far.

• A trade union for Germiston's 2 000 black, coloured and Indian municipal workers has been launched The Germiston Municipal Workers' Union was registered in the Government Gazette last month

• More than 15 000 metal industry employees lost their jobs in the first half of 1985 as the industry continued to reel under the recession, according to the Steel Engineering Industries Federation of South Africa

• Forty-four miners face eviction from Gencor's Marievale Gold Mine hostels following their failure in the Pretoria Supreme Court to obtain leave to appeal against a Rand Supreme Court decision They were part of the 1 000 miners dismissed by the company during the strike in September

• About 500 workers at Jet, Sales House and Edgars, who were fired for going on strike have been reinstated. The negotiations over other issues are continuing between management and the union

• Workers at three plants of Pilkington company are angry about the company's refusal to grant them salary increases

• The South African Co-ordinating Council of the International Metalworkers Federation — an umbrella body of a group of metal industry trade unions representing 200 000 workers — will elect a new chairman today

• Workers at 70 metal industry factories in the Transvaal are to go on strike at the end of the month following deadlock between the companies and the Metal and Allied Workers' Union

• The Industrial Council for the Pulp and Paper Manufacturing industry is to dissolve following the resignation of the Fosatu-affiliate Paper Wood and Allied Workers Union from the council in August

• The fate of 400 workers who could lose their jobs at Hepworths chain stores depend on whether the company is able to secure a financial rescue package

The company, provisionally liquidated last Thursday, is expected to know within the next six weeks whether it can find buyers, receive a cash injection, or effect an offer of compromise

Hepworths' chairman, Mr Irwin Rudick, said it was still too early for him to know if employees would lose their jobs but he was doing his best to ensure they were looked after

• The 300 000-strong Trade Union Council of South Africa has called for a subsistence scheme for the unemployed, similar to the "dole" The call comes amid growing unemployment within Tucsa's ranks Retrenchments, and disaffiliation have shrunk the union's members from more than 450 000 to just over 290 000

• The president of Cusa, Mr James Mndaweni, has "flatly" denied police claims that he helped them with an investigation into the consumer boycott on the East Rand

Mr Mndaweni said he was detained and released by police, who questioned him about union activities, the consumer boycott and his role in the Parents' Committee in the area

Cusa has repeated its abhorrence of security legislation and the state of emergency Police have denied detaining Mr Mndaweni and said he assisted them

• The consumer boycott in the Transvaal is to be intensified, despite the calling off of the campaign in the Pietermaritzburg and Eastern Cape regions, according to union sources.

Mr James Mndaweni . . . home searched and documents confiscated.

THE
WEEKLY MAIL

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Volume 1, No 17, Friday October 4 to Thursday October 10

JEWISH ACTIVISTS LAUNCH ANTI-APARTHEID GROUPS 4

THE 3 HIDDEN AGENDAS IN PW'S CAPE SPEECH 9

THE TORTURE FILES
In their own words: What ex-detainees are telling the courts
PAGE 12

(934) W. Mail 10/10/85

Super-union smooths quarrels

By PHILLIP VAN NIEKERK

THE 36 trade unions involved in plans to launch a super-federation have smoothed over the difficulties which arose two weeks ago and are proceeding with a launch at the end of November

The new federation could call itself the South African Congress of Trade Unions (Sactu), the name used by the banned ANC for its trade union wing

Although Sactu was driven into exile alongside the ANC in the 1960's, it was never banned as an organisation

Sactu was one of the names mooted when representatives of the unions met again in Johannesburg this week and smoothed over difficulties which arose two weeks ago

The chief cause of friction at their meeting two weeks ago— when the Metal and Allied Workers Union (Mawu) and the National Union of Mineworkers (NUM) walked out — was settled

The NUM and Mawu had objected to the insistence of some of the smaller unions that representation at the inaugural conference be on the basis of one union, one vote

This would have given the smaller unions, particularly those affiliated to the United Democratic Front, far greater influence than the larger unions, such as NUM and Mawu

At Monday's meeting all unions agreed that the principle of proportional representation would be adhered to

On November 30, every union will be allowed one delegate per 500 members up to 20 000 members Thereafter, they will be allowed one delegate per 1 000 workers

This decision might appear as a stepdown for the UDF unions, but sources at the meeting said it reflected their willingness to be part of the new federation

When it came to discussing the name, several alternatives were put forward, including Sactu

Another possibility mooted was the South African Federation of Trade Unions (Saftu), while some delegates suggested the name should be Cosatu — the Congress of South African Trade Unions

Meanwhile, talks are continuing to draw four more presently excluded unions into the federation — the Motor Assembly and Component Workers Union (Macwusa), the General Workers Union of South Africa (Gwusa), the Federal Council of Retail and Allied Workers (Fedcraw) and the United Mining, Metal and Allied Workers of South Africa (Ummawosa)

CAPE TIMES 23/10/85

Call for end to 'terror'

Staff Reporter

NINE of Cape Town's major trade unions, representing about 40 000 workers, yesterday called in a joint statement for an end to the "reign of terror unleashed by the State" in Cape townships

The statement read "We condemn the brutality of the security forces displayed towards students and residents in Guguletu, Elsie's River, Athlone and other places in South Africa

"The deaths of children at the hands of the security forces cannot be forgiven

"The shooting of young people and workers in the areas where workers live is unacceptable"

The statement, released after a meeting on Monday night, was issued by the Cape branches of the General Workers' Union, Food and Canning Workers' Union, National Union of Textile Workers, Paper, Wood and Allied Workers' Union, Retail and Allied Workers' Union, Cape Town Municipal Workers Association National Automobile and Allied Workers' Union, the Commercial, Catering and Allied Workers' Union of South Africa and the South African Allied Workers' Union

'Talk to black unions or pack and go'

Multinational companies exploit unions

By JOSHUA RABOROKO

PRESSURE is mounting on multinationals operating in South Africa to observe the codes of conduct stipulated for them by their mother-countries. They are urged to negotiate with black unions or get out.

Added to the pressure is the new dimension the demand that these companies should stop moving from urban areas to rural areas adjoining the homelands where they exploit cheap labour and support apartheid by paying them "starvation wages".

The pressure mounted by the Federation of South African Trade Unions (Fosatu), Council of Unions of South Africa (Cusa) and their affiliates, comes in the wake of Commonwealth leaders' demand that South Africa should start to dismantle apartheid or else face economic sanctions by some of its members within six months

International labour movements, such as the International Confederation of Free Trade Unions (ICFTU), have added their voices to the demand that multinationals should recognise black unions, or face national labour unrest

Companies which have been accused of moving from urban areas to the so-called homelands are Tidwell, Mintex, Apex Foundries, Metalex, NCS Plastics, Dunlop, Bata and Transvaal Alloys

Several other multinationals have become victims of black anger which erupted into labour unrest caused by demands for wage increases, unfair dismissals and retrenchment benefits

A spokesman for the British Consulate in Johannesburg yesterday said there are 170 British companies in South Africa They all are members of the European Economic Community (EEC) and several scores of others which are not signatories to the code

They include Siemens, Volkswagen, Mercedes Benz of German origin, Alpha Romeo (Italy), Ford Motor Company (United States) and Winding Wires (US) These companies hage also been hit hard by labour unrest

The Fosatu-affiliate Metal and Allied Workers' Union (Mawu) has charged that British multinationals in Natal were moving to the neighbouring KwaZulu homeland where they exploited the situation by underpaying workers The union demands a living wage for workers

It said they are moving to rural areas to avoid the wrath they might face from unions in urban areas

It has to be accepted that transnationals are here to exploit the markets and the labour conditions They have not come here to improve the living conditions of the people of SA", a Mawu spokesman said

He added Workers are no longer prepared to accept this situation The codes of conduct have, however, failed to make any significant change.

134

Super federation to be launched

Own Correspondent

CAPE TOWN — A new super federation of trade unions, numerically the strongest and potentially the most powerful union grouping in South Africa, will be launched in Durban at the end of November.

The federation has a paid-up membership of 380 000.

Unity was not easy to achieve for the various unions with differences on labour and political issues, the dramatic downturn in the economy and the political turbulence that resurfaced during the negotiations.

After four years of negotiation, the final grouping will be: Nine affiliates of the Federation of South African Trade Unions (130 000 members), the National Union of Mineworkers (100 000), General Workers' Union (12 000), Food and Canning Workers' Union (25 000), the Commercial, Catering and Allied Workers' Union (50 000), Cape Town Municipal Workers' Association (12 000), 11 unions affiliated to the United Democratic Front (40 000) and nine affiliates of the National Federation of Workers (12 000).

Five principles have been accepted by all the unions affiliated to the federation:

- Non-racialism.
- One union, one industry.
- Worker control
- Representation on the basis of paid-up membership.
- Co-operation at a national level

Discussions to form a super federation started at Langa in August 1981. Although the meeting rejected the State's attempts to control the union movement, division emerged on the issue of whether or not unions should register.

By the end of last year three distinct groupings within the independent labour movement had emerged — the "unity" unions, unions affiliated to the UDF and emergent black consciousness unions affiliated to the Azanian Confederation of Trade Unions (Azactu).

In May 1985 the scope of the talks was widened and all unions were invited to a meeting in June to discuss the federation's draft constitution.

At these talks, attended for the first time by the black consciousness unions, differences emerged over the question of non-racialism, with Azactu arguing for an "anti-racist" policy which left open the possibility of blacks-only constitutions for members.

However the core "unity" unions wanted the federation established before the end of the year on the basis of the five principles and Azactu did not attend subsequent meetings.

Union chief in court

A self-exiled South African Congress of Trade Unions (SACTU) organiser joined the African National Congress (ANC) in the 1970s because he believed "there was no other alternative to effect a political, economic and social change in South Africa", a Johannesburg magistrate was told yesterday

Mr Sipho Zachius Binda (33), of Rockville, Soweto, has pleaded not guilty to two charges of endangering the security of the State The charges include undergoing military training in Angola between 1977 and July 1982

BRING ABOUT

134

It is alleged that from July 1982 until 1984 he influenced certain people to bring about change in South Africa, inspiring fear through acts or threats of violence and the possession of ammunition

STAR

Mr T Beckerling, for the defence, said Mr Binda left the ANC and joined SACTU in December 1983 because "the scope of the South African labour scene had expanded following the Wiehann Commission and other legislation"

29/10/85

When Mr Binda was arrested in September 1984, he was SACTU's co-ordinator for the Transvaal, monitoring the labour situation, liaising with trade unions and writing international labour organisation reports

His activities for SACTU were not illegal, Mr Beckerling said

The case continues

SOWETAN 30/10/85 (134)

Industrial Court hearings

SOWETAN 30/10/85

WORKERS' DIARY

By JOSHUA RABOROKO

THE Industrial Court is to hear a case of sacked workers who have applied for reinstatement following a dispute earlier brought before the Supreme Court which postponed its ruling indefinitely

This is a new and major development in the debate wich has been on the tongues of many labour experts about the IC's powers of jurisdiction and position it occupies in legal structures

The typical example of this matter is the dispute between the National Union of Mineworkers (NUM) and Anglo American's Vaal Reefs mine over the dismissal of four workers

Vaal Reefs lodged an application in the Supreme Court to have four workers evicted from hostels after dismissal The court granted a rule nisi

In the interim, the workers brought an application in the IC asking for their reinstatement

The workers contended that management's action constituted an unfair labour practice, but Vaal Reefs have opposed the application arguing that the IC did not have the right to hear the matt

erts Buildings (Cape Town) Pty Ltd and the South African Allied Workers Union (Saawu)

Mr Justice R M Marais heard three days of representations by the company and the union, locked in dispute after the dismissal of 1 587 workers in August

• Contributions to the Unemployment Insurance Fund (UIF) by both employers and employees are to be increased from December this year, bolstering the fund by an additional R155-million next year

The Director-General of Manpower, Dr Piet van der Merwe, said the rate of contributions to the fund would be adjusted to enable the fund to fulfil its increasing financial commitments to contributors

PWAWU

• The Paper Wood and Allied Workers Union (PWAWU) has scored a major victory. An arbitrator has ruled that 90 of their members at Printpak Gravure in In-

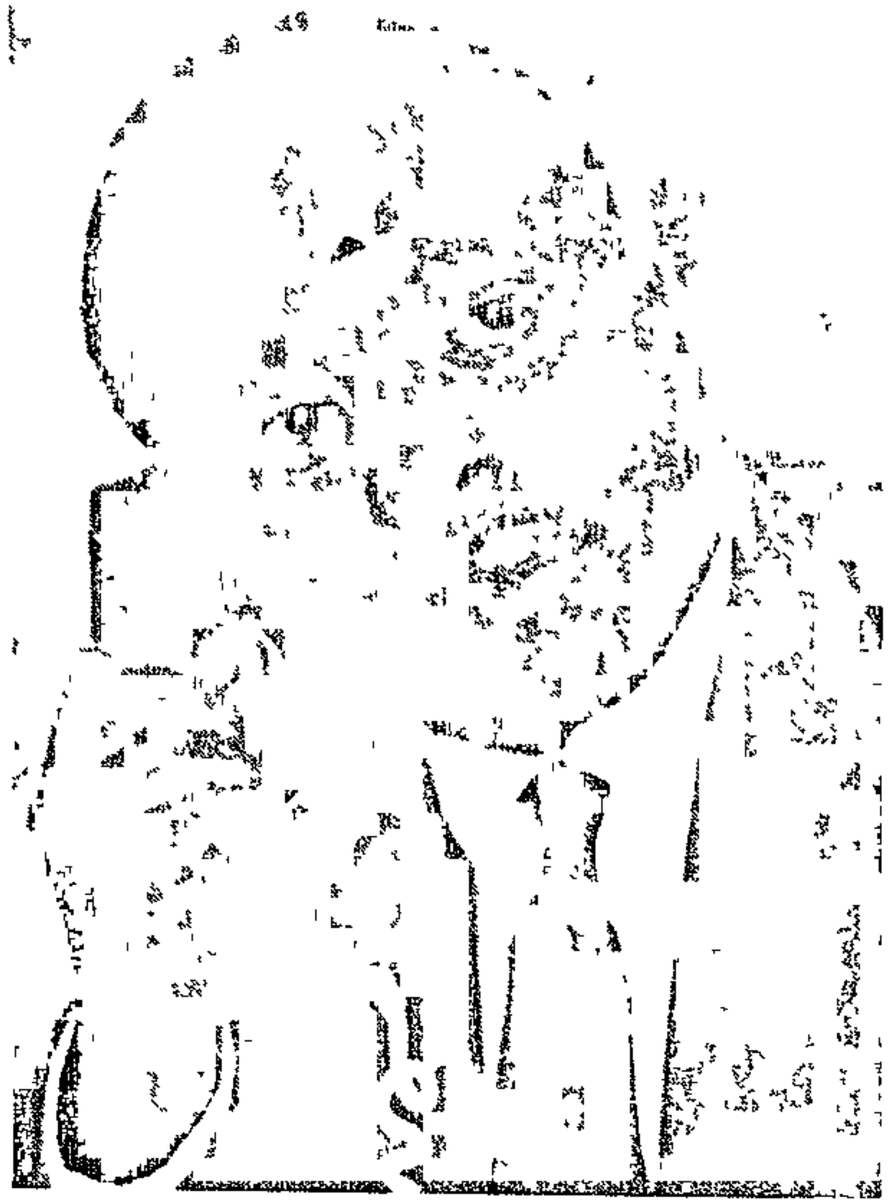
with Barlow Rand Manufacturing plant in Kew, Johannesburg

After intensive investigations, Mawu rejected the company's offer of six cents across the board and R50 bonus

• The Government is intending to form a co-ordinating committee of various industrial councils with the aim of resolving disputes quickly

However, black emerging unions are still critical of the councils because they argue that they are Government institutions and offered salaries well below the breadline

• Real wages for labourers and artisans are dropping and in 10 years artisans' wages set by Industrial Councils have fallen by 16 percent, says the South African Labour and Development Research Unit (Saldru)



Labourers' wage levels set by industrial councils are at their lowest in three years while artisans covered by council agreements are at their lowest level in more than 10 years, according to the labour unit's monitor of minimum wage measures for the third quarter of 1985

NUM

• A large contingent of police guarded the offices of NUM last week where union members, who had earlier marched in the streets, were holed up

The members, wearing union T-shirts, had attended an Industrial Court case in which NUM is asking for an order instructing Marievale Consolidated to reinstate 1 000 workers sacked during a strike last month

• The president of the Council of Unions of SA (Cusa), Mr James Mndawenl, is expected back home this week after a week-long visit to Europe Mr Mndawenl visited Sweden on union matters

• The Vaal Trade Union Co-ordinating Committee has threatened to take industrial action if the Lekoa Town Council evicts thousands of residents who refuse to pay their arrears

The council has warned residents to pay their rents by the end of October failing which strong action would be taken against them

• General Motors in Port Elizabeth has retrenched 250 hourly-paid workers Management said the reason for the retrenchment was due to economic pressure

The National Automobile and Allied Workers Union, representing the workers, said it did not accept the retrenchments

• The Textile Workers Union has moved to new offices The union's new address is 1st Floor, HB Centre, 78 Nugget Street (Corner Kerk Street) Johannesburg

• All shop stewards of the Transvaal branches of the National Union of Clothing Workers are asked to attend an important meeting today at 4 30pm at Garment Centre, 75 Lnd Street, Johannesburg

WORKERS' DIARY

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In the interim, the workers brought an application in the IC asking for their reinstatement

The workers contended that management's action constituted an unfair labour practice, but Vaal Reefs have opposed the application arguing that the IC did not have the right to hear the matter

This left the IC in a position where it had to rule on whether it could exercise its jurisdiction.

AMAWU

• The African Miners and Allied Workers Union (AMAWU) has declared a dispute with the Westonaria goldmine company over the company's refusal to renew contracts of several hundreds of migrants.

AMAWU argues that the action by management was unfair because it was similar to retrenchment.

SAAWU

• Judgement was reserved in the Cape Town Supreme Court last week in the dispute between Murray Roberts Buildings (Cape Town) Ptv Ltd and the South African Allied Workers Union (Saawu)

Mr Justice R M Marais heard three days of representations by the company and the union, locked in dispute after the dismissal of 1 587 workers in August

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PWAWU

• The Paper Wood and Allied Workers Union (PWAWU) has scored a major victory An arbitrator has ruled that 90 of their members at Printpak Gravure in Industria, sacked for going on strike, must be reinstated

The strike was over the dismissal of a colleague who refused to perform certain duties The two-weeks industrial action was characterised by police action, demonstrations and picketing

• The PWAWU is still awaiting the outcome of an arbitration concerning workers at Paxellent Plastics, a subsidiary of Metal Box. The workers went on strike over the dismissal of four colleagues

MAWU

• The Metal and Allied Workers Union (Mawu) has declared a dispute with Barlow Rand Manufacturing plant in Kew, Johannesburg

After intensive investigations Mawu rejected the company s offer of six cents across the board and R50 bonus

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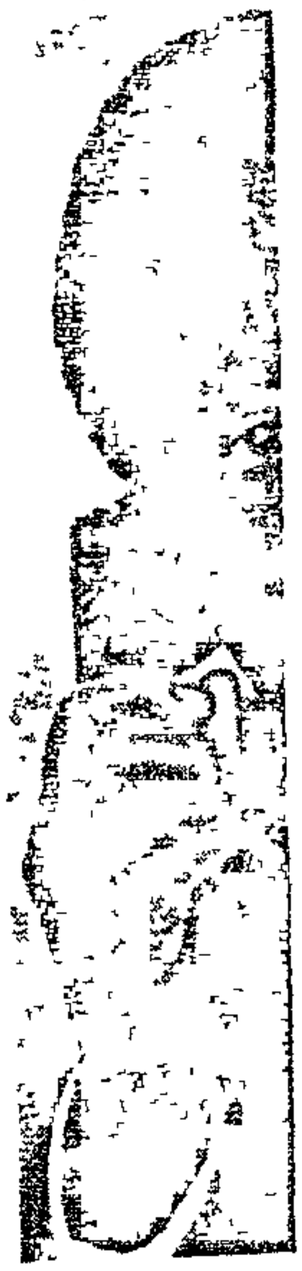

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SET DETAINEES FREE, SAY UNIONISTS

(134) SOWETAN 31/10/85

By JOSHUA RABOROKO

THE International Confederation of Free Trade Unions (ICFTU) and several black South African trade unions have urgently called on the State President, Mr P W Botha, to immediately release unionists detained under the state of emergency.

Their call comes in the wake of mounting anger which followed the detention under the emergency regulations of eight trade unionists in Cape Town and on the reef this week

They are Mr Michael Pilane, Mr James Phasha, Mr Johannes Malegu and Mr Lazarus Mawela, all shop stewards of the Federation of South African Trade Unions (Fosatu), Mrs Virginia Engel secretary of the Western Cape branch of the National Union of Textile Workers Mr Thozema Tsoto of the South African Allied Workers Union Rev Howard Marawu of the General Workers Union and Mrs Lizzie Pike of Food Canning Workers Union

Police headquarters have confirmed the detentions

This brings to 22 the number of trade unionists known to be in detention under the regulations, a spokesman for the Detainees Parents Support Committee said in Johannesburg yesterday

There were threats of action in Cape Town on Tuesday when nine trade unions involved in the formation of a giant federation met to discuss the detention of the unionists

They said shop stewards' meetings would decide what action to take

The unions also urged employers to recognise that detentions directly affected workers and the collective functions of unions

The ICFTU said it condemned in the strongest terms the detention of trade unionists and demanded their immediate release. They also called for the release of those detained during the state of emergency

First black-owned record firm

THE launch of the first black-owned independent record company, Soul Brothers Records, was greeted with toasts and cheers. The company is directed by three members of the Soul Brothers group and Stanley Nkosi, formerly of Priority Records. The company held a cocktail party at the Rand Showgrounds at Crown Mines to introduce its artists to invited guests In the picture are the directors (from left) David Masondo, Maxwell Mngadi, Moses Ngwenya, Stanley Nkosi and Mr Wilby Baqwa who proposed the toast.

Unrest claims 7 lives

SOWETAN

SEVEN people died and 11 were arrested overnight during incidents of unrest in the country's black townships, according to an unrest report from the SAP's Public Relations Division in Pretoria.

Police discovered the bodies of five black men in Umlazi, near Durban. The men had apparently been stoned and then shot, the report said.

A black man was shot dead by police in Kwazakele, near Port Elizabeth, when police dispersed a stone-throwing mob with shotgun fire.

In Walmer, also near Port Elizabeth, a black

ported was the arrest in Khayelitsha of two black men and a coloured man when a private motor vehicle was petrol-bombed 31/10/85

A coloured and a black man were injured in Grahamstown's black township when blacks stoned the vehicle in which they were travel-

Treason trial

SOWETAN

From Page 1

"If we were foreign agents none of you would be here today. 31/10/85

"In the meantime they hide behind the protective skin of the Government and accuse us and, in fact, warned the government against

Union in new agreement

THE Commercial Catering and Allied Workers Union (Ccawusa) this week signed its first recognition agreement with a mining company — Gencor — covering over 100 black workers.

The agreement whose terms include health and safety measures, grievance procedures and other essential aspects, is seen in trade union circles as a bid by Ccawusa to flex its muscles in other industries.

Ccawusa's general secretary Mrs Emma Mashinini said the agreement covered mainly clerks, typists and other workers who do general duties at the company's headquarters in Johannesburg

The agreement will not involve workers on the mines owned by the company

"We will not interfere because there other unions already operating in the mines" Mrs Mashinini said

A spokesman for Gencor has confirmed that the company signed an agreement with Ccawusa, but declined to give the terms of the agreement and the number of workers likely to benefit from it

The spokesman would also not release details of how many black unions have entered into similar agreements with the company adding "the information about our dealings with unions is confidential"

Mrs Mashinini has said that they will make good use of the agreement and strive to maintain sound relations with the company at all times

Cape Times 5/11/85

Chairman of civic federation detained

134

By BARRY STREEK

THE chairman of the Federation of Cape Civic Associations, Mr Aubrey Haupt, has been detained under the emergency regulations

Police headquarters in Pretoria yesterday confirmed his detention

Mr Haupt was reported to have been taken from work in Maitland about noon on Friday

A number of other detentions at the weekend have been reported but these have not been confirmed by police and under the emergency regulations their names may not be published until then

Yesterday, the Food and Canning Workers' Union expressed its "outrage" at the detention of Ms Lizzie Phike, one of its national organizers

In a statement by its general secretary, Mr Jan Theron, the union expressed "full confidence in her".

"Her detention shows the absurdity of the government's claim that it is trying to maintain law and order

"It shows they are detaining people who are prominent in their community — and they are the very people it should be negotiating with

"We call for her release and the release of all other detainees," the union said

three judgments

Bosses lose weapon

SOWETAN 6/11/85 (134)

WORKERS' DIARY — By JOSHUA RABOROKO

by the Industrial Court have deprived employers of their most potent weapon in dealing with black workers — mass dismissals

The Industrial Court has ordered the reinstatement of 1 000 black mine workers fired by Gencor's Marievale gold mine for taking part in the legal wage strike in September

This ruling cuts right across a judgment by the Supreme Court, which held that the dismissal was lawful The dismissal may have been lawful, but the Industrial Court ruling makes it an unfair labour practice

• In another Industrial Court hearing which might set a precedent, the court has ordered the reinstatement of two workers who were sacked after taking he-detector tests

Mr Aaron Mahlangu and Mr Ashley Gallant were dismissed in May by CIM-Deltak (Pty) Ltd after being subjected to he-detector tests The tests followed the misappropriation of company funds amounting to R15 000 last year

After police investigations had failed to find the culprits the company engaged an expert in he detector tests

The two men were dismissed on the basis of the results

• In the third Industrial Court judgment, the court has reinstated workers employed by DHL a British multinational dismissed for being members of the South African Scooter Drivers and Transport Workers' Union

In an economy where hundreds of thousands of workers are out of work the instant dismissal of large numbers has been a powerful weapon in the hands of employers Many have not hesitated to use it

GCWU

Trade unionists representing the workers say the judgments will ensure workers protection It will also encourage the use of the industrial dispute-resolving machinery

• Are you 65 years old? Members of the Garment and Clothing Workers Union who turn 65 years, are urged to please come to the union to apply for a fully paid up policy of the Group Funeral Scheme

Many members still do not do so because they do not want their employers to know their age When you apply for a fully paid policy at 65 the union will not tell the employer to stop deductions, so he will not know your age

• The National Union of Distributive and Allied Workers' Union has joined OK Bazaar in objecting to the proposed extention of shopping hours in the Transvaal

The OK objected to the longer hours because of the social consequences for staff who would now have to work an effective six day week The union says employers will bring ordinary shift systems to cover the extra hours, robbing workers of overtime

• The Commission on Detentions set up by the Eastern Cape region of Fosatu has started a campaign in a bid to end the 'merciless assaults being carried out by police on detainees

The first step in their campaign was the recent temporary order granted by the Port Elizabeth Supreme Court on September 25

• The Paper, Wood and Allied Workers Union (PWAWU) is considering taking the manager of American-owned company Fisher Flying Products at Empangeni to court for unfairly retrenching 46 union members

• Three members of PWAWU dismissed by Paxellent Plastic Company in Industria, Johannesburg have been reinstated by an arbitrator Their dismissal sparked off labour unrest at the plant last month

PWAWU regards the reinstatement of the workers as victory for the working class in their fight towards recognition

• Thirteen disputes declared by the Metal and Allied Workers' Union (Mawu) against Pinetown Engineering Company have been settled out of court

After lengthy negotiations the company which was regarded by unionists as "undoubtably the most anti-union firm next to Sarmcol", has agreed to negotiate a recognition agreement and to pay Mawu R1 100

• Workers at Pilkington Glass near Germiston have cleverly blocked management's attempts to retrench 22 workers and in the end only two were laid off

Members of the Chemical Workers Industrial Union decided to go on short time on their own after management's refusal The company was furious when the workers did so, but subsequently management changed its original plan

• All the workers dismissed from the CDA motor plant in East London last month when they went on a work stoppage in protest against management's insensitivity to conditions in the protest-torn townships have been taken back

Fosatu

• Last year was the "most difficult year the National Union of Textile Workers faced since 1976 according to a report More than 200 union members lost their jobs through retrenchments and closures

• The South African Chemical Workers Union has criticised the Minister of Manpower for failing to appoint conciliation boards to resolve disputes it has with three companies — Tedmis Karbochem and Air Products

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"The union has warned that more than 1 000 of its members at these firms might go on strike over the delay in the appointment of the boards

• Fosatu has called on the Government to abandon its apartheid laws.

In a report the federation says foreign investments must assist this process It also welcomes all forms of pressure against the apartheid state

• The Unemployment Insurance Fund (UIF) will seek private-sector loans to cope with increasing demands on its lean reserves

Demand for benefits forced the fund to realise investments at short notices and at loss on three occasions this year How much the fund lost is not known

Mr Jack Scheepers, commissioner for the fund, says losses were not near the interest of more than R100 million earned on investments in the past five years

• Two black consciousness-orientated trade unions have formed a sub-committee to explore the future of the working class in South Africa

They are Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu)

SA industrial unrest rages on amid recession

By JOSHUA RABOROKO

INDUSTRIAL unrest involving more than 1 000 black workers continued to rage at four companies in Johannesburg and Brits areas yesterday while the recession and retrenchments took their toll.

More than 350 workers at T W Beckett in Isando yesterday downed tools demanding their industrial relations officer be dismissed. The workers claim that the officer was responsible for the dismissal of three of the [illegible] Food and Allied Workers' Union's shop stewards.

They also claim that he collected funds from workers to get them Section 10(1) rights.

The company has de[illegible] ment [illegible] Workers [illegible] given an ultimatum to return or face sacking, a union official said.

• About 18 workers at Strip and Gaskets company in Johannesburg yesterday entered their fourth day on strike over wage increase demands.

The company is negotiating with the United Motor and Allied Workers' Union.

• About 40 employees at M W Murdoch steel company in Brits yesterday stopped work after the Metal and Allied Workers' Union (Mawu) had reached a deadlock with the company over wage increase demands.

The management was not available for comment.

• About 370 workers who held a sit-in at Bosch Electrical Company in Brits have resolved to return to work following discussions between Mawu and management. The workers, who kept themselves busy by working on the company's garden, demanded salary increases.

• Although 330 people have been retrenched by the SABC so far, at least 33 new people are currently being trained for technical and production positions according to sources yesterday.

The retrenchment is part of the rationalisation programme which started in July this year. The company was doing away with posts and not people, a spokesman said.

If a worker whose post has been [illegible] wants to apply for another post in the organisation then he/she is welcome to do so, the spokesman said.

A leading [illegible] relations consultant [illegible] argued that strike actions are normally rife at this time of the year because workers demand their end of the year increases and bonuses.

Metal industry strike goes on

SOWETAN 13/11/85

WORKERS' DIARY — By JOSHUA RABOROKO

THE metal industry seems set for action this month as hundreds of members of the Metal and Allied Workers' Union continue their strike at several companies this week

Mawu has declared disputes with at least 70 Transvaal companies Mawu demands to negotiate wages and other conditions of employment at plant level

This follows their refusal to sign a wage agreement at the Industrial Council (IC) for the industry — the Steel Engineering Industries Federation of South Africa (Seifsa)

Mawu recently won wage agreements at Robert Bosch in Brits, ATC company, Brolio Africa, Fry's Metals, Siemens and Rietfontein in the Transvaal Negotiations in other areas are still in progress

• An interim recognition agreement has been signed between the University of Cape Town workers' committee and the university. The administration and the union will now work towards a full agreement covering negotiations and dispute procedures, discipline and the rights and duties of shop stewards

The committee represents 662 non-academic employees in most departments Members include labourers, cleaners, gardeners, catering hands, artisans and departmental assistants

• Several unions participating in the trade union talks aimed at forming a giant federation some time this month will continue to hold meetings this week in an attempt to discuss the possibilities of merging, and planning for the inauguration date

CUSA

The Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) who formed a sub-commitee recently to explore the working class's rights, are to hold regular meetings in future, to discuss matters of common interest

The Cusa-Azactu alliance is seen as an opposition to the super federation to be launched later this month Azactu was earlier excluded from the talks and Cusa pulled out — mainly because of their belief in black leadership

• The Government plans to bring a new law to control the handling of asbestos in industry, thanks to the anti-asbestos campaign started by the Black Allied Mining and Construction Union (Bamcwu)

According to the Government spokesman, they will limit exposure of factory workers to asbestos fibres which can cause lung diseases, including cancer

• All shop stewards of the Transvaal branches of the National Union of Clothing Workers are invited to an annual general meeting next Thursday at the Selborne Hall (City Hall Building) starting at 4 30pm.

TUCSA

• Tucsa has condemned the 17,5 percent in bus fares introduced by Putco last week and is to send a deputation to the Minister of Transport Affairs, Mr Hendrik Schoeman, to voice dissatisfaction about it

Tucsa says the fare increases were outrageous and irresponsible The federation is of the opinion that the increase is irresponsible, given the state of the economy and massive unemployment

NUM

• The National Union of Mineworkers (NUM), Bamcwu and the African Miners and Allied Workers' Union, are geared to fight with mining houses over the installations of tearsmoke equipment near or in the living quarters of miners

Already, the war of words has started with unions demanding that the tearsmoke devises be removed because "they are normally used against workers during strikes". However, managements have denied using them

• Motor manufacturers have fired large numbers of workers in executive and senior jobs to date as the recession takes its toll on large segments of the labour force

Nissan, General Motors and Samcor this week confirmed laying off a total of 220 salaried staff amid wide protests from the National Automobile and Allied Workers (Naawu) and the Motor Assemblies and Components Workers' Union (Macwusa)

• The Cusa-affiliated Transport and Allied Workers' Union (Tawu) has signed its 25th recognition agreement They signed an agreement with Tramways Bus Transportation Corporation in Port Elizabeth and Uitenhage The agreement covers 666 workers and its terms include wage negotiations, grievances and dispute procedures

SACWU

• The South African Chemical Workers' Union (Sacwu) has criticised the Minister of Manpower for failing to appoint conciliation boards to resolve their disputes with Fedmis, Air Products and Karbochem The disputes if not resolved soon may lead to strikes involving 1 000 workers

• Intimidation by other unions and possible involvement by middle management at Iscor plants has been alleged by members of the South African Boilermakers' Society

The intimidation apparently followed the refusal by the SABS and three other unions to call off the wage dispute with Iscor Four other unions had agreed to the inferior five percent offer

In a circular which has caused great concern to the SABS the company has specifically excluded blacks from the "target group" It reads "Must not be communicated with blacks " This has caused discontent among SABS members

• The Minister of Manpower, Mr Pietie du Plessis, announced in Pretoria this week that the Government did not intend to repatriate thousands of migrants should the disinvestment lobby continue unabated

• About 350 members of the Sweet Food and Allied Workers' Union dismissed by a coffee company, T W Beckett, in Isando, for striking, have appealed to the 36 unions in the super federation for support

The workers went on strike because their colleagues were sacked by the company for allegedly using false identity cards. They maintain that their white manager, also guilty of the same charge, has not been sacked

245

Saawu to shun launch of federation

14/11/8 SOWETAN

PLANS for a rally to launch the super federation at the end of the month were jolted yesterday when the South African and Allid Workers' Union (Sawu) announced it would boycott the launch.

But all other major unions involved in the talks have confirmed they would take part. These include the National Union of Mineworkers (NUM) and the Metal and Allied Workers' Union (Mawu).

President of Saawu (Kikine group) Mr Ashley Shezi, said from Durban that pamphlets bearing the name of his union and two of its affiliates the South African Textile and Allied Workers' Union (Satawu) and the South African Mine Workers Union (Samwu), had been distributed in Natal saying the three would participate in the launch.

"It is very annoying that our names should appear in these pamphlets when we had never been party to the unity talks from the beginning," he said.

The rally is scheduled for the King's Park rugby stadium in Durban on December 1.

Executive members of all unions participating in the launch are expected to be in Durban from November 29 to elect office-bearers for the new federation, choose the name of the federation and finalise the constitution.

Domestics to form a national body

(134) DISPATCH 20/11/85

Dispatch Correspondent

CAPE TOWN — Domestic workers' associations throughout South Africa are to form a national body to push for better conditions for their members

The five associations, representing about 20 000 workers, have held a series of meetings at various centres during the past few months to discuss the formation of a united organisation.

In a joint statement released yesterday, the workers made the following demands.

- A minimum salary of R150 a month for unskilled and R200 a month for skilled workers working an eight-hour day, five days a week·
- An hourly rate of R2,50 plus a travel allowance for daily chars,
- Overtime pay of R2 50 an hour,
- The abolition of child labour "No one under 16 should be made to work";
- Maternity benefits for all women — eight weeks' fully paid leave before they give birth, and six weeks' fully paid leave after pregnancy as well as full pay for days taken off for ante-natal classes;
- Sick leave of 14 days a year on full pay,
- Pay slips stating hours of work and deductions, and,
- All public holidays off, or the payment of overtime in addition to normal salary

The Domestic Workers' Association in Cape Town has called on all employers of domestic workers to attend a special meeting on Sunday, November 24, at St Saviour's Church, Claremont, to discuss these demands and "to find the missing link between the workers and their employers".

The five associations also sent a list of their demands to the Department of Manpower, which has said it will consider them and reply in due course

Council: free Mandela

LONDON — The local council of the West Midland town of Wolverhampton has written to the South African Government asking them to free Nelson Mandela

The council has just named an old people's home after the jailed ANC leader — DDC

ARGUS 20/11/85 134

Trade unionists glum over 'relief'

Labour Reporter

TRADE unionists are less than euphoric about the economic relief package announced by President P W Botha this week.

None of the measures would have any significance for workers at the lower end of the economic scale who were already the hardest pressed by inflation and the depressed state of the economy, they said.

Repayment of the loan levy would not affect blacks as they had not paid it; the scrapping of the seven percent levy on income tax next year would benefit only those paying significant taxes and the watering down of fringe benefits tax helped only those receiving fringe benefits.

Hardest hit

"It seems the steps have been taken to placate businessmen but do not take into account the needs of the workers who have been hardest hit by the recession," said Mr Jan Theron, general secretary of the Food and Canning Workers Union.

Mrs Dulcie Hartwell, general secretary of the National Union of Distributive Workers, said the loan levy repayments were of little value to lower-paid workers.

"What they will get back even with interest will be worth less than what they gave in 1979 and because they are so badly paid their repayments will be minuscule anyway," she said.

"The only benefit they'll get is that the repayments will be worth more now than they would have been in February next year."

Mrs Florence de Villiers of the Domestic Workers' Association said she hoped employers would not be selfish with what they received and remembered the plight of people who worked in their home and helped maintain their standard of living.

"Inflation hits the lowest-paid workers most and they have also been hit with increased transport costs, rents and school fees.

"We would welcome it if employers passed some of these benefits on to their employees," she said.

Buying power

A Labour and Development Research Unit spokesman said he could see nothing of benefit for workers in the relief package.

"Workers' buying power has been falling quite dramatically in past months and this will do nothing to help them. Apart from the mineworkers I don't know of one wage settlement in the past five months which has kept pace with the rate of inflation," he said.

Super-union to have 400 000 members

Mercury. 21/11/85 (134)

Labour Reporter

A NEW 'superfederation' of trade unions, representing more than 400 000 workers, is to be formally launched in Durban on November 30

The formation of the new body would affect all those involved in industrial relations and might turn out to be an event of great political significance, according to Mr Gavin Brown, an industrial relations consultant.

'There are several reasons for this. The new confederation is likely to represent more than 400 000 union members, most of whom are black.

'The voice of the confederation will have to be taken very seriously by employers, the Government, the outside world and perhaps particularly by conventional black political groups'

He said the affiliates to the new federation would collectively represent the bulk of South Africa's industrial and urban workforce.

'Its membership will stretch from the Transvaal to the Cape and will be representative of virtually every significant activity in the South African economy'

The South African Co-ordinating Council (SACC) of the International Union of Food and Allied Workers described the birth of the new body as a 'progressive step forward for the working class and all democratic forces in South Africa'.

The SACC said it hoped that the federation would 'work in alliance with other progressive organisations and participate in the broader struggle for freedom and justice for all people in South Africa and will advance the interests of workers'

The Council of Unions of South Africa, Cusa, has severed its links with the new movement because it wanted to retain its 'all-black identity', according to Mr Norman Middleton, Natal co-ordinator of Cusa

Attacks on unionists condemned

134

SOWETAN

THE South African Co-ordinating Committee of the International Union of Food and Allied Workers' Union has protested at the attacks on trade union offices and the dismissal of striking workers in South Africa.

The SACCIUF, which represents 12 food trade unions in South Africa, took this decision at its meeting in Johannesburg this week

The protest was sparked off by a fire bomb attack on the offices of the Commercial, Catering and Allied Workers' Union (Ccawusa) at Khotso House, Johannesburg, last weekend Windows of the offices were smashed during the attack but no serious damage was caused The committee also condemned the attack on trade union and community organisation offices during October in Cape Town

2/11/85

The meeting also slammed the dismissal of members of the Sweet Food and Allied Workers' Union (Sfawu) at a coffee manufacturing company, T W Beckett in Isando The workers were on strike demanding the reinstatement of two colleagues sacked after allegedly using false documents to enter the company's premises

 ARGUS 22/11/85 (134)

Help improve SA women's lot, UK unions asked

Argus Foreign Service

LONDON — Transvaal trade unionist Mrs Lydia Kompe has appealed to British union members for help in improving the lot of South African women at work

Speaking at the launch here of the book South African Women On the Move, published in South Africa as South African Women Speak, she said

Domestic workers

"After reading this, we would urge you to give us comment, criticism and guidelines to improve our conditions and to help us see how you achieved what is still (just) a programme for us

'Mama" Kompe, Transvaal branch secretary of the Transport and General Workers' Union, also made a vivid appeal on behalf of South Africa's least represented employees, domestic workers

She told a conference here "They are the most exploited and isolated group in the country

"Madam can decide what her 'girl's work should be how much she should do how much she should be paid

"We have no way of fighting against the exploitation, no way of fighting the fact that we are not allowed to have our husbands visiting us or our children staying for more than 72 hours before they're told to go"

South African Women on the Move is compiled by the Vukani Makhosikazi collective and comprises interviews with black women from all areas of life

Gun battle between police, Athlone crowd

Cape Times 22/11/85

By CHRIS BATEMAN

GUN battles between Athlone residents and police erupted twice on Wednesday night and two people were arrested after a police patrol was allegedly pelted with stones and rocks

Police said they had no record of any injuries

Severe damage was caused to the nearby Belgravia Road branch of Barclay's Bank where furniture was dragged out through broken front windows and set alight in the street

A spokesman said the drama began about 10pm when a police patrol was attacked with rocks by a crowd of "about 100" people at the corner of Belgravia and Klipfontein roads

'New crisis point'

Three policemen emerged from the patrol van to arrest some of the rock throwers but immediately found themselves under small-arms fire from the crowd Each policeman had responded by firing a round of birdshot before arresting a 16-year-old girl and a 22-year-old man

During the arrests the policemen were alerted to a "burglary in progress" at the nearby Barclay's bank and had sped to the new crisis point

As the patrol van arrived at the scene it was again attacked with rocks by a large crowd The policemen were shot at once more and fired another three shotgun rounds

No further arrests were made The two people arrested are expected to appear in court soon to face charges of public violence

The spokesman said damage to the bank was estimated at R3 000

Shoe shop burglary

● The Bishop Lavis home of a railways clerk was petrol-bombed about 10 15pm on Wednesday Damage to a bedroom in the home in Sonny Leon Street was estimated at R150

● Four people have been arrested in connection with the burglary of a shoe shop and a fire which destroyed the shop and damaged two others and a post office, at the Bishop Lavis shopping centre on Wednesday

A police spokesman said the four — three youths and an 18-year-old — were arrested soon after the fire which caused damage estimated at R¼m

● A fire extinguisher was set alight at Fairmount Senior Secondary School in Grassy Park on Tuesday night A caretaker prevented further damage

134

Cape Times 22/11/85

Union solidarity with students

By EBRAHIM MOOSA

IN a new initiative aimed at ending the education crisis, 11 Peninsula trade unions this week supported a recent public declaration urging the government to meet pupil and student demands

The move means the unions — which represent 450 000 workers — now formally support the demands made earlier this week by 20 community organizations across a broad spectrum of anti-apartheid political opinion

A joint statement signed by the unions said "We support the public declaration of a wide range of progressive organizations and believe that the authorities in charge of education lack any legitimacy in the eyes of the people

"To insist as they (the authorities) do that exams will go ahead as 'normal' is to perpetuate an educational fraud

"The unions support demands that all detainees be released forthwith from detention

"Furthermore, harassment and victimization of all teachers and students must be stopped

"The unions support the view that if these demands are met by the authorities, the children of workers, namely the students, will meet to discuss their return to classes and their participation in the examinations

"Should the authorities refuse to meet these demands, there does not appear to be any possibility of an end to the crisis in education in the Western Cape and elsewhere

"The undersigned unions have no doubt whatsoever that all the people, parents, students, workers and teachers stand immovably behind our children in the struggle for a non-racial, democratic, compulsory, free system of education in a unified South Africa free from exploitation and oppression"

Signatories are the General Workers' Union (GWU) Cape Town Municipal Workers' Union (CTMWA) Food and Canning Workers' Union Retail and Allied Workers Union (RAAWU) South African Allied Workers' Union (SAAWU) Chemical Workers' Industrial Council, National Automobiles and Allied Workers' Union (NAAWU), National Union of Textile Workers (NUTW), Paper, Wood and Allied Workers' Union (Pawawu), Sweet Food and Allied Workers' Union (SFAWU) and Commercial Catering and Allied Workers Association of South Africa

Cape Times 23/11/85

LABOUR AFFAIRS

DICK USHER

Balance vital for industrial councils

BALANCE is the key word in the Department of Manpower's initiative to re-examine the industrial council system, according to Dr Piet van der Merwe, director-general of the department.

That balance must fall between protection and opportunity and would ideally be found by employer and employee parties within industries without government interference.

The department has invited comment and representation on the industrial council system and has been holding meetings round South Africa with councils to test views. At the same time there has been criticism suggesting that the initiative poses a threat to the system.

Dr van der Merwe said it was not the intention to destroy but to improve.

"Industrial council agreements can be and often are extended to non-parties if the Minister deems it necessary," he said.

"But the problem is whether agreements should be extended to people who had no part in negotiating them. Often these employers are black or coloured who argue that it is impossible for them to get started under the conditions the industrial council imposes.

"Although there is provision for exemption they argue that councils often refuse to grant it and the Minister has asked whether you can extend agreements without representation and whether the industrial councils should not decide what criteria should be used to decide on exemptions.

"We get situations where the industrial council for an industry comprises of only 10 percent of employers. Is it fair that their decisions should be made binding on the other 90 percent?

But employers could not be allowed to exploit workers.

The industrial councils besides setting minimum wages often administered provident, pension and medical aid schemes all of which protected and benefited workers.

"But we must also find ways of encouraging small entrepreneurs and so we have to find a balance between protecting workers without destroying job creation," said Dr van der Merwe.

"We believe that balance must be found by the people within the industry. Conditions differ from industry to industry and from time to time within a particular industry and the people who know their business best should be the people regulating conditions.

"But at the same time there must be an avenue for appeal to an impartial arbitrator for exemption from agreements."

Dr van der Werwe said the deadline for comment had been extended to December 15 to get as broad a spectrum of comment as possible.

"The decision on what will be done rests largely with the balance of opinion we receive."

More legal protection for domestics urged

25/11/85 DISPATCH (134)

Dispatch Correspondent

PIETERMARITZBURG — The time had come for the courts to decide about the reinstatement of illegally dismissed domestic workers who were inadequately protected under the law, Mr Pat Stilwell, said here yesterday.

Speaking at a South African Domestic Workers' Association meeting of employers and employees, Mr Stilwell called for domestic workers to be included under the Unemployment Insurance Act, Workmen's Compensation Act and the Basic Condition of Employment Act.

Mr Stilwell said. "Most contracts between the employer and the domestic worker are verbal and important parts of the contract, such as holidays, sick leave and working conditions are often not discussed"

He said the situation in South Africa had been reached where the courts should decide about the reinstatement of domestic workers who at the moment were protected only by a "primitive" code of the common law.

Under common law, Mr Stilwell said, the employer was obliged to pay an agreed salary, provide "safe" working conditions and see that no "unreasonable demands" were made on the employee

He said unlike other workers, the law did not provide for domestic workers to have a minimum wage, sick leave and stipulated conditions such as daily and weekly hours, overtime and meal intervals

One thing which could be done to improve the lot of the domestic worker was to have a written contract, which could be obtained from Sadwa, he said

In reply to a question from one of the four employers who attended the meeting it was suggested that if an employer could not pay the recommended wage then the person should be given shorter working hours

Sadwa recommends that an unskilled domestic worker, working an eight-hour day, five day week should be paid R150 a month while an experienced worker be paid R200 a month

Domestics outline campaign

(134) DISPATCH 26/11/85

CAPE TOWN — Domestic workers' groups have launched a countrywide campaign for better wages and working conditions

The campaign — co-ordinated by groups in East London, Cape Town, Johannesburg, Durban and Port Elizabeth — is also likely to receive legislative backing next year for, at least, minimum working conditions

Meetings to clarify the demands to employers are being held by all the groups

Demands include

A minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an 8-hour day, five-day week,

An hourly rate of R2,50 for chars, plus travelling allowance,

No employment of children under 16 years of age,

Maternity benefits for all pregnant women eight weeks before giving birth and for six weeks afterwards, plus days off to attend antenatal clinics,

Fourteen days sick leave a year,

Twenty-one days paid annual leave plus all public holidays,

One month's notice on either side, and

Payslips showing hours of work and deductions

Outlining the demands at a meeting of employers and employees, a spokesman for the Domestic Workers' Association said "We don't want to attack employers but to find common ground and understanding of each other's problems"

More meetings to expand the campaign will be held in coming weeks

The spokesman said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year — Sapa

Law on domestics 'primitive'

26/4/83 Pmbdg

134

Pietermaritzburg Bureau

THE time had come for the courts to decide about the reinstatement of illegally dismissed domestic workers, who were inadequately protected by law, Pietermaritzburg attorney Pat Stilwell said here

Speaking at a South African Domestic Workers' Association meeting of employers and employees, Mr Stilwell who has researched the law affecting domestic workers, called for domestic workers to be included under the Unemployment Insurance Act, Workmen's Compensation Act and Basic Conditions of Employment Act

'Most contracts between the employer and the domestic worker are verbal ones in which important parts of the contract are not discussed, such as holidays, sick leave and working conditions,' he said

The courts should decide about the reinstatement of domestic workers, who were protected only by a 'primitive' code of law

Under common law, the employer was obliged to pay an agreed salary, provide 'safe' working conditions and no 'unreasonable demands' were to be made on an employee

Conditions

Unlike other workers, the law did not provide a minimum wage or sick leave for domestic workers, and there were no stipulated conditions such as daily and weekly hours overtime and meal intervals

He said an employer could not make any deduction from the domestic worker's wage, without the person's permission, for breakages or any financial loss caused by the worker

The only way an employer could be compensated for financial loss was to sue the domestic worker

Some immediate things which could be done to improve the lot of the domestic worker included a written contract which could be obtained from the domestic workers' association, between the employer and employee and for newspapers to print the contract for employers to cut out and sign, he said

Hours

In reply to a question from one of four employers who attended the meeting, Mr Stilwell said that if an employer could not pay the recommended wage, the worker should be given shorter hours

The association recommends that an unskilled domestic employee working an eight hour day, five days week, should be paid R150 a month An experienced worker should be paid R200 a month

At a similar meeting in Durban more than 300 members of the South African Domestic Workers' Association were angered by the poor attendance of employers

The association's national organiser Mrs Mary Mkhwanazi said 'We hoped employers were going to turn up in great numbers and we wanted to negotiate with them But employers do not understand the language of negotiation

Discrimination

The association had posted 800 letters to domestic employers, inviting them to bring their workers with them to find 'the missing link' between workers and employers

Only six employers attended the meeting Only three sent apologies

Mrs Mkhwanazi said the exclusion of domestic workers from labour legislation was discrimination of the first order

She said they were not recognised as workers but as a work unit

Domestic workers and farm workers were the first to be employed by whites in South Africa, but to date they are still excluded from the country's labour legislation'

Employers were using this exclusion to exploit the unprotected domestic worker

The fight for recognition of domestic workers under labour legislation was on

Drive to put up pay of home help

26/11/85

134

E Post

CAPE TOWN — Domestic workers' groups have launched a countrywide campaign for better wages and working conditions.

The campaign — co-ordinated by groups in Cape Town, Johannesburg, Durban, Port Elizabeth and East London — is also likely to receive legislative backing next year for at least minimum working conditions

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- Payslips showing hours of work and deductions

Outlining the demands at a meeting of employers and employees, a spokesman for the Domestic Workers' Association said "We don't want to attack employers but to find common ground and understanding of each other's problems"

More meetings to expand the campaign will be held in coming weeks

The spokesman said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year — Sapa

All is set for launching of super-union

WORKERS' DIARY — By JOSHUA RABOROKO

THE stage is already set for the launching of the super trade union federation — the Congress of South African Trade Unions (Cosatu) — whose programme starts in Durban on Friday night.

The programme starts on Friday at 7 pm at the University of Natal students' hall This will be a closed session, but the Press will be allowed to take pictures, according to sources

On Saturday another closed session will be held where numerous decisions will be tabled concerning the biggest worker movement in South African history

A mass rally will be held at Durban King's Park Stadium on Sunday to celebrate the launch Cosatu is still awaiting permission from Durban's chief magistrate to hold its open-air meeting, but "we do not envisage any problem," a spokesman said

• The Commercial Catering and Allied Workers' Union (Ccawusa) is to hold its annual congress in Durban starting today The conference is a continuation of the one that was held in Soweto during October this year

• The Media Workers' Association of South Africa (MWASA) is busy with wage talks with managements of the Argus Printing and Publishing company and the South African Associated Newspapers (SAAN), owners of South Africa's biggest newspapers The talks continue in Johannesburg today

• The Tal Bakery, a subsidiary of Fat Bake Group, has become the first Pietersburg company to recognise May Day as a paid holiday for its workers The agreement was reached between the company and the Black General Workers' Union (BGWU) "It is a victory for us," said BGWU national organiser, Mr Phokela Rasechaba

• The Chemical Workers, Industrial Union (CWIU) has reached two agreements concerning wages and working conditions

Agreements were finalised at Pilkington Flat Glass in Springs and SA Cyanamid in Witbank At Pilkington the agreements include two public holidays, including May Day

• The Vaal Trade Union Co-ordinating Committe (VTUCOC) has made an attempt to break the impasse between Vaal residents and the Lekoa Town Council concerning 14-month long boycott of house rents. The authorities have promised to explore certain avenues to reduce the tension in the townships Further meetings will be held soon

• The president of the National Union of Mineworkers (NUM), Mr James Motlatsi, has been elected the new president of the Southern African Miners Federation formed in Harare last week

The new federation, which represents workers from SA, Zambia, Botswana, Lesotho and Zimbabwe, resolved that total sanctions be imposed against SA. It has called on the international labour movement to organise the economic boycott and has warned it will take strong action if the SA Government repatriates foreign mineworkers.

• The Nuclear Fuels Corporation of SA has reinstated a member of the NUM who was dismissed recently The dismissal of the worker sparked off a strike at the plant

• A further development has been the decision by about 800 workers at three Asea plants in Pretoria to suspend a "go slow" strike after talks between management and the Metal and Allied Workers' Union (Mawu)

The Mawu still has disputes with more than 50 employers in the metal industry over the issue of plant-level bargaining

• Major trade unions are co-operating to build unity among health workers following the strike at Baragwanath. The Federation of South African Trade Unions (Fosatu) the Black

To Page 12 →

Bop residents losing their jobs

← From Page 4

Health and Allied Workers' Union (Bhawu), the Health Association of SA the SA Black Municipal Workers' Union (Sabmawu) and other unions fully back the workers' actions and demand their immediate reinstatement

• Thousands of Bophuthatswana workers in the Rosslyn industrial area may lose their jobs, according to a spokesman for the Council for Scientific Industrial Research spokesman

Since the beginning of the year, about two percent of Bophuthatswana residents have lost their jobs every month to create jobs for Mamelodi, Atteridgeville and Soshanguve residents

• Two trade unions — the South African Chemical Workers' Union and the Sweet, Food and Allied Workers' Union — have threatened to call for a boycott of products of the Air Products Company and T W Beckett coffee company, following the dismissal of their members They were dismissed after strikes

• Fosatu's general secretary, Mr Joe Foster has criticised the announcement by the government that the Unemployment Insurance Fund (UIF) contributions will be increased from December 1

All employees (excluding agricultural and domestic workers) earning less than R26 600 (currently R21 600) will pay an extra 20c per R100 earned. Employers wil contribute an additional 50c

• The Department of Manpower has extended the deadline for comments on its proposals to establish new criteria for judging the acceptability of industrial council agreements from end of October to December 15

Showdown looms in worker unity

Cape Times 27/11/85

Own Correspondent

DURBAN. — The Council of Unions of South Africa (Cusa) is heading for a showdown with the proposed new superfederation to be launched here this weekend

Mr Norman Middleton, Natal co-ordinator of Cusa, said yesterday that it would be contrary to "working-class unity" to create new organizations where democratic worker-control unions had already been established

Cusa and the Azanian Congress of Trade Unions (Azactu) have broken away from the superfederation because they want to retain their "all-black identity".

Mr Middleton said in a statement on behalf of Cusa and Azactu that the two groups believed in the principle of worker unity

"Our idea of a new federation is a federation which would unite the majority of organized black workers in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority leadership.

"Azactu and Cusa remain committed to discussing the basis of working-class unity with truly worker-controlled organizations," he said, adding that they believed that any federation of the working class must identify with and participate in the national liberation struggle

Azactu and Cusa have called on all organizations of students, parents and civic and worker bodies to join them in establishing trade union regional solidarity committees

They also called for the ending of the state of emergency, the development of a worker manifesto, the institution of an unemployed workers' project and the formation of solidarity alliances in the community

29/1/85 (134) Mercury

90 Pinetown workers on strike

Labour Reporter

ABOUT 90 weekly-paid employees of Nicholas Kiwi, a chemical factory in Pinetown, downed tools yesterday in a dispute over wages and working conditions.

Miss Pat Horn, the Pinetown organiser of the Chemical Workers' Industrial Union, said the workers voted for strike action in a ballot at the factory on Friday after all attempts by the union to negotiate wages and conditions of service with the management had failed.

Mr Charles Toms, the company secretary, confirmed the work stoppage and said the dispute had arisen after the union had refused to sign a recognition agreement

'Their refusal to sign is because of one clause which states that they wish to represent all employees at certain grades rather than only their members.

Cusa rejects multi-racial federation

(134)

DISPATCH

Dispatch Correspondent

DURBAN — The Council of Unions of South Africa (Cusa) is heading for a showdown with the proposed new superfederation of unions to be launched here this weekend

The Natal co-ordinator of Cusa, Mr Norman Middleton, said yesterday it would be contrary to "working class unity" to create new organisations where democratic worker-control unions had already been established

Cusa and the Azanian Congress of Trade Unions (Azactu), have broken away from the superfederation because they want to retain their "all-black identity"

Mr Middleton said in a statement on behalf of Cusa and Azactu

"We believe in the principle of worker control based on anti-racism, non-racialism to build a non-exploitative democratic society based on the leadership of the black working class

"Our belief of a new federation is a federation which would unite the majority of organised black workers in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority leadership

He added that they believed that any federation of the working class should identity with and participate in the national liberation struggle

27/4/83

Concern over trade unions role in politics

CONCERN that the only form of political expression available to the black community is seen to be through their emerging unions, is expressed by the chairman of Nampak, Mr D Brown, in the company's annual report for the year ending September.

SOWETAN Correspondent

' accept union activity as an interface between employer and employee but I am worried that unless changes are forthcoming business will become the arena for dealing with their [illegible] political aspirations [illegible] in chairman's statement

While the adverse effects of the drought and level of interest rates have seen 'some [illegible] the worsening socio-political and unemployment problems have resulted in a further deterioration in trading conditions and a low level of business confidence Mr Brown says

Stability as a prerequisite to economic recovery [illegible] recognising that government has irrevocably embarked on a process of reform

"However the pace of reform needs to be stepped up before confidence can return and have its effect on both the social and economic fronts," he says

Of Nampak's performance he says 1985 has [illegible] achieved earnings per share of 143 cents, which is 18 percent down on last year was "a creditable performance

The interim results to March this year were about 16 percent down on 1984 and it was felt at that stage that the percentage reduction in earnings for the year as [illegible] experienced in the first half.

'However the effects of the erratic trading conditions in the second six months are reflected [illegible] earnings Mr Brown says

He believes that as trading conditions are [illegible] earnings in 1986 — Sapa.

Azapo looks at 1986

THE Azanian People's Organisation will hold its 6th annual congress at the David Landau Community Centre in Asherville, Durban from December 14 to 16, an Azapo spokesman announced yesterday.

The theme of the congress is "forward to a socialist Azania"

While reflecting on the current state of the nation the congress will map out the direction the country should take [illegible]

All the "oppressed and exploited" in the country were welcomed [illegible] — Sapa

Business Report

THURSDAY, NOVEMBER 28, 1985

CAPE TIMES 28/11/85

Recovery must mean higher inflation — Kantor

Prof Brian Kantor

By AUDREY D'ANGELO

THE strong recovery of prices on the Johannesburg Stock Exchange and of the financial rand are signs that confidence in the long-term future of the economy is returning, Professor Brian Kantor of the University of Cape Town said yesterday

Speaking to the Cape Town South African-German Chamber of Commerce and Industry, he said that although the economy was very weak it was unlikely to weaken further

"It is very important to understand that the higher rates of inflation to which the economy will be subject over the next two years will be the effect of the weak rand

"The economy will recover as wages and salaries catch up with prices

"It will be quite wrong to regard the increases in wages and salaries that will accompany recovery as the cause of inflation

"Over the next two years they will be the effect of the recovery of the economy, which is to be welcomed and encouraged"

Professor Kantor said the problem in South Africa now was "too little spending rather than too much, too much saving rather than too much investment

"What needs to be done for the economy right now is to get spending up, without permanently increasing government's share of the economy"

He said the authorities had correctly decided to give priority to the recovery of the economy rather than "attempt to squeeze any more of an export surplus

"Any such attempts would have been surely counter-productive in that they would have meant a still weaker economy and one more vulnerable to unrest and withdrawals of capital and skills"

But in order to keep South Africa's trade and financial links with the outside world there must also be "a process of political reform that removes, in the first instance, racial discrimination and secondly, that allows blacks to participate much more closely in the process of government

"This means a lot less than one man, one vote but a lot more participation and a lot more sympathetic government"

The South African Government was clearly seeking black participation but finding it difficult to achieve on its own terms

"In encouraging effective participation, perhaps something can be learnt from recent developments in labour relations"

The emergent black trade unions had been regarded as a threat because they were highly radical But this radicalism had been disciplined by economic self-interest.

"Economic realities have imposed themselves, while at the same time channels of communication between workers and firms have been kept open

Pointing out that the participation of blacks in local and regional government could bring great benefits to the governed — particularly if the powers of local authorities were extended to education — Profesor Kantor said "The problem, of course, is to encourage credible black participation"

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Birth of a new trade union giant

134

SOWETAN 29/11/85

By JOSHUA RABOROKO

ABOUT 36 black trade unions are geared to launch the country's biggest trade union movement — the Congress of South African Trade Unions — a four-day congress starting in Durban today.

The unions represent over 500 000 black workers countrywide

Delegates to this historic summit are expected to elect Cosatu's first president and other executive members on Saturday The newly elected president will address a rally to be held at Kings Park Stadium on Sunday at 10am.

The Chief Magistrate of Durban, Mr J J Pienaar, has given the go-ahead to the open-air rally

Miners' leader Cyril Ramaphosa, chairman of the congress credentials committee, has warned employers that should they fight or attack the workers, the federation will not take the matter lightly

Federation of South African Trade Unions (Fosatu) president Chris Dlamini, said the new federation will speak for the broad mass of the working classes

The general secretary of the Commercial Catering and Allied Workers' Union (Ccawusa), Mrs Emma Mashinini, said the unions will stand together and speak with one voice.

The new federation has committed itself to the following principles:

- Worker control;
- Non-racialism,
- Industrial unions and one union per industry,
- National co-operation between unions; and
- Representation based on paid-up membership

Two black consciousness-orientated trade union federations — the Council of Unions of South Africa and the Azanian Confederation of Trade Unions — who are not parties to the new federation, will not attend the inauguration

Local workers attend launch

CAPE TIMES 29/4/85 (136)

By BARRY STREEK
Political Staff

MORE THAN 40 000 Western Cape workers will be among the approximately 500 000 workers represented at tonight's launch of the new trade union federation, the Congress of South African Trade Unions (Cosatu), in Durban.

More than 800 delegates representing 36 unions, nine of whom are active in the Western Cape, will be at the founding of the biggest-ever trade union federation in South Africa's history

The formation of Cosatu will herald a new era in industrial relations in the country where black trade unions have been legally recognized only since 1979

Yesterday, the Western Cape region of the United Democratic Front (UDF) wished Cosatu well in a statement released on its behalf by Mr Naseegh Jaffer.

"In recognizing the role that a united and organized working class can play in our struggle we wish the worker delegations well at their launching conference.

"At the same time we call on all unorganized workers to become part of progressive trade unions," the UDF said

Names

The Western Cape unions involved in this weekend's negotiations are. The Food and Canning Workers' Union, the General Workers' Union (GWU), the South African Allied Workers' Union (Saawu), the National Union of Textile Workers Union (NUTW), the Paper, Wood and Allied Workers' Union (PWAWU), the Retail and Allied Workers' Union (Rawu), the Cape Town Municipal Workers' Union (CTMWU), the National Automobile and Allied Workers' Union (Naawu) and the Catering, Commercial and Allied Workers' Union (Ccawusa)

Much of the proceedings at this weekend's congress of Cosatu will be held behind closed doors, but a mass rally has been planned in Durban on Sunday morning publicly to launch the new movement.

The Federation of South African Trade Unions (Fosatu), which has a membership of 130 000, will dissolve once the new federation is formed

Burn pass laws: Botha

Mercury 21/4/85

THE Congress of South African Trade Unions, launched at a rally attended by more than 10 000 workers in Durban yesterday, threatened to call on all blacks to burn their pass books unless President Botha dismantled apartheid within six months.

Mercury Reporter

Mr Elijah Barayi, leader of South Africa's biggest trade union grouping, told the rally at Durban's Kings Park Rugby Stadium that Mr Botha should start by scrapping the pass laws.

'Otherwise we will call on black people to burn their pass books, and when they are stopped in the streets by the police and asked to produce a pass, they must then ignore them,' he said amid resounding applause.

Mr Barayi, who is also vice-president of the National Union of Mineworkers, said the federation would 'not concentrate only on wages, but also on the townships and politics as well'

Interviewed before the rally yesterday, he said Cosatu would aim at building a socialist South Africa and would work for the nationalisation of the mines and other major industries.

'Ultimately there will be a socialist state in South Africa,' he said

'Our short-term objectives are to mobilise the black masses and to embark on an education programme. Blacks will have to know that they must not feel guilty because of their colour.'

He said Cosatu would work in alliance with 'all progressive democratic organisations'.

Responding to a claim by Chief Mangosuthu Buthelezi that the new federation was 'hardly directed at Pretoria but is directed against Inkatha', Mr Barayi said there had been no mention of Inkatha at meetings preceding the formation of Cosatu.

'He is just scared'

Addressing the crowd, he said the federation had been formed 'to build a new South Africa'

'Last warning'

Mr Botha and his Government had 'failed completely' to govern the country and should resign.

'P W Botha's position should be filled by the right people, like Nelson Mandela,' he told the cheering crowd.

He said Cosatu supported disinvestment.

He called the homeland leaders 'puppets' and said that instead of 'going up and down shouting that blacks will suffer if there is disinvestment they should use the money to increase pensions paid to blacks'

It was sad that while the whole world was calling for disinvestment, Britain and America were against it, saying it would affect blacks most.

He issued a 'last warning' to the homeland leaders to change their minds before time ran out, and called on Mr Botha to release ANC leader Nelson Mandela and remove the troops from the townships.

In an impromptu news conference after the rally, he told reporters that Cosatu hoped to fill the vacuum created by the outlawing of the ANC, and said it would strive for the dismantling of apartheid.

New pattern

He said the days of trade unions playing a passive role were over. Boycotts and stayaways would become the new pattern of industrial action in future

Uniformed policemen patrolled the area but kept a low profile.

Cosatu, which claims a membership of more than 500 000, has 35 unions from a wide spectrum of the economic sector as its affiliates Its main affiliate's are the 150 000-strong National Union of Mineworkers and the 100 000-strong Federation of South African Trade Unions, Fosatu.

The new general secretary, Mr Jay Naidoo, is an official of the Sweet, Food and Allied Workers Union and is believed to be a strong sympathiser of the United Democratic Front.

● See Page 3

134

Giant union launched

THOUSANDS of people attended a rally at Durban's Kings Park Rugby Stadium yesterday to mark the launching of the Congress of South African Trade Unions and the Government was given six months to scrap apartheid, starting with the abolition of passes.

The congress's first president, Mr Elijah Barayi, told the mostly black audience that unless the Government scrapped apartheid, Cosatu would start a burning of passes campaign.

If policemen demanded to see passes, blacks would "just pass", he said as the crowd cheered, sang and danced

In his presidential address Mr Barayi also said the birth of Cosatu heralded a new era in the labour movement in South Africa, reports **Joshua Raboroko.**

He said the movement would deal with economic and political issues Messages of support were read from the South African Congress of Trade Unions (Sactu), the International Labour Organisation (ILO), the International Confederation of Free Trade Unions (ICFTU) and the UDF

The other elected officials were

vice-president of the Metal and Allied Workers Union, was elected

• Mr Chris Dlamini, president of the Federation of South African Trade Unions (Fosatu) and Mr Makhabu Ledwaba, president of the Commercial Catering and Allied Workers' Union (Ccawusa) Both are second presidents

Secretary

• The general secretary of Sweet, Food and Allied Workers' Union, Mr J Naidoo, was elected general secretary He will be assisted by Mr Sydney Mafumadi, general secretary of the General and Allied Workers' Union, and

• Mr Maxwell Xulu, treasurer

• Meanwhile the Minister of Manpower Mr Pietie du Plessis, has appointed a conciliation board in an attempt to resolve the wage dispute between CNA-Gallo and the Commercial Catering and Allied Workers' Union (Ccawusa)

This means that Ccawusa will have to call off its strike planned for today

The strike was likely to involve more than 700 workers throughout the country

The parties have been requested to meet quickly to avert a strike which might cripple production and the economy of the company, part of the Premier Group

• See Page 8

Cosatu aim is unity for workers

DISPATCH 3/12/85 (134)

Dispatch Correspondent

DURBAN — The newly formed Congress of South African Trade Unions yesterday committed itself to fight for a "united South Africa free of oppression and economic exploitation

At the end of the super-union's three day inaugural congress which ended in Durban yesterday Mr Elijah Baravi, the new leader, said "We believe that this can only be achieved under the leadership of a united working class"

"Our history has taught us that to achieve this goal we have to carry out a number of tasks"

These were

- Recruitment of workers who did not already belong to trade unions and the building of effective trade unions based on the democratic organisations of workers in the factories, mines, shops, farms and other work places
- Organise national industrial trade unions, financed and controlled by their worker members through democratically elected committees
- Combat the divisions among workers of South Africa and unite them into a strong and confident working class
- Reinforce and encourage progressive international worker contact and solidarity to assist one another in the struggle

Another resolution called for the removal of all forms of security legislation which denied workers full freedom of association, assembly and picketing for strike action

The congress also decided to campaign and respond vigorously against police and state intervention in strikes or industrial action and to fight for the right of trade unions to establish strike funds

Cosatu has adopted a strong feminist position rejecting the "exploitation" of and discrimination against women

It said it would be "against all unequal and discriminatory treatment of women at work in society and in the federation

The Cosatu stand on women's rights is the most outspoken position ever taken in South Africa by a representative, and predominantly male, body

In a resolution Cosatu called for equal pay for all work of equal value and "for the restructuring of employment so as to allow women and men the opportunity of qualifying for jobs of equal value

It said it would fight for child care and family facilities "to meet workers needs and make it easier for workers to combine work and family responsibilities and for full maternity rights including paid maternity and paternity leave and job security

In Johannesburg the chief executive of the Federated Chamber of Industries Dr Johan van Zyl said the new trade union federation in South Africa reflected a broad spectrum of black worker interest

In Cape Town the Progressive Federal Party's spokesman on manpower Dr Alex Boraine, said the formation of a new federation of trade unions in South Africa signified a major milestone in labour and political developments

Mr Norman Willis, secretary general of the British Trade Union Congress has sent a message of congratulation and promises of support to mark the inaugural meeting of Cosatu

Cosatu threat on foreign migrants

(134) 3/12/85 DISPATCH

Dispatch Correspondent

DURBAN — The new Congress of South African Trade Unions (Cosatu) said yesterday it would call a national strike if the government carried out its threat to repatriate foreign migrant workers.

It also pledged itself to organise workers in the national states in defiance of any legal restrictions on unions

But after a night-long debate on policy, Cosatu's executive appeared to back down on some of the hard-line statements made at the mass rally on Sunday by its president, Mr Elijah Barayi

Mr Barayi's call for a pass-burning campaign if influx control was not scrapped in six months was clarified by him as "merely expressing the feelings and aspirations of our members"

Cosatu's assistant secretary, Mr Sydney Mafumadi, said the federation had not decided on a specific deadline on the pass laws

Editorial opinion P16; See also P17

Cosatu formed after long fight

WORKERS' DIARY — By JOSHUA RABOKO

THE Congress of South African Trade Unions was finally formed at the weekend after five years of tough negotiations.

The giant federation, which was initially intended to include all unions, got off the ground without the two major unions, The Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu)

Cosatu boasts a membership of about 500 000 members and its principles are based on non-racialism and workers control It has received support from various quarters, including international federations, church groups and political organisations.

• The Pietersburg Community Advice Bureau holds a workshop at the Podisadtjaba Centre, Zone 3, Seshego, on Saturday from 2pm.

The workshop will be addressed by Ms Manoko Mchwe of the National Union of Mineworkers and Mr Modise Khoza of the Black Lawyers Association

• The Black General Workers' Union holds its regional general meeting at Podisadtjaba Centre in Seshego on Saturday at 2pm

• The Industrial Court has ruled that there is a difference between a strike and work stoppage The court drew this distinction in ordering Facts Investors' Guide to reinstate temporarily nine members of the Media Workers' Association of South Africa (Mwasa).

The workers' efforts to obtain permanent reinstatement have been foiled, however, by the decision of the Minister of Manpower not to appoint a conciliation board

• The Rand Supreme Court has re-affirmed the right of workers to have grievances properly considered when it ordered the reinstatement of a student nurse dismissed during the strike at Baragwanath Hospital.

Mr ELIJAH BARAYI, Cosatu president.

About 1 500 Baragwanath workers — 800 student nurses and 700 auxiliary workers — were dismissed on November 18 In a test case challenging the dismissals, an urgent application for reinstatement was brought by three student nurses

Ccawusa

• A strike called by the Commercial Catering and Allied Workers' Union (Ccawusa) involving 700 CNA-Gallo shop assistants and helpers was suspended at the 11th hour The Minister of Manpower has agreed to appoint a conciliation board to resolve the wage dispute

• The offices of unions and Industrial Council will be closed for the following periods

The National Union of Clothing Workers (head office) closes on December 13 and re opens on January 3, 1986

The Industrial Council of the Clothing Industry (Transvaal) closes on December 20 and reopens on January 6

The Industrial Councils for the OFS and Northern Cape clothing, Transvaal knitting and Transvaal millinery industries have not decided when to close over Christmas.

Tucsa

• The acting general secretary of the Trade Union Council of South Africa (Tucsa), Mrs Ruth Imrie, has sent out a Christmas message to all South Africans

It reads: "Against the bleak despair of unemployment, the recession and the huge problems which face us, let us hope 1986 will be the year when all brothers and sisters will work for a future in which all our children can grow up in hope "

• The general secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo, has expressed concern about the number of members the union has lost due to closure of factories this year The clothing industry has been a target for decentralisation.

• About 300 of the 350 striking workers at two building sites in Phoenix, Natal, have gone back to work.

The general manager of Bestconstructo (Pty) Ltd, Mr Frik Hechter, said all of the 150 who were fired and who showed up at his office were rehired

TRADE UNIONISTS LIVING IN FEAR

134

POLICE have apparently cracked down on trade union leaders and some are believed to have gone into hiding following the launching of the consumer boycott in Pietersburg.

Ms Geralding Popedi, an administrator of the South African Allied Workers Union (Saawu) yesterday claimed she was questioned for several hours by the Security Police about the union's activities and the consumer boycott before she was allowed to go

Three unionists — Mr Alfred Mokeleng, Saawu's Northern Transvaal organiser, Mr Elias Nong, of the Commercial Catering and Allied Workers Union (Ccawusa), and Mr Ephraim Lekganyane of Saawu, are worried after Security Police demanded to see them at their offices in Pietersburg this week

Hiding

Several other unionists and members of political organisations, including the Azanian People's Organisation (Azapo) and the United Democratic Front (UDF) are in hiding

The Police Public Relations Division for the SAP in Pretoria said "We do not see our way clear to comment on routine police investigations. Enquiries take place every day, and you must appreciate that it will be impossible to comment on them all".

After move to boycott shops

SOWETAN 5/12/85

The consumer boycott of white-owned shops in Pietersburg was started in November

Although the organisers of the boycott claim it is gaining momentum, the secretary of the Pietersburg Chamber of Commerce, Mr L Searle, has contended that the boycott has very minimal effects.

Mr Searle said pamphlets were distributed in the area last month, but said members have reported no effect whatsoever

"Business is slack in the area because of the current economic recession and one is unable to say it is due to the boycott," he added

The general secretary of the Black General Workers Union, Mr Harold Madikoto, who was released from detention recently, said police visits to union offices have "almost become our daily bread".

He was detained for 14 days under Section 52 of the Internal Security Act

Unionists still without passports

134

THREE leading black trade unionists have still not been granted passports after their applications were turned down nearly eight months ago.

Mr Pandelani Nefolovhodwe, general secretary of the Black Allied Mining and Construction Workers' Union and co-ordinator of the Azania Confederation of Trade Unions (Azactu), Mr Cunningham Ngcukana, the secretary of the African Allied Workers' Union and secretary of Azactu, and Mr Joe Thloloe, journalist and acting chairman of the Media Workers' Association of South Africa, were refused passports early this year.

After their unsuccessful applications there was widespread condemnation of the Government from political organisations and trade unions, including the Trade Union Council of South Africa (Tucsa).

SOWETAN

Second

In a statement Tucsa, usually regarded as conservative, made representations to the Government in an attempt to have the trio get passports.

Tucsa later said in a statement that the unionists were granted passports. 5/12/85

However, the unionists have denied that they have been granted passports. In fact, Mr Nefolovhodwe's second application was turned down two weeks ago.

Tucsa's spokesman said they will make fresh representations to the Government on behalf of the unionists. They were not aware that they have not been granted passports.

A Government spokesman in Pretoria said although the unionists have been refused passports, they can still re-apply. Normally no reasons are given for refusal.

Tucsa's statement read: "The refusal of passports to these three unionists — and indeed to any individual — is in contravention of basic human rights and freedoms, and the regulations which permit such arbitrary actions are unjust.

"We further believe that the three trade unionists would have gained knowledge and benefitted by going overseas, and we are greatly disturbed that they should be denied the opportunity of broadening their experience."

Tucsa breaks silence on new union grouping

Labour Reporter

THE Trade Union Council of South Africa which has adopted a 'centrist role' in labour relations, yesterday broke its silence over the launch this week of the Congress of South African Trade Unions as South Africa's newest and most powerful trade union federation

In a statement released yesterday, Mrs Ruth Imrie, Tucsa's acting general secretary said Tucsa greeted the formation of Cosatu as a trade union co-ordinating body believing that any move to foster and promote the well-being of workers could only be in the best interests of the workers in South Africa

'Tucsa, as in the past, expresses its sincere desire to co-operate also with Cosatu on any issues of mutual concern which will be in the interests of our memberships,' she added

Union still undecided

31/12/85 SOWETAN

(134)

THE Black Allied Workers' Union will decide early in the new year which trade union federation it should join.

Addressing a meeting of the union in Johannesburg, the Transvaal general secretary of Bawu, Mr Cosmos Thokoa, said they pledged their support to the federations in their struggle for workers' rights

Although the union was founded on the philosophy of black consciousness, a decision has not been reached to affiliate to either the Council of Unions of South Africa (Cusa) or the Azanian Confederation of Trade Unions (Azactu)

"We have also not reached any decision whether to align ourselves with the newly formed Congress of South African Trade Unions (Cosatu) or not We have always been excluded from the unity talks aimed at forming Cosatu," he added

Apartheid

Mr Thokoa said they aimed to unite all workers next year and will continue their fight against the system of apartheid

"We shall demand a living wage for our members and fight those employers who dismiss workers unfairly," he said.

Referring to the present political climate in the country, Mr Thokoa said the Government had to abolish all the apartheid laws. He said apartheid only survived because of capitalism

He called on the Government to lift the state of emergency, to withdraw the army from black townships and to release all detainees and political prisoners Mr Thokoa also extended his sympathy to the families of all those who died during riots in black areas.

"The present form of education in South Africa should be scrapped and be replaced by a more meaningful system that will satisfy the needs of all

"The Government should take the blame for the present chaos in our schools because they do not want to bring change in education," Mr Thokoa said

He also called on employers to put pressure on the Government to change the system of education because "it is the workers' children who are affected by the present chaos"