

Industrial Relations Organisations

TUCSA

~~1974~~

1975

AND

1976

South Africa's Black labour movement sees 1975 as a year in which it will make employers, and the Government, sit up and take notice.

Heading the list of priorities is a national congress of Black trade unions which could lead to concerted action in areas of common interest.

The major objectives of such a meeting will be.

- The establishment of a national co-ordinating body of Black trade unions

- A decision on whether Black trade unions should join the 200 000-strong (White Coloured and Indian) Trade Union Council of South Africa individually, as one body, or not at all

The need for joint discussion along these lines was pointed out by Mrs Lucy Mvubelo, the general secretary of the strongest Black trade union, when TUCSA opened its doors to Black membership in September

"A meeting of Black trade unions on a national basis has become imperative," says Mr Scakes Sikhakhane, convenor of a meeting which led to the establishment of a co-ordinating body of Black trade unions in the Transvaal

While tough and independent Black unions will drive hard for the establishment of a virile national co-ordinating body, some weaker "parallel" unions (brought into existence by registered "mother unions" and often dependent on them) are likely to hold back

At least two or three of these are said to have been threatened with loss of support from their White or Coloured mother unions if they side with a strong national body of Black trade unions.

As for affiliation with TUCSA, the reservations with which Black trade unionists greeted TUCSA's overtures did not bode well.

If the younger and more militant unions decide against affiliation

Black labour takes a bow

2/1/75
STAR
2/1/75

Observers of the labour scene are wondering on what grounds the Minister can refuse the plea for full recognition as a trade union by the responsible Black National Union of Clothing Workers, reports SIEGFRIED HANNIG, Labour Reporter.

with TUCSA, the more conciliatory unions might follow suit for the sake of a unified Black front

But the standing of the whole Black labour movement would rise appreciably in the eyes of hesitant employers and politicians if Black unions subjected themselves to the mild disciplines inherent in affiliation to a responsible and respected body of registered trade unions.

One way or the other more than 50 000 (perhaps now closer to 100 000) Black trade union members are likely to get a forum through which they can advance their cause more forcefully.

This number of Black workers, communicating with their employers through more than 20 unregistered trade unions, compares favourably with an estimated 500 000 Black workers represented on 1 500 liaison and works committees

Against this background, it might be interesting for instance to examine the "performance" of Mrs Mvubelo's 23 581-strong National

Union of Clothing Workers which seeks official recognition

Mrs Mvubelo conceded recently that isolated strikes had occurred over the years. But they usually lasted only up to the time when one of her officials arrived to call for a return to work pending negotiations.

Observers of the labour scene are wondering on what grounds the Minister can refuse this plea by a responsible union which has the de facto recognition of all employers in the industries it serves.

Meanwhile, the British Trades Union Congress has made its first grant of R18 000 towards the training of Black trade unionists in Durban. Johannesburg still has to submit specific proposals to come into consideration for a similar grant, and TUCSA hopes to take a hand as well

While the Government fails to come to grips with the crucial issue of Black trade unionism, the labour movement seems set to increase the initiative it has already taken.

① 135
~~2/1/75~~

STAN 7/14/75 (135)

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Most belong to trade unions

Nine out of 10 clerical employees of the two largest banks — Barclays and Standard — are members of trade unions representing all races.

The South African Society of Bank Officials was established as a White trade union in 1916 because there were only Whites in banking at the time.

"Separate Coloured (and Indian) and Black trade unions were established more recently on SASBO's initiative because South African legislation no longer permits a single union for all races," says Mr. Andre Malherbe, general secretary of all three unions.

"But we firmly believe there should be only one trade union to eliminate the possibility of sectional interests."

Negotiations

As it is, SASBO's staff and offices serve all three unions from the organising stage right through to negotiations with the banks.

"Since the banks have the rate for the job — equal pay for equal work — it could be argued that no additional advantages have accrued to Coloured, Indian and Black employees by virtue of their trade union membership," Mr Malherbe says.

"But trade unions are more effective if they can speak for a large membership, and the banks benefit because trade union members of all races know that they have a say in their pay and working conditions."

"Justice is seen to be done — and it makes for happier race relations and working relationships all round."

These are the ar-

guments with which SASBO is pressing for full recognition by the banks of the Black banking union, SABEU, which was established in 1973.

"Like all Black trade unions in South Africa, SABEU lacks Government recognition and cannot be registered as a trade union," Mr Malherbe says.

"But that does not prevent employers from negotiating with it and giving it de facto recognition."

19.2.75 ⇒ RDM

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(1) 135
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Equality for Black unionists

Staff Reporter

THE BLACK trade unions which will join the Trade Union Council of South Africa (Tucsa) this year will do so on exactly the same basis as White members, according to Tucsa's general secretary, Mr Arthur Grobbelaar.

Mr Grobbelaar said Tucsa, with its 220 000 White, Coloured and Indian members, had consistently shown that co-operation between different racial groups could be achieved.

"Tucsa hopes to further extend this co-operation and improve relations between races through the re-entry of Black unions into its ranks. With care and goodwill it will do much to improve relations between the races," he said.

MR GROBBELAAR
... same basis.

Africans first for vacant 'White' jobs

Rand Daily Mail 2/4/25

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

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

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

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

DISCARDED

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

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

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

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

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

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

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

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

Yster en Staal's outlook contrasts with the Boiler-

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

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

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

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

PROTECTS

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

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

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

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TUCSA

STAR
28/4/75

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Labour Reporter

The Trade Union Council of South Africa has welcomed official publication of the "collective programme" against inflation — a social contract with far-reaching implications.

"I'm pleased it is out in the open so that everybody is aware of what is expected of the people and the Government," said Mr Arthur Grobbelaar, general secretary of TUCSA.

The Government still had to indicate full support of the tripartite pact among Government, employers and labour before TUCSA considered itself bound by the agreement, he said.

Acceptance of the programme by heads of Government departments represented on the Economic Advisory Council had to be extended to Cabinet level, he explained.

"A key measure in Government approval will be the appointment of a Cabinet Minister to head

the programme and take responsibility for its implementation," Mr Grobbelaar added.

The chairman of the Economic Advisory Council, Dr P J Rieckert, informed TUCSA of the decision to publish the programme following newspaper disclosures.

Apart from early measures to combat inflation by way of expenditure cutbacks in all sectors, wage - and - price - restraint and the boosting of productivity, the tripartite pact provided for far-reaching later measures.

These included education, training and employment of Blacks in more skilled jobs in White areas. An orderly relaxation of policy in these fields should be introduced in consultation between employers and trade unions, the programme added.

TOO SLOW

The feasibility of retaining economic security of the worker in the White areas, while at the same time attempting to remove legal or social impediments in the way of more productive use of Black labour in better paid work in these areas, should also be investigated

"There is a need for further rationalisation of labour, particularly in those cases where trade unions and employers are setting too slow a pace of adjustment to modern production techniques and technological development"

Equality in

135

STAR 12/5/75

jobs drive

by TUCSA

Labour Reporter

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

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

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

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

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

increase"

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

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

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

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

Index-linked wage upheld

STAR 2/15/75

We read your leader condemning the index-linking of wages. (The Star, May 12.)

On May 27 TUCSA is sponsoring a panel debate which will show there is a strong body of expert opinion that does not hold your view that index-linking is inflationary.

We feel that index-linking of wages to the consumer price index is anti-inflationary because it eliminates:

- the necessity, with double figure inflation, for wage demands in lieu of future rises in prices;

- the need for anticipatory purchasing by the consumer, or buying now before consumer prices rise even further;

- those strikes caused

by inflation, viz where workers' wages fall behind the rise in consumer prices.

You call on unions to stop merely asking for more money and get together with employers and work out productivity deals.

This implies that all the unions do is ask for more money, which is a gross misrepresentation

Anybody involved in industrial relations here knows that most unions are constantly involved in negotiations concerning work practices and improving methods of production

Organised labour finds it hypocritical to hear support for "inflation accounting," which would give companies some form

of automatic compensation, or allowance for inflation, but condemnation of the index-linking of wages, which would give workers compensation for inflation.

Is it correct to assume that your attitude against wage index-linking means that you are also against any form of inflation accounting for companies? And if not, why not?

Robert L Kraft

Economist and assistant general secretary of TUCSA.

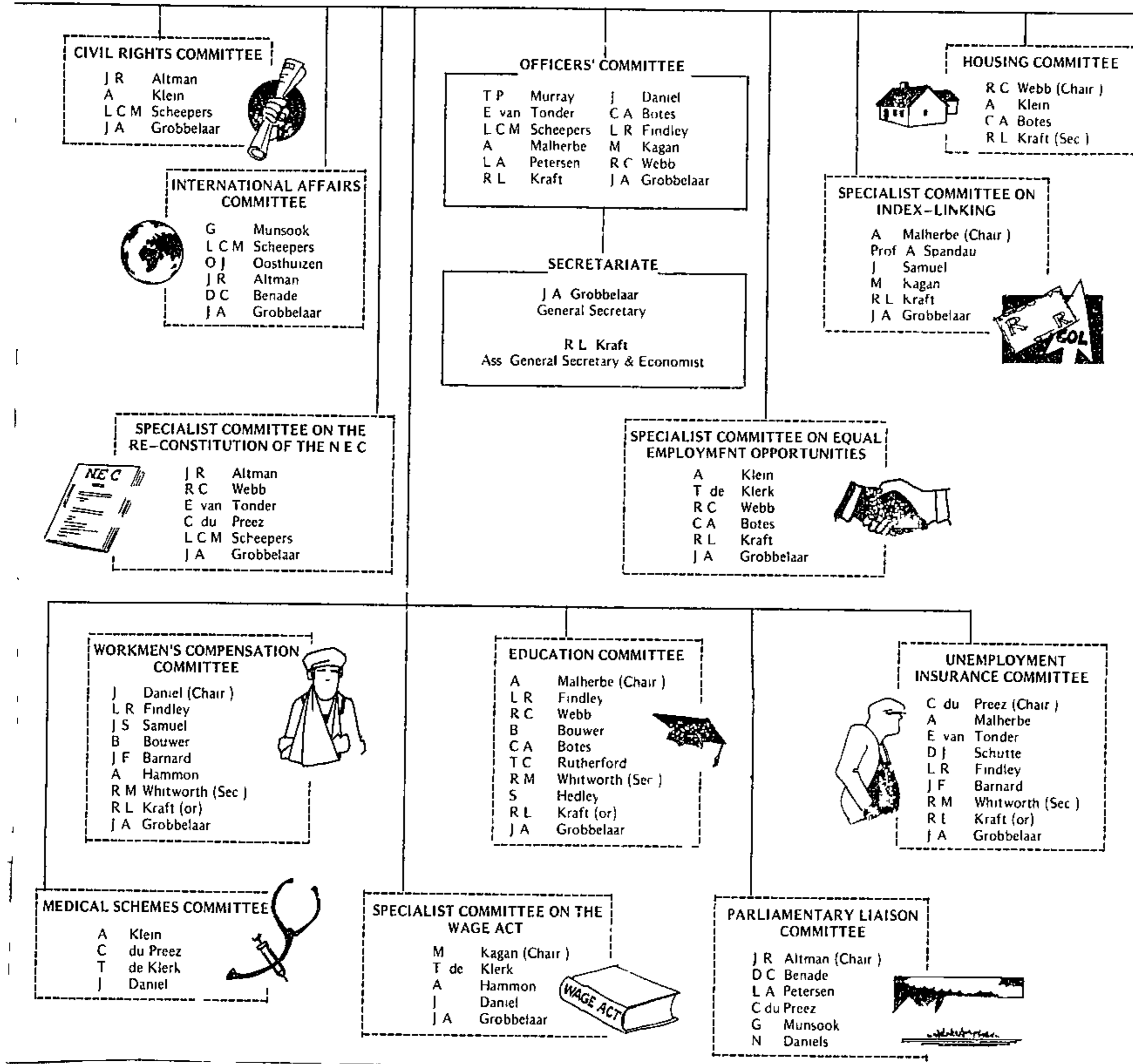
★ *If prices drop inflation accounting reduces the margin of adjustment. If prices come down do COL-indexed wages also get reduced? If not index-linking is obviously inflationary — Editor.*

THE TUCSA STRUCTURE

NATIONAL EXECUTIVE COMMITTEE

T P Murray President

- | | | | |
|---------------------------|------------------------|--------------------|--------------------|
| E van Tonder (1st V P) | A Malherbe (3rd V P) | J Daniel (6th V P) | M Kagan |
| L C M Scheepers (2nd V P) | L A Petersen (5th V P) | C A Botes | R C Webb (4th V P) |
| T de Klerk | R L Kraft | L R Findley | J A Grobbelaar |
| C du Preez | J Samuel | O J Oosthuizen | J R Altman |
| A Klein | J F Barnard | B J Smith | G Munsook |
| A Hammon | D C Benade | B Flusk | N Daniels |
| L W Allen | | | |



Equal Pay

TUCSA LABOUR MIRROR
JUNE 1975

A major advance towards achieving equal pay between Coloureds and Whites in local government has been made by the Johannesburg Municipal Coloured Employees Union. They were assisted in this move by TUCSA's Head Office.

DETERMINED to achieve equal pay for equal work in the face of City Council resistance, the union declared a dispute, and asked the Minister of Labour to appoint a Conciliation Board.

THEY then approached the TUCSA for assistance, and in some behind the scene moves, the stage was set for further direct negotiation to take place between the union and the City Council.

AFTER some hard bargaining, the union got the council to agree to pay Coloured council employees 80 per cent of what Whites in "comparable" jobs were getting - this to be backdated to July last year - and from July 1 this year 85 per cent of the White rates, rising to 90 per cent when the next general wage review takes place.

THIS agreement applies to Coloureds and Indians in about 14 graded posts, where minimum standards of training or education also applicable to Whites are laid down.

EMPLOYEES in non-graded jobs were given a straight 20 per cent increase backdated to July last year and the council agreed to review all these jobs to ascertain whether or not they should be differently graded and the wage structure altered.

IN spite of the significant gains made, union members let it be known that they regard the agreement as an interim one and that they will continue to press for nothing less than parity with Whites.

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AFRICAN MEMBERSHIP - FRANK ANSWER TO GOVERNMENT

THE Secretary for Labour, Mr Ben Lindeque, has made inquiries from TUCSA about its decision to permit the affiliation of African unions - and has received a frank answer

HE has been told bluntly that if TUCSA decides that an organisation is acceptable for membership, "then the racial composition of the applicant organisation's membership is immaterial"

MR Lindeque wrote to TUCSA about its change in Constitution, allowing for all bona fide trade unions and bona fide federations of trade unions to affiliate instead of as before, restricting membership to unions registered in terms of the Industrial Conciliation Act - which in practice means only unions with White, Coloured or Indian Members

"THE question has therefore arisen, "wrote Mr Lindeque, "as to whether it is now the Council's intention to admit Black trade unions, which as you know, are not registerable in terms of the said Act, to membership"

THE letter added. "If this is the case the Department would be glad to be furnished with the names of such unions which may have been enrolled by the Council"

TUCSA replied that as the Constitutional change permitting the affiliation of unregistered unions was only operative from March 31, and that it was too early to give details of any Black unions which may be enrolled

IT stresses however, that the Council was now prepared to admit to membership any bona fide trade union organisation which satisfied TUCSA that it was bona fide and that the race of its membership was immaterial

Viljoen Asked To Think Again

① 135
② 138
③ 133

IN view of the Government's stated intention to remove discriminatory practices, TUCSA has told the Minister of Labour that it is imperative that he reconsider his refusal to remove discriminatory clauses in the Industrial Conciliation Act

The Secretary for Labour, Mr Lindeque, has informed TUCSA that the Minister has considered the Resolution adopted at its last Annual Conference, calling for the repeal of discriminatory clauses in the IC Act "but he finds himself unable to support the Council's proposals"

IN reply, TUCSA's National Executive Committee has asked that Mr Viljoen further consider the whole matter because the position has now arisen that the trade union movement is being discriminated against, since only the trade unions have racially discriminatory clauses in the Act applied to them

RACIAL prohibitions, TUCSA has pointed out, do not apply to the employer organisations which are also controlled by the IC Act

FURTHER anomalies, it was pointed out, had also arisen as a result of the Prime Minister's announcement that Coloureds and Indians were to be appointed to such statutory bodies as the Wage Board and Unemployment Insurance Board, where they would participate in the decision-making processes

"THE question, then begs to be asked," wrote TUCSA, "why must there be statutory racial discrimination entrenched in so far as the decision-making bodies in the Trade Union organisations are concerned, when both Government and employer bodies are not restricted in this fashion?"

SEEN against the background of the Government's stated intention to remove discrimination, TUCSA said it regarded it as imperative for the Minister to reconsider this matter in a more favourable light and said it would appreciate the views of the Minister and the Department on these points as soon as possible

Black unionists need voice—ILO

STAR 6/6/75

135

**Raymond Whitaker,
The Star's London
Bureau**

GENEVA — The International Labour Organisation should be hearing the voice of the trade union movements inside South Africa — particularly the Black unions—instead of exile movements alone holding the floor.

This is the view of Mr Cyril Plant, one of the members of the TUC delegation which visited South Africa in 1973, and a vice-president of this year's ILO conference.

Although insisting that

the ILO should hear from all sections of South Africa's labour spectrum, Mr Plant said he was not advocating observer status for bodies like TUCSA.

When it was pointed out that TUCSA was now open to all race groups — which he described as "a great step forward" — and that the exile South African Congress of Trade Unions (SACTU) had observer status, Mr Plant said "TUCSA doesn't need official recognition"

He added, however, that TUCSA would enhance its reputation if its representatives at the ILO conference came from all race groups

The only way South Af-

rican groups would get official recognition at the ILO was through the readmission of the Government.

The road back, he said, lay along lines of action specified by the report of the Director-General, Mr F Blanchard which calls for South Africa to eradicate discrimination in the economic sphere

"If these points were met, I believe the ILO could not, in all fairness, fail to readmit South Africa," said Mr Plant

But he said he was pessimistic about the prospects of South Africa taking necessary action, particularly when it came to recognising African trade unionism.

Mr Andrew Kallemba, head of the Africa section of the International Confederation of Free Trade Unions, said action by South Africa would have to include "full human rights"

2) 134
3) 138
4) 136

TUCSA warns White trade unionists

STAR
20/6/75

Labour Reporter

White trade unionists who deny Black workers the right of collective bargaining are denying their own right of existence.

Mr Steve Scheepers, a senior vice president of the 220 000-strong Trade Union Council of South Africa, said this when replying today to the complete rejection by the president of the White Confederation of Labour (180,000 members), Mr A I Nieuwoudt, of the Federated Chamber of Industries' policy statement on Black labour relations.

WELCOMED

The FCI said no obstacles should be put in the way of an orderly development towards trade union rights for Blacks.

"TUCSA welcomes the change of heart of employers as represented by the FCI," said Mr Scheepers. "We feel that if we don't start teaching

the Black worker the techniques of collective bargaining now, it may be too late.

"The best way of doing this would be to integrate Black workers in the registered trade unions where these unions permit it," Mr Scheepers said.

Mr Nieuwoudt rejected the "paternalistic" approach of the FCI.

The confederation was opposed to Black trade unionism and associated itself fully with the Government's approach to the matter, he said.

If Black trade unions were to be recognised, they should be "trade unions in the full sense of the word and not at the discretion of the employers," Mr Nieuwoudt said.

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**SA man for
labour talks**

RDM
23/6/72 Staff Reporter

THE International Textile, Garment and Leather Workers' Federation has elected Mr Adam Klein, general secretary of the Garment Workers' Union of South Africa, to represent the federation at a seminar for developing countries to be held in Germany from March 8 to March 12.

Union links with

STAR
23/6/75

Black Africa

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Labour Reporter

South Africa's first trade union links with Black Africa may be forged next year when textile, garment and leather workers from developing countries meet in Germany.

Mr Adam Klein, general secretary of the 120 000-strong multiracial Union of South Africa Garment Workers' has been chosen as a delegate to the conference.

"One of the aims is to form an effective regional committee for Africa," Mr Klein said.

"We believe contact

with the rest of Africa is vital to us. But we also feel that we have a substantial contribution to make since South Africa accounts for more than half of the 220 000 textile, garment and leather workers on this continent."

The invitation to attend the conference in Germany in March follows

harsh criticism by labour leaders here and abroad of the International Textile Garment and Leather Workers Federation's handling of last year's all-Africa conference in Nigeria.

The South African delegation was refused visas by the Nigerian authorities

Blacks

reject

union

offer

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STAR
Labour Reporter 24/6/75

A British company's plan to introduce "nonracial" trade unionism in its 12 factories throughout South Africa has been wrecked by trade-union conflict.

Mr Flemming Heilmann, managing director of Metal Box, confirmed today that company workers of all races in Durban 'overwhelmingly rejected' a proposal to join the SA Boilermakers' Society — one of the largest engineering trade unions.

Leaders of the Black Metal and Allied Workers Union and the Coloured and Indian SA Tin Workers' Union said they had called on members among Metal Box staff to vote against the proposal.

Mr Alpheus Mthethwa, general secretary of the Black union, pointed out that the SA Boilermakers' Society had made no previous efforts to organise Black workers.

RENEWED

He was disappointed at that union's attitude, but added: "Now that the workers have made their decision, let us hope that the boilermakers will work with us rather than against us."

Mr D Thambunan, general secretary of the SA Tin Workers said his union had renewed its representation to Metal Box for trade-union facilities denied for 15 years.

Mr Heilmann said company policy and criteria remained unchanged, although no further referendums or other initiatives were planned by the company or the boilermakers at this stage.

The chairman of Metal Box, Mr B C Smithey, stated company policy in the annual report compiled the day before the Durban referendum at the end of last month.

It was 'not to place obstacles in the way of the development and effective recognition of responsible national, non-racial negotiating machinery in which our total labour force can participate or be properly

135

Tucsa
RDM 26/7/75
plea to
end fish
boycott

Staff Reporter

THE Trade Union Council of South Africa (Tucsa) yesterday cabled the Australian Council of Trade Unions (Actu) asking it "in the name of humanity" to call off a boycott of South African fish exports.

Tucsa sent the cable at the request of a Coloured member union, the Trawler and Line Fishermen's Union, which is concerned about the effect of the boycott on its members.

The cable, from Tucsa's general secretary, Mr Arthur Grobbelaar, to the president of Actu, Mr Bob Hawke read:

"Please reconsider the decision of Actu to boycott South African fish products. South African trawler and fishing craft manned almost entirely by Coloured and African peoples. Similar situation exists with labour complement in processing plants.

"Boycott will bring hardship and suffering to racial groups, which least deserve to experience harsh treatment from trade unions elsewhere.

"This type of boycott harms those whom it is supposed to help. In the name of humanity reverse the decision."

Tucsa spells out mine riot causes

Rand Daily Mail 30/7/75

① 135
~~2-7-75~~

By CLIVE EMDON
Labour Correspondent

AT LEAST 80 000 African mineworkers were involved in the sporadic riots and unrest on the mines resulting in 114 deaths over 18 months

This was revealed yesterday in a Tucsa report

During the period 528 people were injured

Detailing 30 major incidents — the last being in March—the council report underlines several common factors.

The report was sent to the Government commis-

sion investigating the disturbances.

It says that of the "conservative estimate" of 80 000 Black miners involved, 11 000 were sent home, many at their own request

The report says it is impossible to calculate the damage done to South Africa's labour and industrial relations image—nor the degree of irreparable harm done to South Africa's image.

The report lists these several common factors in the disturbances:

- Communication between management and workers

was hopelessly inadequate

- Many of the incidents were clashes between various national groups.

- Some of the most serious incidents resulted from deferred pay.

- Many of the incidents took place on Anglo-American mines where Black expectations had been generated by enlightened statements by prominent personalities in the group — but not matched.

- Most disturbances occurred on mines in developing areas away from major cities, and without proper social amenities

- See Page 24

5 groups back Black trade union

Labour Reporter

STAR
6/8/75

A group of four trade unions and a workers' educational organisation have formed an interim committee to prepare the launching of a Black trade union in the commercial trade.

The move follows a call some months ago by Asso-com for an urgent reappraisal of the Industrial Conciliation Act, "with a view to registering and controlling trade unions, irrespective of racial composition."

At the time, some leading figures in Asso-com expressed concern about the possibility of different Black trade unions springing up in commerce.

The concerted efforts in the offing promise to allay these fears to a large extent, say observers of the labour scene.

PROMISED

The interim committee represents the White National Union of Distributive Workers and its sister union, the Coloured and Indian National Union of Commercial and Allied Workers.

Also included are the former Black Sweet, Food and Allied Workers' Union of Mr Scaces Sakhane, which already had international affiliation, and the Black Travellers' Association.

The educational organisation is the Urban Training Project of Johannesburg — one of the bodies promised financial assistance for worker education this year, by the British Trades Union Congress.

APPOINTED

A leading Black trade unionist, Mrs Emma Mashinini, has been appointed interim secretary and organiser of the new Black union.

Mrs Mashinini, a former member of the national executive of South Africa's largest Black union, has been a chief shop steward for 13 of the 19 years she has worked as a garment worker in Johannesburg.

In apparent anticipation of the new development, the Sweet, Food and Allied Workers' Union proposes to change its name to that of the Commercial Catering and Allied Workers' Union of South Africa.

STAR 8/8/71
 It was reported in The Star on August 6 that the Sweet, Food and Allied Workers' Union proposes to change its name to that of the Commercial, Catering and Allied Workers' Union. The Commercial, Catering and Allied Workers' Union is the proposed name for a new black union expected to be launched. The Sweet, Food and Allied Workers' Union will not change its name.

3

Nash warns industry to pay living wage

EAST LONDON — The East Cape Coloured Representative Council member, Mr J. H. Nash, has called on the Chamber of Commerce, Sakekamer, the Mayor, Department of Labour and the Trade Union Council to investigate and ensure industrialists establishing new businesses here pay employees a living wage.

He warned industrialists, more especially those contemplating establishing new factories here to pay a decent wage commensurate with qualification and experience or to forget about coming to East London.

He said a committee would soon be established to investigate discriminatory wages and discrimination by employers and shops against other race groups.

"Those who practise discrimination or pay inferior wages or salaries will be blacklisted and exposed and people will be encouraged not to support or sell their labour to them," he said.

"The Labour Party is ready to declare open war against these firms"

Mr Nash said the time when firms exploited other race groups and underpaid them or discriminated against them were gone.

"They must keep in mind the high cost of living, the exorbitant rentals in the townships, electricity and water bills besides ever increasing rates," he said.

Mr Nash said he would not like to see similar strikes as had happened last year. He asked industrialists to bear that in mind.

"It is time TUCSA woke up and made sure the secretary did some field work to investigate any exploitation against employees

"This should also apply to the Department of Labour. I am appealing to all people to report to me all forms of discrimination practised by any shop, factory or any kind of business so that they may be exposed — even if I have to fight it at top level," Mr Nash said. — DDR.

African union federation

RDM

22/8/75

Labour Correspondent

TEN UNIONS representing 26 600 African workers in Johannesburg yesterday met top officials of the Trade Union Council (Tucsa) to discuss the feasibility of forming a federation of African trade unions which might affiliate to Tucsa.

The meeting held in the offices of the dominant National Union of Clothing Workers, which has 23 000 members, was held to allow Tucsa assistant general secretary, Mr Robert Kraft to clarify by what means African unions could affiliate to the 220 000-member council.

After the meeting Mrs Lucy Mvubelo, general secretary of the Union of Clothing Workers said it was clear from what Mr Kraft had told the meeting that a federation of African trade unions could affiliate to Tucsa.

She said the full executives of 12 unions would

meet to discuss the formation of a federation of unions and whether such a federation should affiliate to Tucsa.

The influential Engineering and Allied Workers Union representing 7 000 workers sent apologies to the meeting, as did the African Tobacco Workers Union, representing 300.

Mrs Mvubelo confirmed that there were differences among the 10 unions at yesterday's meeting as to whether a federation of African unions should affiliate to Tucsa.

Mrs Mvubelo would favour affiliation to Tucsa but a number of people on her executive do not. "My executive has pressed me not to take a stand until we know the situation of the other Black unions," she said.

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TUCSA bid on Black unity

Labour Reporter

Ten Black trade unions have taken a first step towards unifying the Black labour movement under the 220 000-strong Trade Union Council of South Africa

They met two TUCSA representatives who made it clear there was nothing to prevent them joining TUCSA as a federation of Black unions

A meeting of the executives of all Black unions on the Rand is being called to thrash out the matter.

Only three Black unions with a total membership of about 1 500 have joined TUCSA, 11 months after the decision to readmit Blacks.

"We, as the largest Black union, do not want to act alone," Mrs Lucy Myubelo, general secretary of the 23 000-strong National Union of Clothing Workers, said after yesterday's meeting.

leaders, she feels the common interests of Black unions call for a unification of the Black labour movement.

But unlike many she believes a federation of Black unions outside TUCSA is doomed, as demonstrated by the 1966 dissolution of the Federation of Free African Trade Unions

Other Black trade unionists feel that unifica-

tion is the priority and that the more delicate issue of TUCSA membership should not be pressed

But continuing confrontation between two Black unions represented at yesterday's meeting, and two registered unions belonging to TUCSA, are complicating the issues

"What is called for is a meeting between TUCSA and the Black labour

movement so that we can thrash out our differences to everybody's advantage," Mrs Jane Hlogwane, leader of the 8 000-strong Engineering and Allied Workers said recently

Observers believe yesterday's discussions were not of the calibre which Mrs Hlogwane envisaged, although they may have helped to clarify the issues

BLACK WORKERS MEET

SUN TRIB

24/8/75

TO TALK OVER

AFFILIATION TO TUCSA

FIVE BLACK trade unions meet in Durban today to discuss affiliation to Tucsá — another step in the growing confrontation between Government and unionists over trade union rights for Black workers

The unions, representing about 20 000 workers,

Tribune Reporter

are all members of the Trade Union Advisory Committee and have been in existence since about 1973

And in Johannesburg this week, representatives

from ten Black unions with about 26 000 members, met top Tucsá officials to discuss the feasibility of forming an African trade union federation which might affiliate to Tucsá.

The five Durban unions are: the Furniture and Timber Workers Union, the Chemical Workers Industrial Union, the Transport and General Workers Union, the Metal and Allied Workers Union, and the National Union of Textile Workers.

A sixth member of Tucsá, the Textile Workers Industrial Union, is already affiliated to Tucsá.

The affiliation talks follow warnings by union leaders and opposition spokesmen of industrial chaos in South Africa unless Black workers are given union rights.

The dream on a 21st birthday...

STAR 27/8/75

Will the unification of Black trade unions under the Trade Union Council of South Africa remain an unrealised dream?

Three Black unions with a membership of no more than 1500 have joined the council while most Black trade unions, now claiming a membership of about 80 000, remain undecided.

The eyes of Black trade unions will be riveted on Cape Town next month. The Trade Union Council of South Africa will assemble there for its coming of age.

Practically every Black union which can afford it will have a representative at the 21st annual conference of this 220 000 strong organisation.

At this stage it seems that no more than two Blacks will represent their unregistered unions as full-fledged delegates.

Realising

But the expected large

SIEGFRIED HANNIG

The Star's Labour Reporter

The Trade Union Council of South Africa general secretary, makes the following points:

It is feasible that unions in conflict with each other for any of a number of reasons can still be members of the council.

"How," he asks, "can you expect all of more than 60 different member organisations to love each other?"

The council's constitution expressly forbids interference in the domestic affairs of any member unions.

It can only give advice. And it has done so in great detail on the question of co-operation between registered and unregistered unions in the same industry.

A federation of Black trade unions within the council would be impracticable.

The federation's individual unions would be denied council expertise and facilities.

tered and unregistered unions of all races is the surest guarantee against division.

And the Trade Union Council of South Africa's commitment in this direction will also determine the size of its future Black membership.

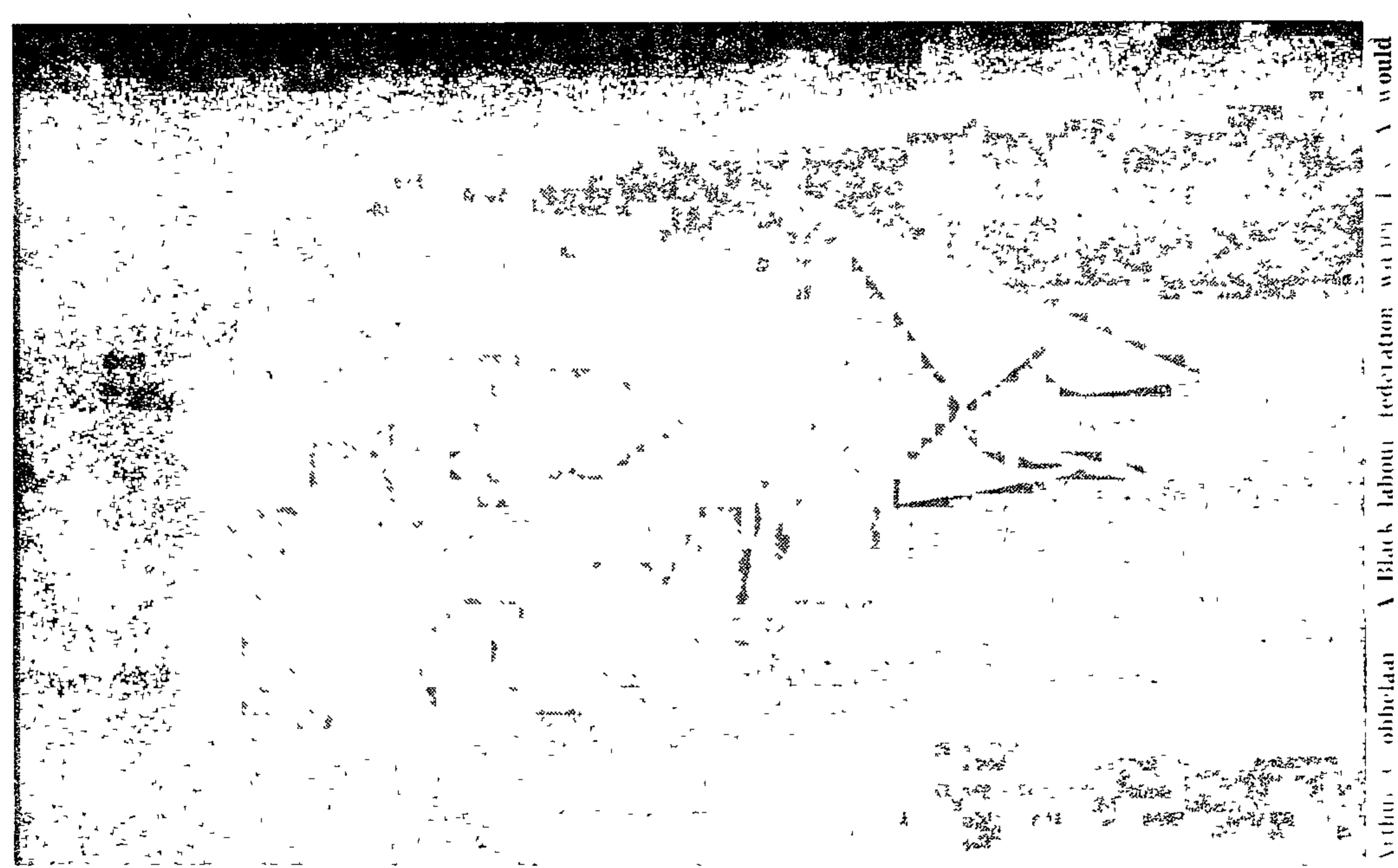
Representatives of all factions of the Black Labour movement will scrutinise the Council's 21st annual conference for positive proof of such commitment.

The mere attendance of Black delegates with full voting and debating rights will hardly be enough.

The way in which these delegates speak up and the response of the Council's White, Coloured and Indian members will be the true test.

A positive attitude among the bulk of the conference might persuade Black unionists that their own affiliation to the Council would intensify the pressure on those registered unions which deny them co-operation.

If that is the feeling conveyed, the Council's coming of age could well be the dawn of a new era in the South African labour movement.



Arthur Obbedien: A Black labour federation would be impracticable.

Lucy Mvubelo: "A Black labour federation outside TUCSA would be doomed."

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ST 192

27/8/75

servers seems to indicate widespread recognition of the need for closer co-operation between the unregistered trade union movement and South Africa's leading labour organisation

All concerned realise that

● Black trade unions would gain much from the expert advice and assistance the Trade Union Council of South Africa offers members.

● Council membership would endow Black unions with the reputation of responsibility and discipline which fearful employers are looking for

● The council itself, already South Africa's most representative labour organisation, would enhance its international standing immeasurably if it represented the Black labour movement as well

Yet this is not to be if current trends are taken at face value

On Sunday, the Trade Union Advisory and Co-ordinating Council, representing five unregistered Natal unions, claiming a total membership of 45 000 workers, decided that joining the Trade Union Council of South Africa would be premature at this stage.

They noted what they called apparent disinterest on the council's part in relationships of affiliates with unregistered trade unions.

Deciding

Instead of joining the Trade Union Council of South Africa, the Natal group said they would seek to build alliances or establish closer co-operation with other unregistered unions.

The announcement followed a meeting of most Black unions in the Transvaal last week at which those present decided to investigate anew the question of forming a federation of Black unions and joining the Trade Union Council of South Africa

Mrs Lucy Mvubelo, general secretary of the 23 000-strong National Union of Clothing Workers, said later that she thought a federation of Black unions outside the council would be doomed.

Other Black labour leaders believe a Black labour federation should be the priority while council membership should be held in abeyance.

Several Black trade unions in the Transvaal deplore the lack of co-operation from some registered council unions and outright confrontations with two of them.

What does the council say about these attitudes of Black trade unions it has been wooing for the past year?

Mr. Arthur Grobbelaar,

TUCSA TO DISCUSS PAY CURB

MERCURY

29/8/75

Industrial Reporter

THE Prime Minister's appeal for restraint on wage and salary demands will form a major part of the Trade Union Council of South Africa's Congress in Cape Town next month, says Mr. Jock Espie, Natal area organiser for TucsA.

He was speaking on the call made by Mr. Vorster for a "temporary" halt to demands in order to combat inflation.

A spokesman for the Amalgamated Engineering Union of S.A. said: "The workers are not going to like this."

Mr. Espie said yesterday that anything helping to curb inflation was "admirable" and would have TUCSA support. A wage standstill would be acceptable only if the Government and the employers played their part.

He called for legislation to prevent workers being offered goods not worth the price. "If we want them we have to pay what is asked."

Mr. Espie supported the president of the Natal Chamber of Printing, Mr. I. L. Knock, who condemned businessmen who took long business lunches, played Wednesday golf and took every holiday. He said they should be at work to

improve productivity.

He said that while parliamentarians with their recent large salary increase could withstand rising prices, the main burden fell on the workers who could ill-afford the constant rise in the price of goods.

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(2) 135
(3) 135A

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Trade Union Council president

dies *Cape Times 1/9/78* Mr. Murray

JOHANNESBURG. — Mr Tom Murray, 57, president of the Trade Union Council of South Africa, died at his home here last night after a long illness.

Mr Murray, general secretary of the SA Boilermakers' Society since 1955, was one of the founders of Tucsua 21 years ago after the break-up of the old Trades and Labour Council.

He was the longest-serving member on the Prime Minister's Economic Advisory Council, to which he was appointed at its inception 13 years ago, and was chairman this year and on previous occasions of the biggest industrial council in the country, the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

He was workers' adviser to the South African delegation to the International Labour Organization conference in 1959 and received a leader-exchange grant to visit the United States in 1965.

He was president of Tucsua on six occasions, and served on numerous boards and committees, among them the Pneumoconiosis Board and the National Apprenticeship Committee.

Mr Arthur Grobelaar, Tucsua's general secretary, said last night: "Tom was one of South Africa's greatest trade unionists, a man without equal who will leave a huge void behind in our public life and among all those who knew him."

135

STAR 1/9/75

Unionist 'giant' dies, aged 57

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(2) 135

135

Labour Reporter

A "giant" among South African trade unionists, Mr Tom Murray (57), died at his Johannesburg home last night after a long illness.



MR TOM MURRAY

Mr Murray was president of the 220 000 strong Trade Union Council of South Africa, an office which he has held half a dozen times

At the time of his death he also was chairman of the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, the largest industrial council in South Africa

He was also the chairman of the Industrial Councils for the Explo-

sives Industry and the Pulp and Paper Industry.

"There is no other trade unionist, of either the past or present, who has had a more distinguished career in labour's cause," said Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa

"His death further depletes that shrinking group of older South African trade unionists who have virtually given their whole lives in the service of their fellow men"

A BLOW

Mr E P Drummond, director of the Steel and Engineering Industries Federation, said "Mr Tom Murray cut a herculean figure in the labour movement His passing will leave a deep void

"He was always a fighter and looked after the interests of the underdog.

He was at all times respected by employers for his forthright approach"

A Black trade unionist, Mrs Jane Hlogwane, general secretary of the Engineering and Allied Workers' Union, said "His death has come as a blow to our union as well

"He was always ready to help us when we were in need of advice and assistance More recently, he played a leading part in plans to spread the co operation between our two unions from the leadership level down towards the shop floor"

Mr Murray rose to prominence when he was elected as president of the Boilermakers' Society in 1951, at the age of 34. Since 1955 he has been general secretary of that union

Later, he became one of the founder members of TUCSA

POSTHUMOUS

He was to become honorary life president of TUCA at the council's 21st annual conference this month

This award — the first in TUCSA's existence — will now be conferred on him posthumously as a fitting tribute to a man without equals," said Mr Grobbelaar today

Mr Murray's death, from a painful illness, followed the death of his wife, Mrs Olga Murray, by only a few weeks He leaves two sons, Robin and Tommy.

Tom Murray buried

Rand Daily Mail 4/9/75

By CLIVE EMDON
Labour Correspondent

TOM MURRAY, doyen of South African trade unionists, was buried in a simple Christian ceremony at West Park Cemetery, Johannesburg yesterday attended by several hundred people including trade union leaders from all parts of South Africa.

His two sons, Mr Robin Murray and Mr Tom Murray, and their wives were the principal mourners, with Mr Bob Murray, a surviving brother.

At the chapel service conducted by Baptist Minister, the Rev Wilfred Edmunds, the pall bearers were Mr Arthur Grobbelaar, general secretary of the Trade Union Council, Mr Steve Scheepers, Tucsa vice-president, Mr Barney Boucher, acting general secretary of the Boilermakers' Society, the past president Mr Okkie Oosthuizen, and two executive members, Mr Fred Els and Mr Fred Arendse.

Among the former trade union leaders present were Mr Tommy Rutherford (Typographical), Mr Willy Liebenberg (Railways) and Senator Anna Scheepers (Clothing Workers).

The whole of the Iron and Steel Workers Union executive, was present, as



Mr Steve Scheepers, left, vice-president of Tucsa, and Mr Arthur Grobbelaar, Tucsa's general-secretary, at yesterday's funeral for Mr Tom Murray, the Tucsa president.

were many trade union leaders, Black and White from Johannesburg, Pretoria, and the coastal cities.

Free Masons said brief prayers at Mr Murray's grave, and his coffin was buried with his Freemason apron on it.

Mr Murray died on Sun-

day after a long illness. He was general secretary of the Boilermakers' Society since 1955, a founder member of the Trade Union Council and its president for six terms, chairman of various industrial councils and a member of the Prime Minister's Economic Advisory Board.

Murray death 'great loss'

5-TAR 2/9/75

Labour Reporter

The death of Mr Tom Murray, president of the Trade Union Council of South Africa, was today described as "a great loss to the South African labour movement" by a right-wing labour leader

"He was without doubt one of South Africa's

greatest trade unionists," said Mr Wessel Bornman, president of the ultra-conservative Co-ordinating Council of Trade Unions and general secretary of South Africa's largest engineering union

"Our policies differed in many ways but I had great respect for him as a lead-

er As he fought for the workers, so he fought for his life," said Mr Bornman

Tributes from Black and White labour leaders and from the director of the Steel and Engineering Industries Federation, Mr E P Drummond, were

carried in The Star yesterday.

Mr Murray is to be buried at West Park Cemetery tomorrow after a service at the West Chapel of Hobkirk-Doves in Braamfontein at noon.

Instead of flowers, donations to cancer research have been suggested.

~~124~~
(2) 125
~~2) 138~~
(4) 66
(5) 147

Black union denial

Labour Reporter

A labour leader made it clear today that employees of Metal Box in Durban have not rejected trade union rights in favour of a liaison committee.

Mr Arthur Grobbelaar, general secretary of TUC-SA, was commenting on a statement by the Minister of Labour, Mr Viljoen

Addressing the Prime Minister's Economic Advisory Council last week, Mr Viljoen said it was noticeable how Black workers had accepted the "committee system" as being in their best interest.

BALLOT

"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union," the Minister said

"You may be surprised that only 31 workers out of 1060 voted in favour of a union"

Mr Grobbelaar said there was little doubt that Mr Viljoen referred to a referendum conducted at Metal Box in Durban recently.

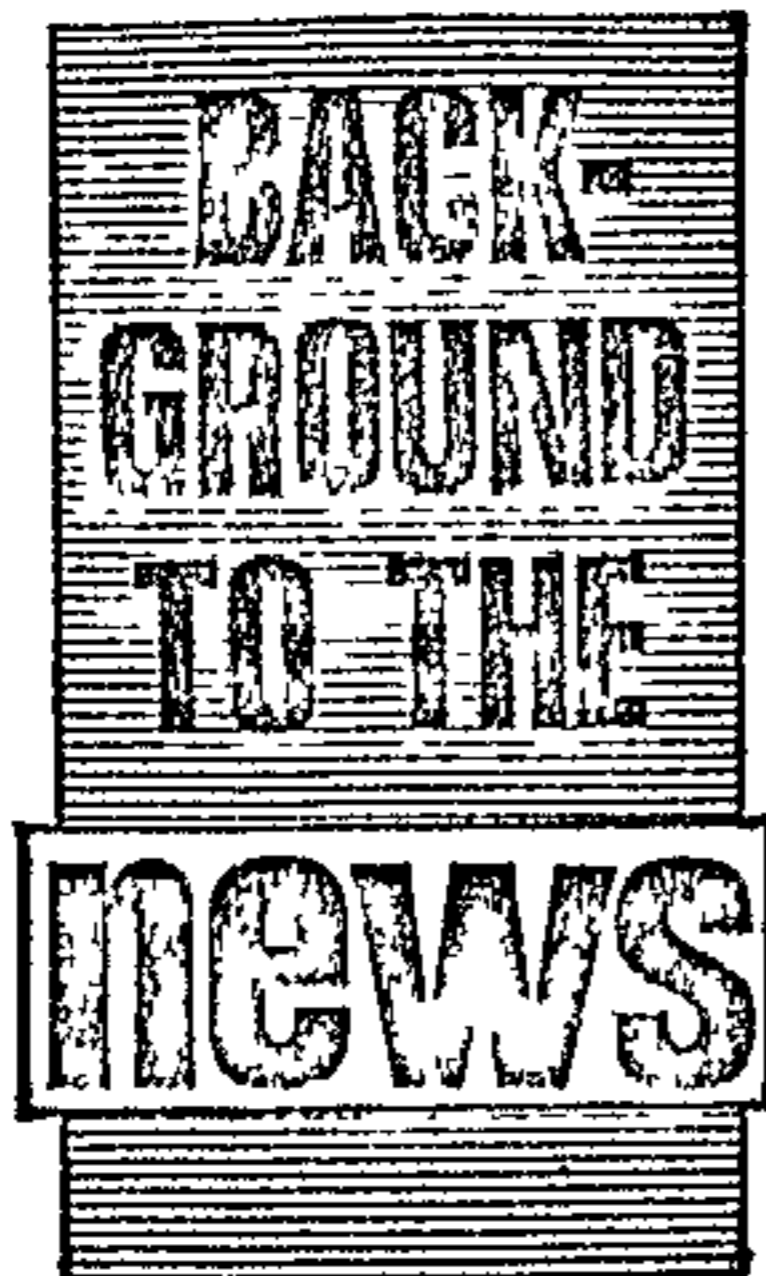
"Because of conflicting interests, workers rejected membership of a specific union," Mr Grobbelaar said. "What they did not realise was that the result of the ballot would be misinterpreted as a vote against trade unionism."

NO COMMENT

"If another ballot were to be conducted on the simple issue of trade union rights or the alternative of the committee system, the outcome would be the exact reverse."

Mr Flemming Heilmann, managing director of Metal Box, said he could not comment on conclusions that might have been drawn by Mr Viljoen.

"What the workers



rejected was a proposal for a union totally representative of all workers, regardless of race," he said

In May, leaders of the Black Metal and Allied Workers' Union and of the Coloured and Indian SA Tin Workers' Union called on their members to vote against a proposal to join the SA Boilermakers' Society.

The Boilermakers' Society had become involved in a plan to establish a nonracial union organization in Metal Box factories throughout South Africa.

The ballot was held only in Durban Mr Heilmann said no further referenda or other initiatives were planned.

TUCSA

STAR

will advise Blacks

11/9/75
Labour Reporter

The multiracial Trade Union Council of South Africa has agreed to advise Black homeland leaders on labour legislation and trade unions in the homelands.

Approaches from some homeland leaders in this connection are disclosed in a report issued on TUCSA's activities during the past year.

The report said TUCSA's executive agreed that advice was to be given on the understanding that homeland governments had to seek TUCSA's assistance.

The decision followed an indication from Chief Lucas Mangope, of Bophutatswana that he would be prepared to discuss with TUCSA the possible introduction of some primary industrial legislation in Lebowa.

Later the chief met Mr Arthur Grobbelaar of TUCSA and indicated homeland leaders would like a meeting with TUCSA to discuss trade unions in the homelands.

Mr Grobbelaar wrote to Chief Gatsha Buthelezi, who acted as chairman of the homeland leaders' caucus, to make arrangements. A reply is awaited.

- (1) 135
- (2) 102
- (3) 138

Typo Union warns Chief Matanzima

Rand Daily Mail 11/9/75

(1) 135
2/158
(3) 104

By CLIVE EMDON
Labour Correspondent
THE Typographical Union has warned Chief Kaiser Matanzima that whether he likes it or not, trade unions will be formed by workers in an independent Transkei, regardless of whether he feels the time is ripe for them or not

The union states that the system of works committees may seem an effective counter to trade unionism to the Chief Minister, "but without the teeth of properly constituted trade

unions, the system will soon lose favour with the workers"

The Typographical Union, in a leading article in its journal, warns Chief Matanzima he will be making "a grave mistake to withhold from his people even the most elementary right to organise themselves into organisations of their own choice to protect their interests"

The union quotes the Chief's recent remarks that he does not exclude the possible future estab-

lishment of trade unions, but that he would first want to create a favourable climate for foreign investors

And it comments "The emerging pattern of behaviour of the leader of the Transkei approaching independence is not new. We have seen the drill in countries all over the continent. Once in comfortable control of their countries, Black rulers turn out to be the worst masters their people have ever known"

"Is he really going to set out on the road to independence without a promise of hope for the working masses?" the journal asks

CHEAP

It states that "creating a favourable climate" for capitalist investors means nothing less than providing "an abundance of unorganised cheap labour"

"Does the chief really believe that once having created the favourable climate for industrialists, he could ever reverse the process?"

FOODS NOT SWIFTLY

(17) 135-
276

BY DOREEN LEVIN

WHAT HE GOT FOR R5

ARTHUR GROBBELAAR, general secretary of the Trade Union Council of South Africa (Tucsa) took over for a day this week the job of a housewife and went on a groceries shopping expedition. It was a "frightening experience."

The Grobbelaar operation's objective was to survey food prices, and when the shaken Tucsa boss emerged from a supermarket, hopelessly overspent, he said. "Never again."

What started as a simple exercise — for housewives — to see how much food could be bought for R5, ended when tired and exasperated Mr Grobbelaar found that he had not only overspent but had not bought all he wanted to buy.

His purchases of the food he and his wife would normally eat for breakfast totalled R4,95. Another basket of vegetables, meat and a dessert for supper also came to R4,95.

HERE IS what Mr Grobbelaar bought for his R5: 100 tea bags (250g) — 73c; a loaf of white bread — 14c; one litre milk — 32c; 500g-jar honey — 85c; 250g sausages — 45c; 250g bacon — 65c; 340ml grapefruit juice — 35c; 500g provita — 60c; 6 eggs — 22c; 250g margarine — 20c; and 435g marmalade — 43c. TOTAL: R4,95.

He returned to the shelf 920g lamb — R2,47; 500g frozen carrots — 40c; 500g frozen greenbeans — 49c; 450g frozen cauliflower — 42c; 1kg Brussel sprouts — 69c (a special offer); 125ml fresh cream — 20c; and one small can of pears — 28c. TOTAL: R4,95.

He faced a dilemma: should he buy the breakfast groceries, knowing that some of the items would last for a week, or blow the lot on supper? He settled for breakfast — fruit juice, tea, milk, bacon, sausages, eggs, bread, margarine and honey for his wife, and wheat biscuits with marmalade for himself. Regrettably he packed back on to the shelves a 920 g portion of lamb, small packets of frozen carrots, green beans, cauliflower and Brussel sprouts a can of pears and 125 ml of cream. It was "Good-bye supper."

"This has been a frightening experience," he said. "I never realised to what extent food eats up our money. There was nothing luxurious about the items I chose. They consisted only of what ordinary South Africans would consider essential for their meals."

"Yet R5 was hardly adequate to buy food for a single meal for two people. If the same amount was spent by Blacks for breakfast and supper it would swallow their entire income. "All I can say is that I'm never going to volunteer to take over the housewife's task of feeding her family again." It seemed impossible to make ends meet. "I don't know how

housewives manage to budget."

Mr Grobbelaar said that unless attempts to control inflation succeeded in the near future, most South Africans were going to have to change their eating habits, tighten their belts and concentrate on the less nutritious bulk foods, with harmful effects to their health.

Dr I. P. McCrystal, of Durban, executive director of the Grocery Manufacturers' Association, commented on Mr Grobbelaar's expedition:

"Everyone is going to have to take a reduction in their real standard of living while we fight inflation. It goes far wider than food. What we should be talking about is how to increase productivity in commerce and industry, because our level is not rising as it should."

Never again — boss of Tucsa

TUCSA talks on inflation to be secret

Anti-union
policy
alleged

135

ARGUS
19/9/75

SOUTH AFRICA'S workers will be kept in the dark about the most vital issue of the moment during the annual conference of South Africa's largest labour organisation here next week.

'Our stand in the fight against inflation will be debated in full at next week's conference,' Mr Arthur Grobbelaar, general secretary of the 210 000-strong Trade Union Council of South Africa, said today.

'But we shall have to close the doors to the Press while this issue is debated,' he said.

'TUCSA hopes to be in a position to publicise its recommendations on wage restraint soon after the conference — probably early next month.

'All we can say at this stage is that some degree of sacrifice will be expected of South African workers.'

Mr Grobbelaar added that it was impossible to reduce the rate of inflation to controllable levels without sacrifices by

workers, private enterprise and the Government.

It is believed TUCSA's recommendations to trade unions on the extent of wage restraint expected from them under the collective programme of action against inflation hinge on clarification of Government policy.

According to a reliable source, an announcement on this is expected to be made by the Minister of Economic Affairs, Mr Heunis, at the end of this month.

RESTRAINT

A major unanswered question is what wage restraint is to be imposed on unorganised Black workers whose wages are generally on or below poverty levels.

At the moment Blacks in the Government sector seem destined to go with-

out pay increases for another six months, like their White colleagues.

Asked about TUCSA's attitude towards wage restraint for Blacks, Mr Grobbelaar said 'TUCSA strongly contends that the poorer sections of the community cannot be expected to make sacrifices in the fight against inflation.'

More than 200 delegates, representing most of TUCSA's 63 member unions, are expected to attend the week-long conference which starts on Monday.

Two unregistered Black trade unions will be represented by fully accredited Black delegates. They are among three Black unions which became members of TUCSA after the decision at last year's conference to reopen the door to Black membership.

THE Government is trying to break down the trade union movement by introducing works committees through the back door, a trade unionist claimed yesterday.

Certain Cape Town employers were now encouraging Coloured workers — who enjoy trade union rights — to form works committees in preference to a trade union, warned Miss Christine du Preez, a secretary of the National Union of Cigarette and Tobacco Workers.

'There is nothing on this earth that can take the place of free trade union movement,' she told the Federation of Leather Trade Unions.

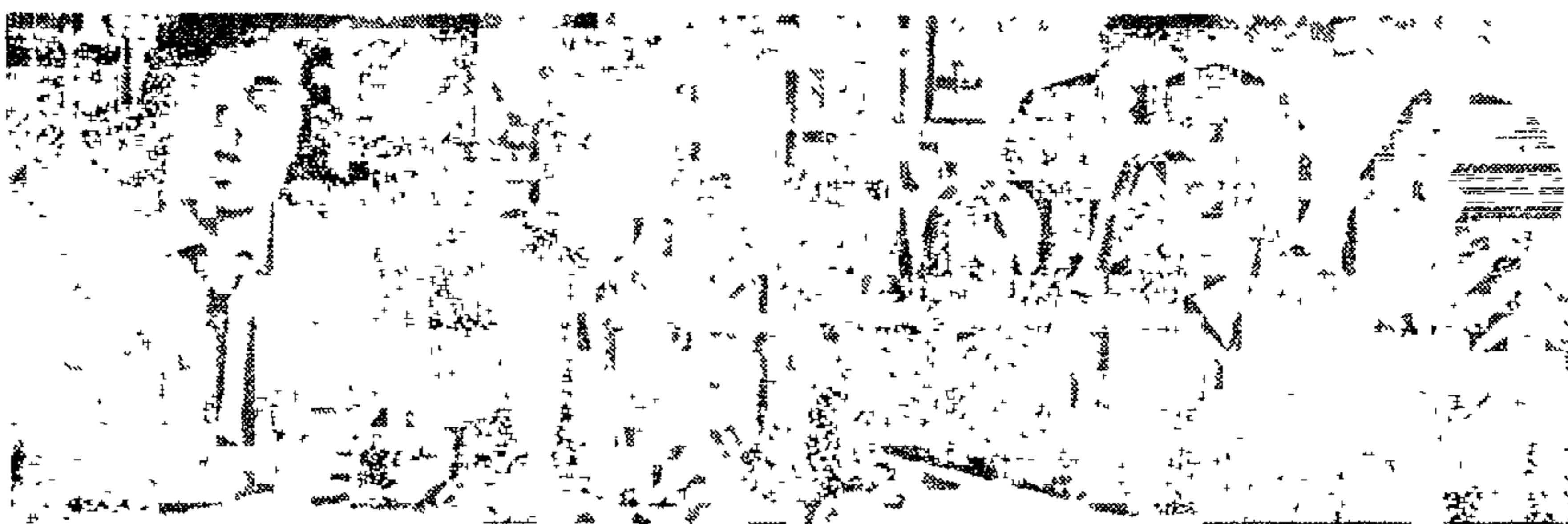
Miss du Preez was pursuing a point made in the federation's presidential speech by Mr L. W. Allen.

Mr Allen said the committee system might be 'a long-term Government policy to create individual factory unions.'

At its annual meeting yesterday the federation admitted to its ranks several unregistered Black trade unions representing about 2 000 Black workers.

- (1) 130A
- (2) 135
- (3) 138
- (4) 147

Blacks wait outside Tucsa meeting



Barred from entering the Union Centre Hall for the opening of the five-day conference of the Trade Union Council of South Africa (Tucsa) yesterday, these five representatives of Black trade unions in Natal waited throughout the day in a nearby cafe. They claimed that the multi-racial Tucsa had refused to accept their credentials.

WHILE the multi-racial Trade Union Council of South Africa (Tucsa) celebrated its 21st birthday at the opening of its five-day annual conference in the Union Centre at Salt River yesterday, five Black trade union delegates were refused permission to enter as observers.

The five waited throughout the day in a nearby cafe for recognition by the council's credentials committee but were given no clear reason for the refusal.

They were Junerose Nala, acting secretary of the National Union of Textile Workers; Omar Badcha, secretary of the Chemical Workers' Industrial Union; Irene Dlamini, acting secretary of the Transport and General Workers Union; Alpheus Mthethwa, Metal and Allied Workers, and John Copelyn, Furniture and Timber Workers' Union.

The group said they represented about 38 000 workers in Natal.

IN DOUBT

We were not given any clear reason as to why we were refused admission but it seems as if our credentials as representatives of our respective unions are in doubt," Mr Copelyn told the Cape Times.

He said that each union headquarters had been informed and that some further means of identification would be forwarded.

"Our presence here is not simply a matter of gaining observer status. Much bigger things are at stake, such as membership of Tucsa should our reports warrant it," he added.

Mr Arthur Grobbelaar, general secretary of Tucsa, declined to comment.

Tucsa wary of Govt labour plan

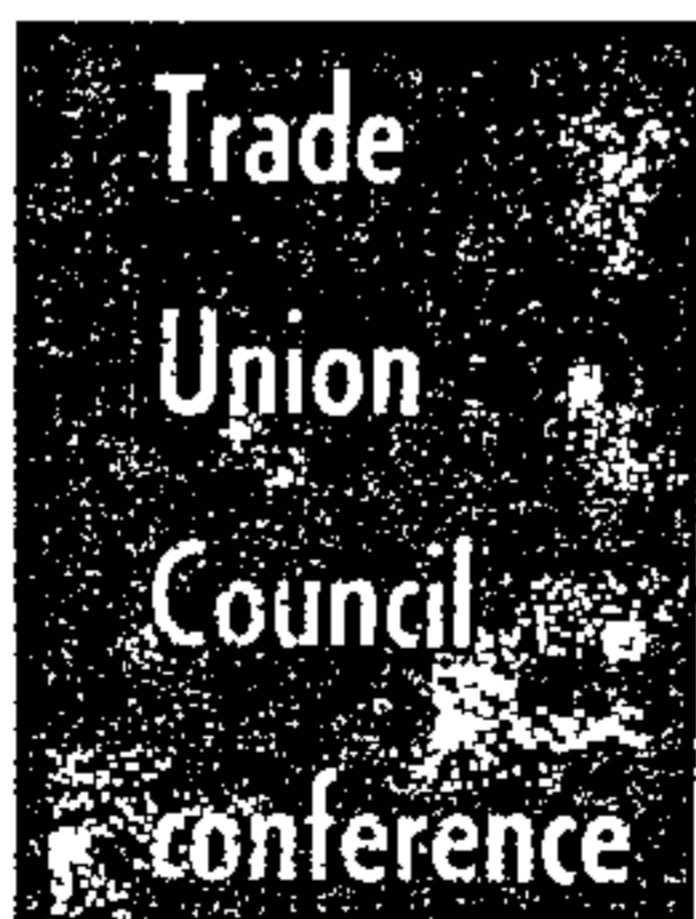
MR E VAN TONDER, vice-president of the Trade Union Council of South Africa (Tucsa) said yesterday that the Government's new Black labour policy was a recognition of the Black man's right to negotiate his own conditions of service.

Speaking at the 21st annual conference of Tucsa, held in the Union Centre, Salt River, Mr Van Tonder said that he welcomed this new policy and because the system was an improvement Blacks should co-operate.

"The Council nonetheless has its misgivings about the system as an alternative to trade unions. Industrial committees will formulate proposals on wages and working conditions in consultation with employers and agreement will be enforced by law."

Organized labour had not been invited — even at the observer level — to discussions between Government and employers on labour relations machinery, he added.

This gave rise to several questions:



● Would Black workers be required to pay for a system not of their own choice, or would employers or taxpayers foot the bill?

● To what extent would the proposed scheme interfere with the present industrial council system?

● Employer's organizations seemed over-keen to give these proposed settlements their blessing — was this because they had had a change of heart and had dropped their traditional hardline attitude to the worker?

● Trade unions had to prove that they represented their members in order to gain registration, was this principle to be dropped and if so how would representation be tested in the new set-up?

"We do not have sufficient information to comment on the proposed labour set-up (but) there can be no substitute for full democratic trade unionism, and the Council will continue to work towards this goal," said Mr Van Tonder.



Mr Tyers

Mayor hits at job reservation

THE MAYOR of Cape Town, Mr John Tyers, said yesterday that he had never believed in job reservation and that everyone — regardless of race or sex — should be paid the rate for the job.

Mr Tyers was speaking at the opening of the five-day conference of the multi-racial Trade Union Council of South Africa held in Salt River.

"I am no communist but I firmly believe that everyone should be paid the rate for the job — irrespective of whether they are male or female or of different race. If a man or woman is able to do the job they should be allowed to do the job, and be paid the rate for it," Mr Tyers said.

"I have never believed in job reservation. Maybe what I say may not be popular but I must be frank."

"If I am worthy and have qualified myself for a position then for goodness sake, whether I am male or female — Black or White, let me be remunerated accordingly."

Unions in Transkei 'are inevitable'

TRADE UNIONS would be formed in the Transkei whether or not Chief Kaiser Matanzima's government wanted them, said Mr E van Tonder, vice-president of Tucsa.

establishment of trade unions

"Is the Chief Minister really going to set out on the road of independence without a promise of hope to the working masses?" asked

in the Republic and had condemned wage disparity between their countrymen and members of organized trade unions.

"To withhold from his people even the most elementary right of organizing themselves in order to protect their own interests is a grave mistake."

"He will not, we are sure."

organizations, such as the Chambers of Industry or Commerce," said Mr Van Tonder.

To the capitalist, a "favourable climate for investment" meant a ready supply of unorganized cheap labour. The system of works committees might seem an effective counter to trade unionism and would no doubt have support of employers.

but it would soon lose favour with the workers.

"Whether he likes it or not trade unions will be formed regardless. They will not be born under the curse of racial division, as in the Republic, but will become a united body to guard the interests of the working people."

...the annual... investment... NBS... the third...

Five barred from Tucsa conference

Cape Times 24/9/75

(1) 135
(2) 138

REPRESENTATIVES of five Black trade unions were finally barred from Tucsa's 21st annual conference yesterday after waiting since Monday for a ruling by the credentials committee.

The group were later censured from the floor of the meeting for distributing a pamphlet to delegates outside the hall, giving their case against the committee ruling.

Explaining why the five had been barred, Mr Arthur Grobbelaar, Tucsa's general secretary, said the unions in question had failed to reply to Tucsa invitations in an acceptable manner, in spite of repeated letters and phone calls warning them of irregularity.

This meant that Tucsa could not be sure that the five people outside the hall actually represented those whom they claimed to represent and on those grounds their credentials had been refused.

A pamphlet issued by the affiliates of the Trade Union Advisory and Co-ordinating Council (TUACC) and handed to

MR E VAN TONDER, senior vice-president of the Trade Union Council of South Africa (Tucsa) was elected president yesterday, in place of the late Mr Tom Murray.

all delegates attacked Tucsa's "parallel policy" of Black and White unions and said this would break up workers into minor groups and weaken bargaining power.

The passing of resolutions by Tucsa asking the Government to extend the Conciliation Act to all workers was not adequate, and affiliates had a duty to go far beyond this and press for democratic rights on the factory floor.

INNOCENT

"Our strength lies in the factory and not in debating halls" said the pamphlet.

It added that "quite innocently" the separate unions had replied jointly to Tucsa's invitation, to

the conference. This had been found "technically unsatisfactory" and each representative had then tried to correct this but all credentials had been refused.

"We believe the refusal of one or two key in-

dividuals to accept our credentials has made an issue of what will stand in history as the most petty and short-sighted response Tucsa has made in its attempts to reach accord with the unregistered trade union movement."

Press attacked

over *Cape Times* Blacks *24/9/75*

Trade Union Council conference

TWO side-swipes at the press occurred in quick succession at yesterday's session of the Trade Union Council of South Africa (Tucsa) conference at Industria House, Salt River

An unnamed financial weekly was blamed "for conducting some sort of vendetta or campaign" against Tucsa in a report in the "Public Information Media" tabled at the conference

"It is not known why such a campaign has been embarked on but quite possibly this is because the publication serves employer interests", said the report

It added that Tucsa "strongly deplored the obvious attempt to create polarization between Black and White behaviour"

Tucsa would always fight for press freedom, provided this freedom was not abused to the detriment of South Africa's workers, the report said.

A credentials committee report later named the Cape Times as giving a report which "reflected" on the committee

Mr Arthur Grobbelaar, Tucsa's general secretary, said the report gave only a "one-sided" version of the credentials committee action in barring five people who claimed to represent five Black unions

"No blame rests on Tucsa for what will undoubtedly become an issue" said Mr Grobbelaar

● The Cape Times yesterday reported that while the multi-racial Tucsa celebrated its 21st birthday inside the Industria Hall a group of people claiming representation of five Black unions waited throughout the day for permission to enter

Their view was given. Asked for the official Tucsa view, Mr Grobbelaar refused to comment

Mar 29 1975

Coloured gets top post

Labour Reporter

CAPE TOWN — Mr Ronnie Webb, secretary of the Motor Industry Combined Workers Union, today became the first Coloured man to rise to the second highest position in the leadership of South Africa's largest labour organisation.

Mr Chris Botes, secretary of the National Union of Furniture and Allied Workers, became the second Coloured man after Mr Webb to enter the ranks of the top seven office bearers of the multi-racial Trade Union Council of South Africa (Tuca).

Tuca's leadership was exclusively White until Mr Webb was elected one of the six vice presidents three years ago.

Today he was elected first vice president with a majority of 193 514 out of the possible card vote of 199 389.

135

Shared

power

needed

in the

unions

CLIVE EMDON

THE ADMISSION of African unions on equal terms to the predominantly White, Coloured and Indian labour movement, and the recognition of African trade unions by the State is the key to future industrial relations.

This came across clearly during the week-long Trade Union Council conference in Cape Town.

Although a handful of African delegates and observers were present, none was articulate and certainly there was no platform for the needs and aspirations of the majority of South African workers — the Africans.

The Stellenbosch sociologist Professor S. P. Gillis put his finger on the problem.

He said that because workers of all races participated in an integrated economy, they must share power. They must have equal bargaining power in the decision-making processes.

What was needed was a total reassessment by the unions and the State, he said.

Gone were the days in which labour trade unions could afford to be "unionist" and "separatist".

Union delegates at the Tucsca conference took up the line the Government used at the United Nations — that it seeks an end of discriminatory practices.

The 60 unions pledged support for the Tucsca campaign to promote equal job opportunities. But observers from unregistered African unions were sceptical and suspicious of so much talk.

They want equal acceptance in the trade union movement, something which they don't believe Tucsca will afford them.

The ill-considered move by the Tucsca hierarchy not to accept the credentials of five unregistered African unions as observers, on a technicality, did not help to dispel these suspicions.

Although the articulate control of Tucsca is still in White hands, Coloured and Indian workers predominate in the affiliated unions which make up the council. Certainly the "unionist" and "separatist" hold on this movement is not going to last.

Call for unions to end division

STAR 22/9/75

① 135

② 136

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④ 1504

⑤ 171

Own Correspondent
CAPE TOWN — Prospects of co-operation between the divided factions of the whole South African labour movement were raised today by Mr A I Nieuwoudt, president of the right-wing Confederation of Labour.

He was addressing the multiracial Trade Union Council of South Africa at its 21st annual meeting here today.

Mr Nieuwoudt appealed for co-operation not only between the two leading labour parties but also between them and other trade unions and staff associations.

He emphasised particularly the need for co-operation in the fields of education and inflation. "The education of our children — regardless of colour or language — is our assurance for the future of our country," Mr Nieuwoudt said.

COLONIALISM

He saw a dark future if education affairs did not improve. "We cannot say that we shall import by immigration our trained people for whom we have a dire need — our artisans, our technicians and our scientists.

"Even if that were possible it would subject our country to a sort of colonialism. We would be putting our trust abroad and admitting that our own people are not really good enough," Mr Nieuwoudt said.

He called for "much closer co-operation" between various labour parties in the fight against inflation.

Five unions face threat of ostracism

Sieg Hannig,
Labour Reporter

CAPE TOWN — Five trade unions in Durban — claiming a predominantly Black membership of more than 45 000 are threatened with ostracism by the Black labour movement.

"Unless they change their attitude they cannot form part of the Black trade union movement," Mrs Lucy Mvubelo, General Secretary of South Africa's largest Black union, said.

She was asked to comment on the dispute which led to the refusal

by the Trade Union Council of South Africa (TUCSA) to admit the Durban representatives as observers at its annual conference here yesterday

After the rejection of the Durban group's "so-called" credentials in front of the full conference, Mr Norman Daniels, general secretary of the Textile Workers Industrial Union dissociated himself from the actions of one of his union officials who is also a member of the Durban group

The official had associated himself with activities calculated to undermine Tucs, Mr Daniels said "We are ashamed of what took place here and for that I apologise"

Mrs Mvubelo of the Black National Union of Clothing Workers (23 000 members) felt the Durban group had let their own members down by coming without adequate credentials

Others among the seven representatives of Black unions at the conference were reluctant to comment. But one said privately that the events were likely to affect Black attitudes towards the Durban group, which is striving towards a national conference of unregistered trade unions

The Durban representatives barred admission are Mr John Copelyn of the Furniture and Timber Workers' Union, Mr Alpheus Mthethwa of the Metal and Allied Workers' Union, Miss June-Rose Nala of the National Union of Textile Workers, and Miss Irene Dlamini of the Transport and General Workers' Union

1, 135
2) 135

Call for Black union rights

Star 24/9/75

Own Correspondent

CAPE TOWN — If the Government wants to keep Black trade unions out of politics, it must take politics out of the labour arena, the 210 000-strong Trade Union Council of South Africa was told here today.

In refusing Blacks trade union rights, the Government was appeasing the verkrampte element, Mr Morris Kagan, vice president of the National Union of Distributive Workers, said in an impassioned call for such rights.

This attitude represented pure politics. Could Black trade unions therefore be blamed for interesting themselves in politics, Mr Kagan asked.

He appealed to the Prime Minister to take a good look at the policies of the Minister of Labour and to apply his own verligte policies instead.

ANSWERABLE

On the Minister of Labour's recent announcement of extensions to the works and liaison committee system of labour relations for Blacks, Mr Kagan said only people answerable to and employed by workers could do justice to the workers.

How could the uneducated and unsophisticated full-time workers bargain with employers who held all the advantages, he asked? The weak could be misled if they negotiated with the strong.

NEGOTIATIONS

More than 100 years ago workers in Europe decided to "beat the bosses at their own game" by getting full-time officials free of the fear of losing their jobs, and able to study all the problems thrown their way in negotiations.

This could not possibly happen under the system envisaged for Black workers in South Africa.

- 1) 135
- 2) 138
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(135)

Black workers were not ripe for trade unionism
"I say there are Black trade unions in the hall today who could teach some of the White unions how to administer trade unions and how to negotiate," Mr Kagan said.

ill

① 135 ② 38 Cape Times 25/9/75

'Cheap labour game'

135

EMPLOYERS were hiding behind the Government in South Africa and playing the cheap labour game, Mr Adam Klein, told delegates at the Tucsa conference yesterday.

Mr Klein, general secretary of the Garment Workers' Union, was speaking on behalf of the national executive committee in calling for an end to discrimination.

"Too many employers are still playing the cheap labour game and many hide behind the border areas protection to pay (low wages) to qualified workers," Mr Klein said. Such employers were not compelled by the Government to pay less but ruthlessly exploited the discriminatory system for their own gain.

The unions also shared the blame in that many workers organizations negotiated agreements to protect only their own interests.

Discrimination was the "open sesame" to communism.

Apartheid Cape Times 28/9/75 a matter of (1) 135 (2) 134 (3) 153 'economics'

ALL forms of discrimina-
tion were basically a mat-
ter of economics. Tucs-
members were told yester-
day.

It is all based on profit,
Mr E Frazer, representing
liquor, breweries, catering
and jewellers unions, told
delegates.

"Apartheid will end in
South Africa when it is no
longer profitable. Note
how the forms change ac-
cording to the areas of
greatest economic com-
petition - in the Cape it
is the Coloureds, in Natal
the Indians and in the
Transvaal it is the Afri-
can."

"The economic bases of
discrimination are clear.
And these can only be
eliminated when we have
a strong trade union
movement." Mr Frazer
said.

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PRICES AND WAGES *FM* A new ball game *26/9/75*

While the men at the Department of Finance were preparing for devaluation, Department of Commerce officials were working on the much-heralded anti-inflation package agreed to by government officials and private sector groups (*FM* last week). Has the devaluation torpedoed any chance of success the anti-inflation plan might have had?

Judging by responses to the *FM*'s inquiries, Senator Horwood's *shokku* has cost the wage and price restraint plan much of its credibility and Pretoria is going to find it difficult to make a voluntary commitment stick. As one prominent industrialist put it: "It's a different ball-game now. With something as inflationary as this devaluation, it will be every man for himself. We'll give a horse laugh if government tries to implement this plan."

Most sceptical of the plan's chances now are the trade unions.

Delegates at this week's Tucsa conference expressed fears that commerce and industry will profit out of devaluation by using it as a pretext to put up prices even where the shrunken international value of the rand does not justify doing so.

Referring to the "tremendous sacrifices" trade unions are expected to make in the battle against inflation, Ronnie Webb of the Motor Industry Combined Workers' Union — and a Tucsa vice-president — told the *FM*:

"We are disappointed that government negotiated dishonestly and did not take the unions into its confidence when devaluation was in the offing."

Senator Anna Scheepers of the Garment Workers' Union echoed:

"We were not consulted about devaluation. Why should we then be part of the anti-inflation contract if large numbers of our members are going to suffer? Our agreements in the OFS and



Grobler, Scheepers and Altman . . . will they still play ball?

Northern Cape expire in November 1976 We will start negotiating about May, and we are going to put in for big increases — at least as large as the CPI increase. I can only foresee trouble arising out of the devaluation."

Says Ray Altman, general secretary of the National Union of Distributive Workers:

"I am very worried that devaluation will be even more inflationary than we are led to believe. If imports go up 17,9% in price, by the time the goods reach the consumer that 17,9% will be very much more.

"It is always easy to tell whether the trade unions are playing the game when it comes to wage restraint simply by measuring wage demands against the Consumer Price Index. But it is very difficult to pin down employers. We, in our union, will support Tucsa in its participation in the government's anti-inflation programme, but we will want a very firm assurance from the government on price increases if we are to consider ourselves bound by the package.

"If the CPI rises to unprecedented heights I can foresee that unions will not consider themselves bound any longer".

Jimmy Zurich, president of the 20 000-strong Railways' Artisan Staff Association, endorses Tucsa views:

"My feeling is that the rise in the CoL will continue unabated. The work of the inflation committees will be negated by devaluation and I can expect pressure to build up among my members for a reconsideration of our agreement to hold back until next April on wage demands."

However, speaking as secretary of the RASA, Confederation of Labour chief

Wallie Grobler added: "I don't think we will renege on the April bargain. But the inflation rate then could well influence the size of our demands."

Ken du Preez, general secretary of the SA Engine Drivers, Firemen and Operators' Association, articulates the mood of organised labour:

"The devaluation is disturbing on all accounts. There will be reaction — it's easy to control wages when you have the goodwill of people. But when they pick up the paper and see that the price of the car they were going to buy has gone up, what must they think?"

So it looks as if the plan's chances will hinge on the ability of commerce and industry to hold down prices

An encouraging omen was the joint appeal of Assocom, FCI and Afrikaanse Handelsinstituut presidents on Wednesday for restraint in marking-up prices on existing stocks of goods affected by devaluation, though it's a pity they didn't broaden its scope to include imports brought in *after* devaluation.

WAGE CURBS

Referring to our report last week on recommendations to government in regard to wage and price restraints, the restraint period for employers and workers will, we understand, be six, not 12, months — the 12-month period was apparently contained in an earlier proposal.

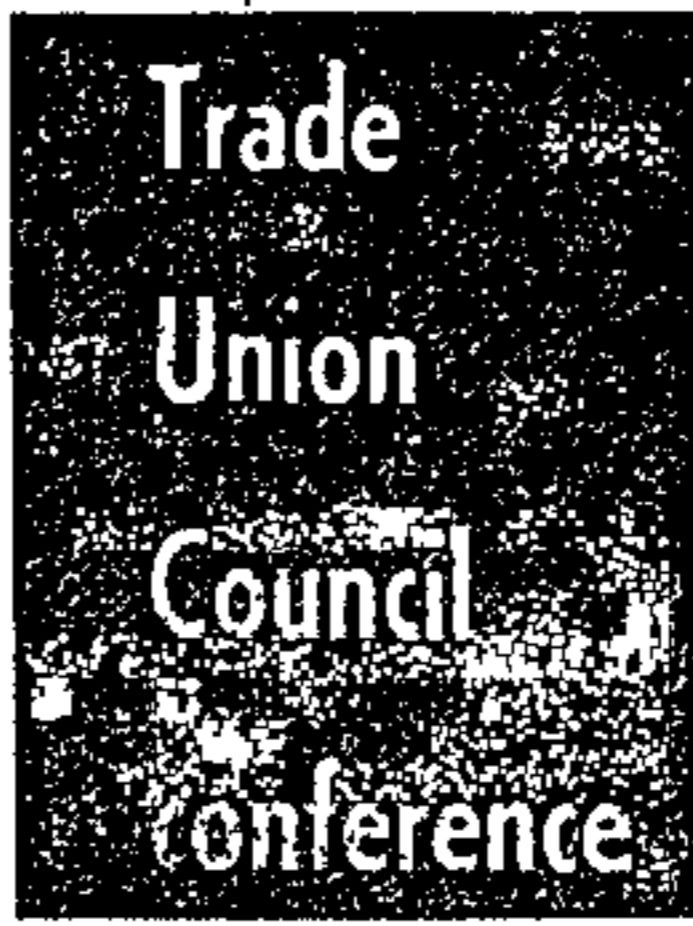
In addition, the package would allow companies to pass on only 70% of *all* "unavoidable" cost increases, including hikes on imported goods

Cape Times 27/9/75

Tucsa congress accepts limited wage demands

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(2) 138
(3) 150A
(4) 334

By BOB MOLLOY



THE Trade Union Council of South Africa came of age at its 21st annual conference this week in more ways than one — completing five days of hard-hitting debate that stayed clear of petty mud-slinging and spotlighted pertinent national issues.

Delegates ploughed through a heavy agenda — 29 resolutions of which more than 24 were put to the vote.

Pensions, crime, taxation, transport, housing and the cost of living came in for well-sourced comment that should serve Government and local bodies well in decision-making.

An important development was the appearance of affiliated Black unions as delegates for the first time in years, with a further group of Black union representatives as observers.

The multi-racial Tucsa representing almost 250 000 workers, is clearly moving away from the old school of trade union thought which saw a threat in the labour competition from other race groups.

Issues debated showed that Black and White unity is now a firm goal. This became clear in the unanimous pledge to support a campaign for equal

opportunities, to eliminate employment discrimination, and to end all race discrimination in Southern Africa.

It was unfortunate that the Government delay in announcing the programme to combat inflation forced the conference into secret session.

Public discussion would

have pointed up the mood of the unions towards profit-makers.

Their acceptance of wage demand limited to 70 percent of the rise in the cost-price index for the next six months is an example that will hopefully shame other sectors of the economy into also limiting their share of the cake.

If not, Tucsa had a sting in the tail of its stringency plan — excessive profit-takers would be acted against.

Cape Times 27/9/75

135

Use of more Black labour called for

① 170
② 135
③ 253

THE CRIME rate, lack of educational facilities for Blacks, and sexual discrimination in the payment of social benefits were among topics discussed in a debate at yesterday's closing session of the Trade Union Council of South Africa (Tucsa) conference.

The National Union of Commercial and Allied Workers had unanimous support for their call to the Minister of Police for more police stations and increased policing in

townships and at bus terminals.

They felt the problem was largely one of lack of manpower and asked for the employment of more women of all races in police force clerical capacities to release able-bodied men for patrol work.

The conference asked for an amendment to the Unemployment Insurance Act to allow payment of benefits on the death of a woman contributor to her next of kin or any beneficiary named.

ANGRY UNION MEN LASH OUT AFTER TUCSA SNUB

(135)

28/9/75
SUN Tribune Reporter 1135
②138

FIVE disgruntled trade unionists returned to Durban this week after a fruitless attempt to attend this year's TUCSA conference in Cape Town.

And they claim TUCSA used technicalities to keep them out as part of a campaign against unregistered unions in Durban.

The delegation, representing five Black

unions with about 45 000 members, was finally refused admission to the congress after it was decided that their credentials were not satisfactory.

The five unions — Metal and Allied Workers' Union, the Chemical Workers' Industrial Union, Transport and General, Furniture and Timber

Workers' Union, and the National Union of Textile Workers — had been invited to attend as observers and consider affiliation with TUCSA.

On their return to Durban, Mr Omar Badsha told me: "we were accredited by the Trade Union Advisory and Co-ordinating Council, an un-

registered Durban unions, but we were told we should have been accredited by the individual unions," he said.

He claims this is only the latest in a series of snubs aimed at the unregistered Durban unions since last year's TUCSA congress which they attended as observers.

"We raised issues then which we find have not been minuted in spite of TUCSA's apparent acceptance.

"We raised several problems about the relationships between registered and un-registered unions and asked that no wage negotiations or agreements be entered into without notifying us

"And TUCSA agreed to consult with us on these problems — but so far nothing has been done. It does not even appear that these requests have been minuted."

He said that the TUCSA executive was ignoring the problems facing the labour movement in South Africa — especially in the field of relations between registered and un-registered unions.

TOP OFFICIALS

SUN. TIMES (Extra) 5/10/75

See also
MANUF - Clothing

A WORKERS' LAB and underground
ground for the union of
the Garment Workers' Union of
the... and... by the...
between... son, B. C. P. to... is
the assistant secretary, in order way in...

Several groups of garment workers, who have
been working independently toward the
organized removal of the
union officials, have now
combined their forces and
landstine meetings have
been held all over the
area during the past few
weeks.

One of the organizers
of this "underground"
movement told me this
week that there is wide-
spread dissatisfaction
among the garment work-
ers, with the Petersen's
and other officials of the
union because, he said,
they have become re-
moved from the workers
who pay them very big
salaries, and because
workers in the union have
no way of rising to the top

school of International
One of several officials

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Railmen warn on wage claims

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246

9/10/75

Cape Times Correspondent

PRETORIA.—The seven Railway Staff Associations were likely to make wage claims before the end of the six month anti-inflation fight the chairman of the Federal Consultative Council of Railway Staff Associations. Mr Neels Botha, said yesterday.

When the claims were made however, the unions would take into account the restraints imposed by the Government's anti-inflation programme.

The administration was apparently heading for a deficit at the end of the current financial year, and during the holiday month, ahead Railway revenue would dip because of loss of traffic.

Mr Botha warned that if increases were delayed until the middle of next year there would probably be justification for claiming 20 percent increases.

The possibility is strong that the Minister of Finance may decide to tax married women

separately from the start of the 1976-77 tax year, next March.

The Government knows, it was pointed out by authorities in Pretoria yesterday, that the strongest lure to attract women back onto the labour market would be the benefits of separate taxation.

In South Africa only 38 percent of married women are "economically active."

Irvin and Johnson is cutting back on prices of frozen fish and vegetables, and has challenged other frozen food manufacturers to do the same.

A spokesman for the firm in Durban said yesterday that special offers of frozen vegetables and fish were being made through retailers. He said the company had also decided to market a range of frozen peas, beans, cauliflower and brussel sprouts at approximately 30 percent lower than the planned price.

Mr Jean Basson, marketing manager of Irvin and Johnson in Cape Town said the lower prices were made possible by better crops and new techniques in production. The most economic methods of packaging were also being used.

Table Top's marketing manager Mr Collin Calder, confirmed yesterday that his company had taken up the challenge and reduced prices.

Representatives of the motor industry met the Minister of Economic Affairs Mr J C Neumeier yesterday to discuss an increase in motor vehicle price.

The Trade Union Council of South Africa yesterday assured its 210 000 members that during the next six months it would see that commerce and industry stuck to the price restraint undertaking incorporated in the Government's anti-inflation programme.

Further reports, Pages 3 and 7

SYDNEY DUVAL

the obscurity of a Coloured township and the limitations of a Standard 8 education.

RONNIE WEBB, general secretary of the Motor Industry Combined Workers' Union, brushed the colour barriers recently when he became the first Black man to be elected senior vice-president of Tucca. He says he owes that position to the Tucca secretariat for preparing the way, and to the articulate Coloured sports administrators with whom he was closely associated for many years.

Drifter

Firstly there was his uncle and foster father, William Webb, who took the infant boy from his birthplace in Mount Freze to what was then the semi-rural village of Klipfontein.

Inspiration

Since sport played a substantial part in forming his personality and developing his abilities, it is worth repeating that under his captaincy Transvaal won the Rhodes Cup for the first time in 25 years in 1957. The same year he played for the South African XV. He played his last game in 1963.

Success Story

RONNIE WEBB
Tucca senior
vice-president



Try-for-White
Webb makes it
as a Coloured

made a great impression on me because of their courage and tenacity.

"I began to recognise the disabilities our people were suffering."

The Nationalists came to power in 1948, important restrictions followed and the garment industry experienced hard times. Many Coloured men were retrenched. In 1950 Ronnie left for Cape Town.

He returned to Johannesburg in 1951 to begin the worst period in his life — a double life as a "play for white" that was to last 15 painful years. It happened accidentally.

"There were six of us who were taken on by a domestic appliances firm, which treated us as Whites. We played along, but it created terrible problems," says Ronnie.

"It meant you lived a double life, Coloured by night and White by day. I always had to lie about my social activities to my colleagues. And there was the constant fear and anxiety of being found out, and the embarrassment that goes with it."

Uncertainty

"I was already married to Mona and we were living in Jeppe when there was no strict enforcement of Group Areas. Mona found it hard to accept, but economic necessity was the overriding consideration."

For 10 years they lived with the uncertainty of their situation. In 1960 their first encounter with Group Area inspectors prompted them to transfer to

Durban where Ronnie headed the service department. There followed five years of relative prosperity and happy times on the rugby field and in the clubhouse. But their eldest child, Colleen, had asthma, the second child, Lewellyn, had arrived — "and we were sick of the pressures of a double life."

So Ronnie opened his own business back in Bertrams, Johannesburg. It failed. He got a job, as a Coloured, as area manager of a furniture manufacturing company. Then inspectors visited the Webb home in Doornfontein. The family was offered unsatisfactory alternative accommodation. In 1967, they decided to move to Bulawayo on transfer. Fate intervened. The Webbs were offered a house in Newclare.

Ronnie was offered the job of organiser of the Transvaal Motor Industry Combined Workers' Union by the then general secretary, Lionel Rampono, whom Ronnie had known as a leading rugby administrator in Durban.

Modest

Ronnie began his new career on July 17, 1968. By 1971 he had succeeded Rampono. The same year he went to the United States on a leadership exchange, then England. In 1973 he was elected second senior vice-president of Tucca.

The rest is now history. By night Ronnie Webb shares a modest life with his family in Riverlea. By day he walks the corridors of power, leader and servant of his fellow workers.



RONNIE WEBB leader and servant of his fellows

Picture ROBERT BOTHA

3-TAR 23/10/75

New Black union will add to confusion

Star 23/10/75

Labour Reporter

The birth of a new Black trade union in Johannesburg could compound existing complications on the Black trade union front and add to the confusion among employers and Black workers.

That is the opinion of some observers after the announcement that the Industrial Aid Society, a workers' education body in Johannesburg, had set up a branch of the Durban-based Metal and Allied Workers' Union.

The Johannesburg branch was established on Saturday with a membership of 1 050. Three-quarters of this figure represented members of the Industrial Aid Society who were transferred to the branch. About 150 members were recruited last week, said Mr Gavin Andersson, the acting secretary of the branch.

The new development means that:

● There are now two worker education bodies in Johannesburg which have helped to launch trade unions.

● Two different Black trade unions are now operating in the metal and engineering industries on the Rand.

● For the first time one of the five Durban-based Black unions united under the Trade Union Advisory and Coordinating Council has become involved in the Black labour movement in the Transvaal.

CONFLICT

"It's inevitable that there will be conflict between the groups concerned," commented Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

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- (5) 141

Big Natal drive for Black unions

Star 27/10/75

Labour Reporter

An unprecedented drive for the recognition of unregistered trade unions has been announced by Natal labour leaders claiming to represent about 50 000 mainly Black workers.

The Star's Durban correspondent reports the campaign for trade union rights was launched yesterday at a special meeting of the Trade Union Advisory and Co-ordinating Council.

More than 100 Black shop stewards from the unions affiliated to this umbrella body approved the strategy whose punch lies in a petition which, they hope, will bear the signatures of 50 000 to 80 000 workers.

TALK CAMPAIGN

They proposed a house to house campaign in Durban and Maritzburg talking to workers about trade unions.

The campaign to canvass worker signatures has two objectives:

- The recognition of Black unions by managements

- Official recognition of Black unions by the State

Copies of petition will be sent to the Government and all MPs.

At the same time, union members in about 40 or 50 Natal factories which have largely unionised labour forces are to present the petition as a demand to management for recognition of their unions.

Information about the campaign is also going to international trade union headquarters.

SPLIT

The Star's correspondent also reports that the split between the Trade Union Council of South Africa and the group which met yesterday seems final.

TUCSA was roundly criticised by speaker after speaker at the meeting.

(See Page 29)

(1) 135
(2) 138

Govt ^{DD} 29/10/75

'ignores

Tusca'

Staff Reporter

THE Department of Labour in drawing up the draft Bill to amend the Bantu Labour Relations Regulations Act, ignored the country's biggest trade union organisation, the Trade Union Council of SA

The general secretary of Tusca, Mr Arthur Grobbelaar, said yesterday that Tusca was not consulted on the Bill

"It is patently absurd that on an important issue of this kind which could give rise to worker conflict, the organised trade union movement was not consulted by the Minister"

Certainly, Black worker interests were not consulted on the measure, and this was even more absurd

CONFUSED

"The situation is confused and demands a full and frank explanation from the Minister of Labour, Mr M Viljoen. From the little we know now it would appear that what the Minister and his department have in mind could, and probably does, run counter to the needs, wishes and best interests of Black labour"

Mr Grobbelaar said the disturbing feature of the Government's ham-handed approach to Black labour was that because it was for ideological reasons, unwilling to grant Black workers full trade union status, the whole labour system was becoming dangerously distorted

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~~12 130~~

CAPE CLOTHING TRADE UNION

ARGUS 10/11/75

CLOTHING workers in the Transvaal have criticised the Garment Workers' Union of the Western Province for entering into a three-year wage agreement with employers. They claim this has shattered hopes of a national agreement on wages and working conditions.

But Mr Cedric Petersen, assistant general secretary of the Cape Union, said he thought the agreement which gives first grade female staff a 30 percent increase over three years was a good one which would strengthen the negotiating position of cloth-

ing workers in other parts of the country.

'They can point to what has already been given by employers in the Cape,' he said.

Mr Petersen said the Cape Union had tried to obtain an 18-month agreement because, in September, all trade unions in the garment industry had agreed that from June 1977 they should negotiate, future agreements on a national co-ordination basis.

'But the employers were adamant that they wanted a three-year agreement,

he said. 'They would not budge from that position.'

Mr G Brunn, a director of Bonwit Ltd, who was one of the employers' negotiating team, said they needed a three-year agreement to enable firms to plan ahead. 'Knowing what their labour costs would be this was a help to the industry and therefore to the benefit of employees as well as employers.'

'The union did try to get an 18-month agreement,' he said. 'But unions try a lot of things during negotiations.' Both Mr Petersen and

Mr Brunn emphasised the good relationship that exists between employers and clothing workers in the Cape.

'The new agreement is really two separate 18-month agreements, said Mr Petersen. 'The first one gives first grade females, who form the bulk of the industry, a 20 percent rise in time for the Christmas break.'

'Then 18 months later they get a 10 percent rise. But there is a gentleman's agreement that the second increase may be more than 10 percent if the cost of living has gone up a lot.'

'We are sure we can trust the employers to honour this, because they have always done so in the past.'

'Last time anything like that happened, we had negotiated a 2 1/2 percent rise and we asked them to increase it to five percent. To our surprise, they offered us 10 percent instead.'

Mr Brunn said Cape workers, who are the largest group in the country, are ahead of the others at present in wages and conditions. He said the unions had been trying for the past

40 years to achieve a national wage structure. But he did not think it would be a good thing.

'There are three main concentrations of garment workers,' he said. 'They are concentrated round Cape Town, Johannesburg and Durban.'

'The people engaged in the industry in these three places have different backgrounds and standards of living. Here they are mostly Coloured, in Johannesburg there are some White people and some Bantu and in Durban they are mostly Indian.'

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184
2 135

By HOWARD LAWRENCE

Leaders

A GROUP of Cape garment workers who have been having secret meetings aimed at deposing the general secretary and other officials of their union (GWU) are to send a memorandum to the union which demands answers to several "vital questions" being asked by workers in the Cape.

It was told this week that there is widespread dissatisfaction among the workers over the decision of the union's executive to agree to a rise in wages which is approximately R7 less than the workers wanted and R5 less than the secretary of the union, Mr Louis Petersen, had told them he would demand as a minimum.

Period

They are also angry over the union executive's decision to agree that the new wage

agreement arrived at with employers be operative for a period of three years, instead of only 18 months.

A member of the underground group preparing for a revolt against the present executive told me this week that they would raise several points in their memorandum which they want answers for.

"We will not take excuses or vague answers to our queries," she said, "because we are going to make public their replies so that our ordinary members will know exactly what the position is in our union."

Among the points raised in the memorandum "which will probably go off this week," are: How much the various officials of the union earn every month; what other

benefits they enjoy; what type of cars they have; how often they changed their cars; and to whom various cars were sold for how much.

They also want to know who decides on what salaries officials must be paid, when they get increases, who decided that they should and how much the increases were in each instance.

Appointment

Also included is a question on who decides what the amounts of the increases must be.

The memorandum will also demand to know who appointed Mr Cedric Petersen to the post of assistant secretary to his father.

Another demand will be for the union to list the number of visits officials have made abroad; where they went; how much these trips cost the union; and what the purposes of these trips were.

Unions 'grab' bid

①135

②138

STAR 18/11/75

135

Labour Reporter
The Trade Union Council of South Africa believes a Durban group is "trying to capture control" of the African trade union

movement in South Africa

To do so the group found it necessary to prevent African unions from linking up with the other registered unions in the country, according to an article in Tucsas newspaper, "Labour Mirror."

"We suspect this is the reason why five Durban African unions invited to this year's Tucsas conference did not attend," the newspaper says.

"Instead the group referred to, the Durban-based Trade Union Advisory and Co-ordinating Council (TUACC), tried

to gatecrash the conference in the name of the five unions"

A spokesman for TU-ACC, Mr Omar Badsha, said he was not prepared to comment until he had studied the article.

The article said it was a lie that Tucsas had maintained a policy of "apparent disinterest in the relationships its member unions established with Black unions."

If Black unions wanted to co-operate with other unions the people to start co-operating with were the leaders. The entry of Black trade unions into Tucsas was a crucial issue.

Tucsa chief warns of 'strike climate'

STAR 28/11/75

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WAGES

"It was the shock of the 1973 strikes which persuaded employers to improve wages and working conditions which, in turn, reduced labour unrest

"I fear the Minister's assurances may gravely mislead employers into a false sense of security"

Mr Grobbelaar said statistics showed the improvement in Black wages was rapidly slowing down, while the cost of living continued to soar.

In addition, the pay increases since the 1973 strikes had raised Black expectations.

"If we do not bear this in mind, Mr Viljoen's statistics may soon show a dramatic upward turn," Mr Grobbelaar said

Labour Reporter

The 86 000 man hours lost through strikes by Black workers up to September this year are probably only the tip of a much larger iceberg of disruption.

Mr Grobbelaar had been asked to comment on statistics quoted by the Minister of Labour, Mr Viljoen.

Mr Viljoen said the number of man hours lost in strikes in 1973 was 1,3-million. This had dropped to 653 000 in 1974 and stood at only 86 000 for the first nine months of this year.

SACKED

He also said strikes involving Black workers numbered 246 in 1973, 189 in 1974 and 91 by the end of September.

A spokesman for the Department of Labour confirmed the lost man-hours applied to "workers still in employment and not working on account of strikes."

Mr Grobbelaar commented: "Considering that Black workers are invariably sacked within hours of a strike — probably on the advice of the Department of Labour — the true loss of production resulting from strikes is much greater than reflected in the statistics.

"We are all aware labour unrest has abated since 1973, but I disagree with the Minister's view that this is attributable to the establishment of works and liaison committees for Black workers.

Tucsa chief warns of 'strike climate'

STAR 28/11/75

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TUCSA'S NEW PRESIDENT

Quiet man with an iron will

TUCSA'S new president, Mr Eneas van Tonder ("I don't know what 'Eneas' means - heaven knows where my parents found the name"), heads one of the strongest trade unions in South Africa, the 21,000-strong S A Typographical Union.

It is a truly multiracial union which "Lief" van Tonder, as he is more generally known, runs from his office in Pretoria, its membership comprising Whites, Coloureds and Indians.

Lief is a Capetonian, by origin. He was born there, went to school there (Parow High School) and after leaving school was indentured as an apprentice compositor in the printing trade there.

He is a quietly spoken man but also a man of strong will and determination - and absolute integrity, as anyone who has ever had dealings with him will know.

Lief was initially interested in further study for a career in management, but after a few years as a departmental foreman in a large firm of printers decided that he would find more job contentment in the trade union movement by serving his fellow workers.

In 1963 he applied for a position as a full-time official of his union and being the successful candidate, had to move to Pretoria. After serving for a brief period in Bloemfontein and Durban where he gained valuable experience he was transferred back to Cape Town to serve on the Research Group of The Productivity Committee of the Printing and Newspaper Industry.

WON BALLOT

In 1967 he won the national ballot for the post of Assistant General Secretary of the Typo Union and had to return to Pretoria on the retirement of Mr T C Rutherford in February 1972.

135

he was elected unopposed as the General Secretary of the Union

Lief is a Council Agent for the National Industrial Council and was appointed a Designated Agent by the Industrial Registrar in 1965. He is a member of the Industrial Council as well as one of the Joint Honorary Secretaries of the Council, and a founder member of the S.A. Institute of Printing. He is a member of the National Apprenticeship Committee of the Industry, serves as a member on the National Apprenticeship Board, and was appointed as an Inspector of Apprentices by the Minister in 1966.

In 1970 he represented his union at the Conference of the International Graphical Federation in Copenhagen and again in 1973 in Lausanne, Switzerland.

As Principal Administrative Officer of the Medical Aid Fund of the Printing Industry he takes an active part in the affairs of the Medical Aid movement.

He has always taken an active part in the affairs of TUCSA, has been a member of the Officers Committee since 1971, and serves on several subcommittees of the Council.

Lief is married to a Cape Town girl who was formally Miss Agnes Smith and has two children, a daughter aged 22 and a son of 13.

Gatecrasher

A group in Durban is, ~~trying to capture control of the A~~ ~~movement in South Africa.~~ ~~it is necessary to prevent A~~ ~~linking up with the other~~ ~~the country. We suspect~~ ~~five Durban African~~ ~~Tucsa conference did not~~

~~group prefer to~~ ~~Advisory~~ ~~Co-ordinating Council~~

~~used to gatecrash the conference in the name of~~ ~~the five unions.~~

The group did not succeed, because they failed to prove to the satisfaction of Tucsa's credentials committee that they were the properly elected delegates to represent the five unions.

The TUACC, incidentally, announced in a statement in Durban before the Tucsa conference that it had decided it was "premature" to join Tucsa and that it would try and set up a national conference of unregistered unions — supportive evidence to us that an effort is being made to fence off the African unions, to keep them in a kraal away from the established trade union movement.

The reasons advanced for doing this are that it is more important to get co-operation between the Black and other unions in the factories, that the Black unions have common problems and so must stick together and that Tucsa has maintained a policy of apparent disinterest in the relationships its member unions establish with Black unions.

Our reply to the first claim is that if African unions want to co-operate with the other unions the people to start co-operating with are the leaders; co-operate at the leadership level brings the rest in train, and if the leaders do not co-operate then suspicion and even enmity can easily flourish among the rank and file.

This is why we hear of us repeating the claim that "the crucial issue at this stage is not whether to enter Tucsa or not". It is the crucial issue, if Black workers are going to get the backing and

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~~group prefer to~~ ~~Advisory~~ ~~Co-ordinating Council~~ ~~Tucsa~~

Our reply to the third point, that "maintained a policy of apparent disinterest in the relationships its member unions establish with Black unions is that this is a lie. We are actually interfering in the affairs of its member unions (which Tucsa's constitution, and which its member unions themselves would never tolerate) Tucsa has unceasingly over the years urged its member unions to encourage and assist African workers to organise and the fact that there is an African trade union movement all is testimony to this.

PRESSURES

These pressures by Tucsa over the years have generated a climate in which African unions are now beginning to take off, and with the co-operation and friendship of other unions we hope they will flourish and give stiffening to the whole trade union movement in the interests of everyone.

This attitude of Tucsa, which the Durban group find so lacking, goes back a long way. In fact South Africa's first African trade union, the National Union of Clothing Workers, was set up long before the TUACC founders came on the scene.

We have spoken bluntly here, but it has been necessary. Tucsa want to keep the African unions in its ranks and at its conferences where they can put their views, share experiences, teach us and learn themselves. They do not want divider and wreckers.

The multiracial face of TUCSA

In a country where both law and prejudice segregate people of different races in almost every facet of life it is not often realised that one organisation transcends these racial barriers.

That organisation is, of course, TucsA which has had a non-racial constitution ever since its inception in 1954. For more than 21 years there have never been any limitations on the direct participation of its non-White members as opposed to its White members.

TUCSA at present comprises some 62 trade unions, and of those 62 only 11 are White unions; 23 of the unions are Coloured or Indian unions; 25 are "mixed" unions, (White Coloured and Indian membership), and 3 are African trade unions.

These 62 trade unions represent some 212 304 individual members of which 61 835 are Whites, 148 169 are Coloureds or Indians and 2 300 are Blacks. It can thus be seen that by far the majority of the membership of the Council consists of non-Whites.

VOTING RIGHTS

What is even more important, however, is to look at the composition of the governing bodies of TUCSA. The premier governing body is its National Executive Committee, whose members are elected at annual conferences, when equal voting rights apply for all individual members of the Council.

The 21st Annual Conference of the Council elected the N.E.C. members in a pattern that has remained virtually unchanged over the last few years, which is basically a form of rotating bestman Government, irrespective of race, colour, or creed.

The present N.E.C. of TUCSA has in its 25 members, five persons who are either members of the Coloured or Indian groups. The rest are all Whites, but in many instances these Whites are

officials of either the mixed trade unions, or officials employed by the Coloured or Indian unions.

If a clear differentiation had to be made as to which persons on the N.E.C. of TUCSA are representing purely White interests, then only a few persons fall into this category. However, because TUCSA is a non-racial institution, it does not like to have individuals labelled as representing a particular racial group. They are elected as representative of the total membership of TUCSA, irrespective of the racial group to which they belong.

Of significance is the fact that of TUCSA's Vice-Presidents, two of the six are Coloureds; the First Vice-President of TUCSA being Coloured!

Of the Council's 11 specialist committees approximately half of the membership of these committees consist of members of the Coloured and Indian racial groups, and in addition, not only Coloureds and Asiatics, but also Africans are co-opted into serving on these Committees, in view of their specialised knowledge in certain subjects.

There are five Area Divisions as part of the structure of TUCSA and a classic example of how non-Whites actively participate in the activities of TUCSA, and in the decision-making bodies of the Council, is to quote the composition of the Officers' Committee of the Natal Area Division of TUCSA.

The Officers' Committee of this Area Division consists of five people — a Chairman, a Secretary/Organiser, and three other members. The Chairman and one of the other members of the division are members of the Coloured group.

TUCSA works on a system of universal suffrage for positions on the N.E.C. and the heads of TUCSA's various divisions in South Africa. This system of meritocracy is based on the fact that all functions

OFFICERS-BEARERS FOR THE NEXT YEAR

At Tucsas recent annual conference in Cape Town the new president and six vice-presidents who together comprise the Officers' Committee, which runs Tucsas day-to-day business, were elected.

Mr. J. Van Tonder, president; R. C. Weir, first vice-president; A. Motharbo, second vice-president; L. E. M. Schappert, third vice-president; J. Daniel, fourth vice-president; A. Petersen, fifth vice-president, and C. A. ... sixth vice-president.

... alternate members of the Officers' Committee, the highest number of votes in the Transvaal and ... participate on the committee when any of the other ... were also elected.

... L. R. Lindley, A. Klein, and M. B. Barnard. ... to the National Executive Committee who ... 80 kilometres of Tucsas headquarters in ... are: L. R. Lindley, A. Klein, M. B. Barnard, O. J. ... M. Kagan, B. J. Smith, A. Hammon, J. F. Barnard ... (Mrs.), B. Flush (Mrs.), G. Burrell. A further ... than 80 kilometres from Johannesburg were ... They are G. Munsook, J. R. Altman, C. Du Preez ... C. Barnard, N. Daniels, L. W. Allen.

Just EXACTLY what happened

The following is a detailed account of the events leading up to the attempted "gatecrashing" of this year's Tucsasa conference by a radical White-led Durban group, the Trade Union Advisory and Co-ordinating Council, to which five Durban-based African unions belong.

● At last year's Tucsasa conference in Port Elizabeth it was decided unanimously to amend the constitution to admit African unions as members. This was done and the Industrial Registrar was notified.

● On July 4 this year invitations were sent out to 24 African unions to attend this year's conference in Cape Town as observers.

● By August 12, five African unions in Durban, the Chemical Workers' Industrial Union, the Metal and Allied Workers' Union, the Transport and General Workers' Union, the Furniture and Timber Workers' Union and the National Union of Textile Workers, had not replied, and so Tucsasa wrote to them again.

● On August 25, a reply was received from one of the five unions, the National Union of Textile Workers, saying the union's executive committee had discussed the matter and decided to send two representatives.

● Tucsasa replied regretting that it had been decided that non-Tucsasa unions could only send one representative each and asking that the NUTW advise the name of the delegate by return of post. It explained that this was necessary if conference documents and identification was to reach the representative in time and pointed out that "only people who are accredited delegates and/or observers will be allowed into the conference, so you can appreciate the necessity for haste in this regard."

● Still no reply was received from the other four unions, but instead Tucsasa received a letter dated September 10 from the Trade Union Advisory and

Co-ordinating Committee saying that its affiliated unions (the five who had been invited) had appointed Mr. John Copelyn, Miss Junerose Nala, Mr. Alpheus Mthethwa and Mr. Omar Badsha to represent them at the conference.

● On September 12, Tucsasa's general secretary, Mr. Arthur Grobelaar, telephoned the TUACC and informed Mr. Omar Badsha, who took the call, that the five individual African unions had been invited, not the TUACC, and that a reply from the TUACC on behalf of the other unions was not acceptable.

● Mr. Badsha replied that "we choose to come as a group and not as five unions", complained that Tucsasa should be "more flexible" and said he would have to discuss the matter further with his colleagues.

● He telephoned back later saying the matter had been discussed, and they still wanted to attend as a group. He asked whether it was Mr. Grobelaar's "personal ruling" that only individual unions and not the TUACC could attend. Mr. Grobelaar replied that with eleven years experience as general secretary of Tucsasa he felt competent to interpret its constitutional requirements and that in his view the TUACC's letter was not an acceptable credential on behalf of the five unions which had been invited.

● Mr. Badsha said he would discuss the matter again with his colleagues and telephone Mr. Grobelaar again after the weekend, on the Monday. He did not do so.

● At the opening day of the Tucsasa conference, September 22, five persons, Mr. Copelyn, Mr. Badsha, Mr. Mthethwa, Miss Nala and Miss Irene Dlamini presented themselves to Tucsasa's credentials committee and announced that they represented the TUACC.

● When it was pointed out that no invitation had been extended to the TUACC they replied that they represented the five Durban African unions, and asked whether telegrams or telex messages from the unions would suffice to accredit them. The chairman of the committee, Mr. D. Benade, replied that he would have to see such before deciding

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● Meanwhile, Mr. Copelyn told the General Secretary that individual letters from the unions had been sent from Durban to Tucsasa's office in Johannesburg but had probably arrived there too late and that arrangements had been made for telegrams to be sent from Durban.

(When Tucsasa officials arrived back in Johannesburg after the conference they did indeed find five letters from the five unions waiting for them. The letters were all dated September 18 but the envelopes carried a September 22 postmark and the stamp of 7 pm, signed by someone "for secretary" of the union concerned.)

● On Tuesday morning Mr. Benade advised Mr. Copelyn's group that the telegrams could not be accepted as there was no indication they came from anyone in authority.

● Mr. Benade then reported to the conference that admission had been refused to five people claiming to represent five African unions which had been invited to the conference because their credentials were not satisfactory.

● The General Secretary was then asked to explain the background, which he did in detail. Mr. Benade's report and the General Secretary's explanation were unanimously adopted by the conference.

● During the tea break Mr. Copelyn's group handed out to conference delegates a statement in the name of the five Durban unions attacking Tucsasa for allegedly not consulting parallel African unions, for its policy of organising parallel African unions and for having "regional" African unions.

● Mr. Norman Daniels later rose at the conference to say that his union, the Textile Workers' Industrial Union of South Africa (the registered sister-union to one of the five Durban unions, the National Union of Textile Workers) dissociated itself completely from the statement distributed by Mr. Copelyn's group.

He said Mr. Copelyn had acted without authority in issuing the statement in the name of the NUTW, and it was up to that union to take appropriate domestic disciplinary action.

23/12/75.

STAR

Tucsa attacks support call by UK union

Labour Reporter

The Trade Union Council of South Africa has attacked a "shock resolution" by its British counterpart which calls for close liaison with the "exiled, communistic" SA Congress of Trade Unions (Sactu).

The resolution, conveyed to Tucsa by letter, also calls for the withdrawal of British investment in South Africa.

In these ways the British trade union movement could best assist its objectives of supporting policies "designed to produce majority rule in South Africa and Rhodesia and which will end the illegal occupation of Namibia by South Africa," the resolution said.

Tucsa has written to the British Trades Union Congress to express its serious concern and disappointment with the resolution adopted by the TUC.

Withdrawal of investment by British companies could "only bring hardship and suffering to the less privileged groups in South Africa" — the very people whom that policy was supposed to assist, Tucsa said.

Tucsa also re-emphasised that Sactu is no democratic workers' body, has no overt membership and functions only outside South Africa without funds from South Africa.

Tucsa believed Sactu was "merely a political instrument" seeking to introduce the communist doctrine and system in South Africa.

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GARMENT UNION 'EXPLOSION'

By HOWARD LAWRENCE

SUN-TIMES (EXTRA)
4/1/76

THE LID is about to blow off the Western Province Garment Workers' Union following the dismissal of two of the union's organizers for "misconduct" after a hastily convened meeting of the union's executive on December 17.

The two organizers are Mr Ernie Buckton and Miss Muriel Borez, both of whom rose through the ranks of the industry to become organizers. Both have more than 30 years' service in the industry.

The dismissal of Mr Buckton and Miss Borez took place on December 18. They were found guilty of "misconduct" and were not given an opportunity to give the executive their side of the case.

Reject

In an interview with me this week, Mr Buckton and Miss Borez made it clear that they rejected their dismissal as "unconstitutional" and they have instructed attorneys to inform the secretary of the union, Mr Louis Petersen, of this.

They also will demand a copy of the union's amended constitution if they do not receive one within a specified period in order to prepare their case, they will seek a Supreme Court order to force the secretary, Mr Petersen to furnish it.

"We will not leave this matter as it is," Mr Buckton and Miss Borez told me, "we intend fighting Mr Petersen and the union's executive at the highest level."

Mr Buckton and Miss Borez said they have been having "endless trouble" with Mr Petersen "because we are not yes-men".

"We have been critical of the manner in which the union is run and the actions of the officials, especially Mr Petersen who behaves as if he owns the union," Mr Buckton said.

Mr Buckton said he and Mr Petersen had their "first big clash" in 1972 when both attended an international conference in

Organizers will fight dismissals

using too much petrol which", he said, "is a ridiculous reason for dismissing me — if that is the reason — because after all I am an organizer and use a lot of petrol to get around and do my work."

Miss Borez said she got the impression that she had been fired "because when Mr Petersen accused Mr Buckton of using too much petrol Mr Buckton called me into Mr Petersen's office as a witness to the discussion and I agreed with Mr Buckton that the accusation was ridiculous. Apparently I am guilty of misconduct for standing up for the truth," Miss Borez said.

Story

The two dismissed organizers claim that they have since been informed that "the story given by Mr Petersen to the executive was not all that transpired and we were obviously not given an opportunity to put our side of the story to the executive, because this would have made it impossible to have us dismissed," said Mr Buckton.

Miss Borez said that since the Sunday Times began publishing articles about rank and file dissatisfaction with Mr Petersen and the executive

"there has been a witch hunt going on against people who do not want to play ball".

"There is an election coming along in March," Mr Buckton said, "and there appears to be a concerted drive to keep out people who could upset the way things are going now in the union."

They claimed that there is widespread revolt against the claims that Mr Petersen earns R1600 a month as secretary of the union, "yet he is also paid R14 for every union meeting he attends. It is felt that as he is a paid employee of the union he should not be paid extra for attending meetings — sometimes two or three a week — which is part of his job".

Mr Buckton also claims that two cars which were bought in 1969 as part of a fleet for union purposes "disappeared".

These cars "surfaced" recently and Mr Petersen made an offer to the executive for one of the cars which he bought for a nominal sum for his daughter.

Another car, valued this week by a Cape Town garage at "between R800 and R900" had been sold to an executive member,

Mrs Abader, for R350

"These are all the things we have been fighting against," Mr Buckton said, "and because we have fought we have been dismissed. That is the long and the short of it."

Trustee

He also said that a White woman had been appointed a trustee of the union three years ago "over the head of a Coloured man who had been voted a trustee in the Union ballot".

The White woman, Mrs Swanepoel, had not been voted by the workers to be a trustee, yet she had the power, and has used it for the past three years, to countersign the union's cheques while the worker-elected trustee had not signed a cheque since being elected.

Recently, Mrs Borez added, Mr Petersen's son, who was appointed without a vote from the workers as assistant secretary, "had smashed a brand new car and the executive simply voted to buy him a new one".

"This is worker money being thrown around in this way and yet few people know it is being done," Miss Borez said.

Both Mr Buckton and Miss Borez are compiling a list of what they call "gross mismanagement of worker trust by the executive of the Garment Workers' Union", which they will produce in support of their Supreme Court application for reinstatement as union organizers.

Election

"We intend bringing these matters to the attention of the garment workers before the March election, because we feel it is imperative that the Coloured garment workers of the Cape — all 45 000 of them — know exactly how their affairs are being run by the present executive of union," said Miss Borez.

ECONOMICS I, EXAMINATION 1971
Section C. Multiple Choice Questions.

If you usually attended economics lectures in the morning please put a cross (X) in the above box.

(leave this box empty)

NAME
(initials) (surname)

Question Correct Answer
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he had had arguments with Mr. Petersen over the fact that Mr. Petersen was a White man in charge of a trade union which has 45 000 Coloured and only 500 White members.

Feud

"Since then we have been having what amounts to a running feud over the way things are done at the union," Mr. Buckton said.

Mr. Buckton and Miss Borez both claimed that many of the decisions taken by the union's executive and the secretary are not constitutional and we intend proving this in the very near future.

As far as he could ascertain from a clash between him and Mr. Petersen, he had been dismissed for

F.M. 30/1/76

TALK AT THE TOP

*'We will
realise
how damn
silly we
have
been'*



Lief van Tonder... Tucsa president

Ronnie Webb... Tucsa senior vice-president

*'It's time
to scrap
the
jobs
barrier'*

Tucsa's two generals

"Somehow I felt I would be happier serving the underdog." So E P ("Lief") van Tonder resigned his job as foreman of a large printing works and became an official in the SA Typographical Union.

"I had no idea I would ultimately become general secretary of the union." But he was unanimously elected to the post in 1972 and in September last year became president of the Trade Union Council of SA (Tucsa)

He had already served Tucsa as a vice-president for several years.

Soft-spoken and introverted, Van Tonder hardly fits one's image of the leader of 210 000 White, Coloured, and Asian workers, but he speaks with a quiet authority and commands wide respect for forthrightness and integrity.

Van Tonder is also a member of the Apprenticeship Board, an alternate on the Unemployment Insurance Board, and was recently appointed to the Prime Minister's Economic Advisory Council in place of the late Tommy Murray.

He doesn't underestimate the difficulties facing SA labour.

"Any employer who dared to indenture a Black as an apprentice would face unrest on the shop-floor. We can only try and educate our members to accept the inevitable.

"One big grievance of the unions is the tendency among employers to pay Blacks lower wages. This is one of the main reasons why there is this tremendous resistance among Whites to giving Blacks a place in the sun."

But Van Tonder is not "unduly pessimistic" about the labour scene.

"If left alone we will sort ourselves out and then look back and see how damn silly we've been with our inborn prejudice against people of other races and colours."

His ambitions for his term of office as head of Tucsa lie in this direction.

"If we can make rapid progress in influencing our membership, to accept the inevitable changes urgently needed, I will feel I've done my bit. We must open up job opportunities on merit."

There's not much time for hobbies. "As a printer I've worked just about every weekend of my life. But I'm a very keen do-it-yourself man around the house."

One of Van Tonder's top lieutenants is Ronnie Webb, senior vice-president of Tucsa and boss of the Motor Industry Combined Workers' Union.

Webb has come up the hard way. "When I left school in 1945 job opportunities for Coloureds were extremely limited."

Eventually, however, Webb rose to become a manager in an appliance firm.

"I was accepted at face value as a White, but I became increasingly frustrated living a dual life." So he left Durban for Johannesburg, and set up his own business. It failed.

Shortly afterwards, Webb was persuaded to set up a branch in the Transvaal of the Combined Workers' Union, which was then operating only in the Cape and Natal. That was in 1968, and three years later he took over as general secretary of the national union.

In 1972 Webb became the first Coloured man ever to be elected a vice-president of Tucsa.

He has twice visited the United States on leadership exchange schemes, and has also toured the UK as a guest of the Foreign and Commonwealth Office. "It's pretty frustrating getting back to SA after these trips, but it is a matter of striving to bring about the same sort of situation in your own country. Some limited progress has been made, but it needs to be stepped up considerably. Most certainly, time is not on our side."

Webb speaks gravely of growing Coloured bitterness and resentment. He has become one of SA's most articulate and well-informed spokesmen on the housing shortage, which in many areas of the country has reached desperate proportions.

He also speaks forcefully about the frustration which the jobs colour bar causes. "It is retarding the Coloureds' economic progress and development." My union is inundated with applications from youths whose sole ambition in life is to become motor mechanics, but because of the colour bar we cannot assist them."

Webb has always been a keen sportsman, and captained the Transvaal Coloured rugby team for seven years running. But he no longer has the time to devote to it.

GARMMENT UNION

'WAR' HOTS

SUN. TIMES (Extra) 8/2/76

THE intense behind-the-scenes struggle among Cape present executive and general secretary of the union "warfare" this week when both sides bombarded garment workers with pamphlets to promote their respective causes.

The pamphlet "war" came on the eve of the closing day for nominations to the executive, Friday, will probably continue until the elections of officials next month.

The "rebels", I was told this week, have submitted a list of names of people with whom they want to replace the present executive, to the Garment Workers' Union.

None of the union's top officials were in Cape Town on Friday to confirm this as the secretary, Mr Louis Petersen, his son, assistant secretary Mr Cedric Petersen, and chairman, Mr O S Naidoo, were reported to have flown to Pretoria to see

Pamphlet 'attack' on workers

the Registrar of Trade Unions about extending the Garment Workers' Union's permission to be a "mixed" union.

In an interview earlier this week, Mr Cedric Petersen told me that the present officials of the union had done much for the garment workers and handed me pamphlets put out by the Cape Clothing Industry Provident Fund which offered members plots for sale as well as loans to purchase or build homes.

Assistant to his father, said, came about the result of an appointment of an appropriate executive of the union had not been made by his father. The appointment had not been advertised.

Mr Petersen said that the reason one had seen the sheet is "because I asked for it".

In a pamphlet "Stand Firm" by

By HO

Union", the workers have been campaigning to remove the present executive and secretary, were called "traitors".

A list of what is as "achievements" of the present secretary and executive was also included in the pamphlet.

But the dissidents have formed committees all over the Cape and have come back with this week.

Asked about the



Mr Cedric Petersen "We have done much for the workers"

11-186
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Bursaries

He also handed me a pamphlet sent out to workers last week which informed them that members can apply for bursaries for their children who want to go to university and indicated that a number of children of members had been assisted already — including two who have since become doctors.

Mr Petersen said the union also has a funeral

PETERSEN

TO STOP RE

SUN. TIMES (EXTRA) 1/4

MR LOUIS PETERSEN, secretary of the Garment Workers' Union of the Western Cape, this week made a significant move to counter a growing revolt against himself and the present executive of the union when he sent a list of the present executives' names with nomination forms which have to be in by Friday, February 6.

Garment continue

But an action committee of workers selected from groups which have been propagating the removal of Mr Petersen and the present committee countered this on Thursday night by nominating their own choice for the executive posts. The names of the proposed new executive will be distributed to factories this weekend and next week.

The election of officials for the union — who will hold office for the next three years — only takes place in March, and the fact that Mr Petersen has sent out nomination forms already is being seen as an attempt to forestall the growing dissatisfaction among workers with him and the present executive.

The revolt, which began in August last year among a small group of workers and shop stewards, has snowballed and the action committees which have been having meetings of workers all over the Peninsula feel "reasonably confident" that they will succeed in replacing most of the present executive whom, they claim, have let the workers down over the past few years.

Wages

One of the most telling charges being levelled at Mr Petersen and his executive is that garment workers wages have increased by only 85c a year over the past 11 years.

ing industry is one of the biggest industries in the Cape and they make big profits," one worker said this week.

Workers also claim that Mr Petersen and the present executive "have leaned over backward to accommodate the wishes and negotiations of the bosses with the result that garment workers, most of

these are a number of claims that they violated the constitution by authorising expenditure on several occasions, of more than R2 000 when the constitution specifically states that any expenditure over R2 000 must first be authorized by a general meeting of workers.

I was told that the union executive violated

By HOWARD LAWRENCE

whom, are highly skilled people, are among the lowest paid workers in the Cape."

Workers were incensed in November last year when it became known that Mr Petersen had settled for a weekly wage for a skilled machinist, for example, of only R22,50 a week, when he had told a general meeting that he would not settle for a wage of less than R27,50.

The fact that Mr Petersen, who led the negotiations with the bosses on behalf of garment workers did not first report back to a general meeting before accepting only R22,50 is being held against him by most work-

this clause in the constitution when they decided to buy a fleet of new cars last year worth almost R20 000 and that it was violated again after one of these cars was written off after an accident and another costing over R4 000 was bought to replace it.

Workers also claim that the executive, without first consulting a general meeting, had decided to sponsor the costs and entertainment of last year's Tucsa conference in Cape Town and that this also cost the garment workers more than R3 000. The union executive also sanctioned the purchase of two

principle" to the building of a new building to house the offices of the union, but that this was not referred back to them and neither were they told that the project would cost nearly R2m.

It is felt that the union should have instead used this money to establish a housing scheme for workers, many of whom are living in dire straits because of lack of housing in the Cape.

They claim that although the union itself has a fund through which it is supposed to help workers buy or build homes, "it is virtually impossible to get at this fund through White workers who number a total of only 400, have been given loans to buy or build homes," one worker said this week.

There is also widespread dissatisfaction with the action of the executive

in appointing Mr Petersen's son, Cedric, assistant secretary, out the matter referred to the workers.

Successor

This appointment of Mr Cedric Petersen, who is the natural son of Mr Louis Petersen, who, it is claimed, earns R1 600 a month and drives a luxury car was bought by

An action member appointed last week to garment workers to "seriously think these and other which the union because it is time garment workers of the present and the executive a new team of ranks and are concerned about the

1. 135
2. 135

PETERSEN'S CLAIMS ARE REFUTED BY WORKERS

By HOWARD LAWRENCE

THE GARMENT WORKERS' Action Committee which has been campaigning to have the present executive, general secretary and assistant secretary of the union replaced by a new set of people, this week replied to statements made by the secretary, Mr Louis Petersen, in an interview with a Coloured weekly newspaper which had put questions to him being asked by union members.

Asked about the workers' grievance to get them a top wage of R27,50 a week, but that he had settled for only R22,50 a week, Mr Petersen said that the general meeting had decided that he should accept "the best possible conditions in the November negotiations with employers, and denied that he had said he would get a minimum of R27,50 a week for top hands

**'He is not
the man
for us'**



MR LOUIS PETERSEN . . . says he is being under paid

the contractor's letter giving the estimated costs was read to workers and was approved by them

business and also that that fleet as well as the one bought last year cost more than the R3 000 maximum expenditure al-

But the action com

By Howard Lawrence

① 184
② 135

New branch for union

STAR 16/2/76

Labour Reporter

The Garment Workers' Union of South Africa opens a branch in Bloemfontein next week to cater for its estimated 250 members in that city.

"Bloemfontein has been declared a Coloured

people's growth point and the prospects for more clothing factories being established there are good," said the union's general secretary, Mr Adam Klein, in Johannesburg today

He said almost all the workers in Bloemfontein's three large and several smaller clothing factories were Coloured people. The few Blacks in these factories would be offered membership of his union's sister union, the Black National Union of Clothing Workers

A part time training course for shop stewards is to be run for about 10 days by Mr Dick Whitworth, the education officer of the Trade Union Council of South Africa.



RDY 17/2/76

The woman who works for the workers

① 135
(2, 138)

SHE'S half tyrannical when giving advice and she has at least five conversations going all at once "Ja, hallo darling, take a seat, shalom, dankie — in die kantoor"

Simultaneously into the telephone and to the stream of garment workers who pop in and out of her small office, Sarah Chitja Khali, Assistant General Secretary of the National Union of Clothing Workers, copes

And if abrupt at times, it's always with a warm, well-rounded laugh

Recently back from an intensive three and half month course at the Afro Asian Institute in Israel — she is ready to impart what she's learnt to her union

The course, attended by 68 delegates from 24 underdeveloped countries, ran lectures, seminars and study groups on a wide range of subjects to do with economics and labour which was her speciality

The presence of a South African was something of an oddity. While South Africa has to a certain extent not used its labour force to the best advantage — it isn't strictly speaking an underdeveloped country

Resources

Every delegate was asked to present a paper at the Institute. In her paper, Sarah Khali said, "It is regrettable that for years South Africa has neglected its most crucial asset — human resources. The Black population has for many years been regarded as a pool of unskilled cheap labour but the needs of the industry and the workers themselves has long passed this"

She found the organisation of labour in Israel interesting. The Histadrut — labour organisation, has training facilities and

PERSONALITY Vita Palestrant

had a long struggle for official recognition

The Native Labour Act passed in 1953 barred Blacks from belonging to registered trade unions. Until then Black women had been better off than their men, not being pass bearers. They were allowed to belong to the White and Coloured Garment Workers Union. But by 1959 they were also forced to carry passes and had to leave

Blacks formed the National Union of Clothing Workers that year. Not being a registered union they depend on their parent Garment Workers Union. Whatever the registered union achieves applies to both unions

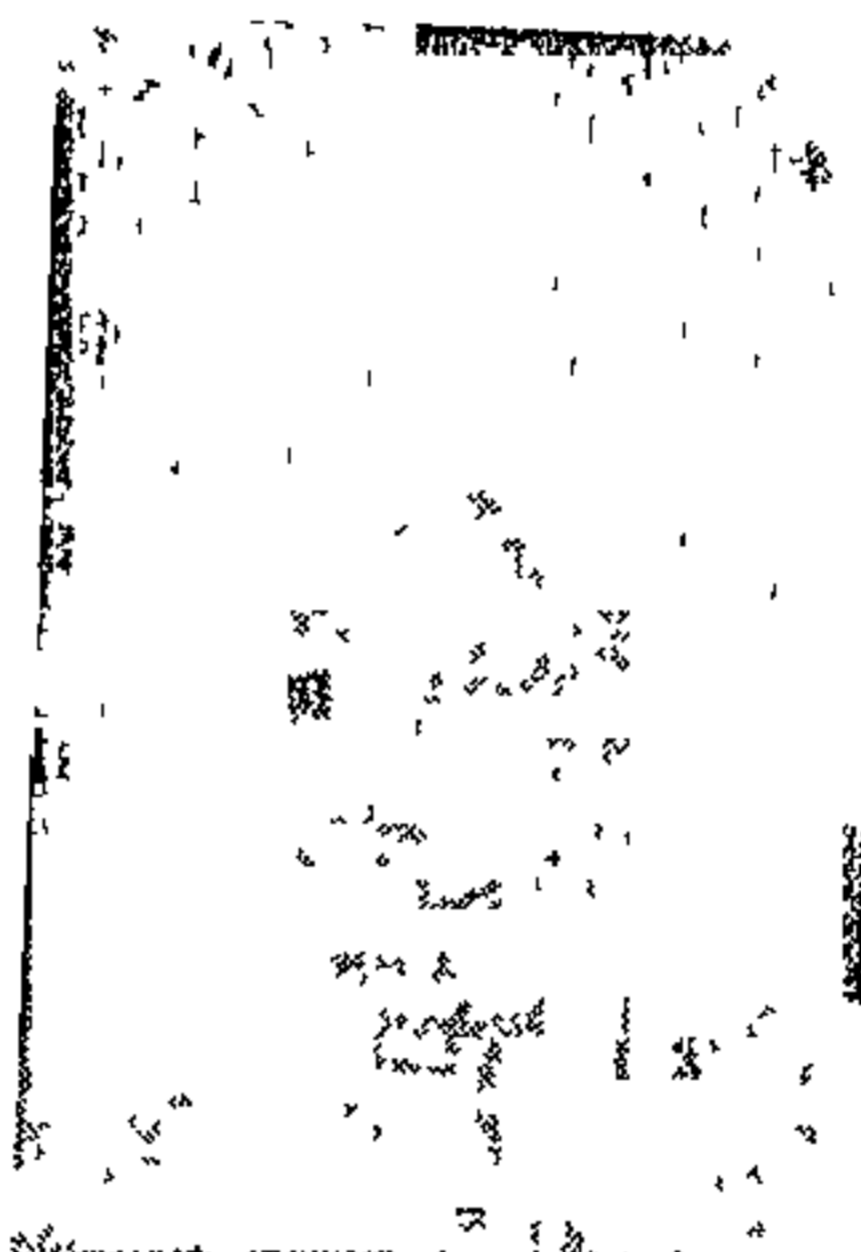
Part of her course was spent on a moshav or collective settlement. The mechanisms of motivation fascinated her

"Motivation is no problem on the moshav — its benefits are shared by all. Lazy people become conspicuous quickly enough"

She pointed out that the moshav is "very akin to the traditional African way of life — land is collectively owned and labour is shared"

She attributes much of the motivation she found in Israel to the togetherness of the people and feels that it is through common suffering that this is so

Born and bred in the racially mixed environment of Vrededorp she believes that if Blacks and Whites can work together, they can also live together. "Blacks have been urbanised for so long — how can they identify



Sarah Chitja Khali

let alone vote for the homelands, a place most of them have never been to"

Her roots are very much in industry and the city

After leaving teaching in 1941 Sarah joined the garment industry and by 1943 she was elected to represent garment workers. Since then she has dedicated herself to improving the lot of workers, investigating backyard factories in the border area, organising strikes and solving individual workers problems

Just before the closing ceremony on the course she realised that she was the only delegate without a flag. "I rushed off to the South African embassy. They were terribly friendly and wanted to know why I hadn't popped in earlier and gave me a flag. South Africa was as fully represented as any other country"

The Institute also made it known that it hoped to strengthen its ties with South Africa

S. African banned

17/2/76 Mercury Correspondent

JOHANNESBURG — An international trade union federation due to host union leaders from African countries at a seminar in Germany, has barred Mr. Adam Klein, general secretary of the Garment Workers' Union, because he is a White South African.

Mr. Klein was due to attend the seminar with four Black trade unionists from South Africa, Mr. Tom Mashini, Miss June Rose-Nala, Mr. Sam Lekeba and Mr. Gura Puckree.

(1) 135

(2) 748

UNION ACTION MAY SEEK A COURT ORDER

By HOWARD LAWRENCE

SUNDAY TIMES
(Extra) 22/2/76

THE ACTION COMMITTEE of the Garment Workers' Union (Western Cape) which is organizing to remove the present executive committee and general-secretary of the union will decide this week whether to apply for a Supreme Court interdict "to restrain officials and organizers and shop stewards of the union from obstructing its members who are exercising their rights in terms of the union's constitution".

Action Committee members received complaints from supporters this week that shop stewards in some factories have prevented members from circulating a petition to get the 600 signatures needed to change the way votes are handled in next month's election of a new executive.

The petition is being circulated in terms of Section 7(1) and 11.(1)(a) of the Garment Workers' Union constitution. It demands that a ballot of members be conducted to direct the Central Executive Committee that the forthcoming election for a central executive committee.

"Shall be organized, supervised and scrutinized by independent persons, not in any way connected with the trade union, as members thereof, or employees thereof, nor shall they be members of the families of members of the trade union officials or the staff thereof, nor shall they be officials or members of the staff of the Industrial Council for the Clothing Industry (Cape) or members of their families and such independent persons shall be appointed by the trade union's auditors"

The petition further asks that "the ballot shall direct that the issuing of

employees who are members of a trade union to organize themselves and I give the assurance that no employees of ours are in danger of losing their jobs because support of either the Action Committee or the officials of the union

"If any threats are made against workers that they will lose their jobs, the matter should be brought to the attention of the Pep headquarters," the spokesman said

The managers of the Pep factories, he said, would be informed of this decision

The attitude of the Pep

group was hailed by the Action Committee this week as "the attitude of enlightened and progressive employers who realize that workers who are dissatisfied, for any reason, affect production adversely"

"We are positive that their employees will appreciate their attitude in no small measure," an Action Committee spokesman said, "and we hope that other employers will follow their lead"

Meanwhile, hundreds of garment workers have indicated by letter and telephone calls to the Sunday

Times as well as personally to Action Committee members, that they support the move to elect a new executive and general secretary.

They have also been submitting complaints against the union, the most widely quoted one being that many qualified machinists, some of whom have been qualified for 12 years and longer are still receiving only R20,50 a week at some factories, instead of the new disputed rate of R22,50 a week which came into effect on December 13 last year.

Many are also question-

Mr L

ing the officials are... ing the get from point they the sickly provident they from their "The are finally their

(1) 184
(2) 135

Star 26/2/76.

Black union in 'breakthrough'

Labour Reporter

The interrelationship of Black trade unions in the Transvaal will not suffer as a result of the decision by the largest Black trade union to join the multi-racial Trade Union Council of South Africa.

"There will always be a need for Black trade unions to meet as a group and to consult one another on matters of common interest," said Mr Dan Tau, leader of the Black South African Chemical Workers' Union and secretary of the consultative committee of Black unions in the Transvaal.

Mr Tau said the 23 000-strong National Union of Clothing Workers had consulted the other 10 Black unions on the consultative committee on its intention to join TUCSA.

"We hope other Black unions will follow this example if they intend joining TUCSA," he said.

The decision is seen as a major breakthrough for TUCSA which so far has only three affiliated Black unions with a total membership of about 1 500.

By its sheer size, the National Union of Clothing Workers is seen as holding a leading position in the Black labour movement.

And it enjoys the de facto recognition of the employers in the industry it serves.

The NUCW's affiliation to TUCSA is now only a matter of "administrative formality," according to Mrs Sarah Chitja, the union's assistant general secretary.

"We believe TUCSA membership will strengthen our union."

(1) 135
(2) 138

RDM 26/2/76

(1) 135
(2) 138

Black clothing workers rejoin Tucsa

By CLIVE EMDON
Labour Correspondent

THE National Union of Clothing Workers, the largest African trade union, with 23 000 members, has decided to rejoin Tucsa

This at a time when the State threatens to bar up to 8 000 workers in the industry from their jobs under the Physical Planning Act

The decision to rejoin Tucsa was taken by the union's 17-member executive unanimously and backed yesterday by a meeting of 300 shop stewards in Johannesburg

The union is the first to rejoin the council after Tucsa barred African unions from its membership in 1969. The union left a year before.

The winning back of the NUCW is certainly a masterful move by Tucsa, at a time when it needs to gain an image abroad of being representative of South African workers

Nine other Black unions which had formed a consultative committee of unions with the NUCW were informed a week ago by Mrs Lucy Mvubelo, the clothing union's general secretary, of the decision to rejoin Tucsa.

Some may follow suit, but the stronger unions, such as the 8 500-member Engineering and Allied Workers' Union, are unlikely to as they regard Tucsa with suspicion because of its policies and 1969 decision to bar Africans

Mrs Mvubelo confirmed yesterday that the threat of retrenchments in the clothing industry as a result of State action under the Physical Planning Act was very real, and the union hoped to gain new muscle, through its affiliation to Tucsa, in resisting it

Under the Act job ratios of African workers in the clothing industry on the Witwatersrand were specified and pegged at 12 000 in 1968. At present the union has 20 000 members working on the Witwatersrand - thus jobs of 8 000

BLACK UNIONS: TUCSA'S COUP

Tucsa seems to have pulled off a major coup. The news this week is that the 23 000-strong National Union of Clothing Workers, SA's biggest African trade union, will apply for affiliation.

Although Tucsa decided to readmit Africans in 1974, Black unions have been reluctant to join (only three have done so, and they are regarded as mere adjuncts of White unions by most African unionists). Suspicion that Tucsa is more concerned with international credibility than with African worker demands remains, and few have forgotten Tucsa's 1968 decision to expel Africans. Black trade unionists have also pinned their hopes on a co-ordinating body of their own, preferring to consolidate Black unity before considering closer links with Tucsa. The NUCW decision should thus be a major feather in Tucsa's international cap.

Says NUCW's Lucy Mvubelo: "If we affiliate, we can persuade Tucsa's unions to organise African workers. An African

co-ordinating body would be unrecognised and has no power to influence industrial legislation. We are faced with retrenchments in our industry, and Tucsa can exert pressure on legislators on our behalf. The idea of a Black co-ordinating body is now out of the question, as Tucsa will only accept applications from individual unions."

Nor did she feel that Black union unity would be impaired by the decision: "I have informed the other Reef unions of our plans, and they have endorsed them. Some, in particular the Engineering and Allied Workers' Union, have expressed interest in following us."

The only opposition Mvubelo expects is from the five Trade Union Advisory and Co-ordinating Council (TUAAC) unions in Durban. She is critical of the Durban unions, arguing they have made little headway.

Will other Black unions follow Mvubelo's lead? It seems unlikely, judg-

ing by a statement issued this week by the Reef Transport and Allied Workers' Union: "There is no evidence that affiliating to Tucsa will bring about co-operation from registered unions."

"Tucsa unions have failed African workers in the past, and Tucsa's re-admission of African unions is not enough. Only when Tucsa-affiliated transport unions make specific undertakings to improve by negotiation the disadvantaged position of Africans in the areas of wages and working conditions will we be in a position, with other Black unions, to consider recommending to our members co-operation with Tucsa."

TUACC, while unwilling to comment on the NUCW's move, is known to be opposed to joining Tucsa until such changes are made. So Tucsa may have won a battle — but more than a decade of misgivings will have to be removed and a lot more sympathy to Black workers shown before they win any wars.

① 135
② 138

Black union to rejoin Tucsa

DD
27/2/76

JOHANNESBURG — The National Union of Clothing Workers, the largest black trade union, with 23 000 members, has decided to rejoin the Trade Union Council of South Africa at a time when the state threatens to clamp down on 8 000 workers in the industry under the Physical Planning Act.

The decision to rejoin Tucsa was taken by the union's 17-member executive unanimously and backed by a meeting of 300 shop stewards here.

It is a historical one, as the union is the first to rejoin the council after Tucsa barred unions from its membership in 1969. The union left a year before.

Tucsa is comprised of 62 unions with a total membership of 211 000. These are unions mainly with white, Coloured and Indian membership. But three small black unions, with 1 300 members also belong.

The winning back of the National Union of Clothing Workers is certainly a masterful move by Tucsa, at a time when the needs to gain an image abroad as being a representative federation of union of South African workers.

Nine other black unions who had formed a consultative-committee of unions with the NUCW were told last week by Mrs Lucy Mvubelo, the clothing union's general secretary, of the decision to rejoin Tucsa.

Some may follow suit, but the stronger unions such as the 8 500-member Engineering and Allied Workers Union are unlikely to as they regard Tucsa with suspicion because of its policies and 1969 decision to bar blacks.

Mrs Mvubelo has confirmed that the threat of retrenchments in the clothing industry as a result of state action under the Physical Planning Act was real and the union

hoped to gain new muscle through its affiliation to Tucsa in resisting it.

Under the Act job ratios of black workers in the clothing industry of the Witwatersrand were specified and at 12 000 in 1968.

The union now has 20 000 members working on the Witwatersrand.

Referring to her union as being separate to the Garment Workers Union which represents 9 000 white, Coloured and Indian workers, Mrs Mvubelo said "We would have preferred an integrated union but have accepted the division because of the law. We support Tucsa policy, and have practised it ourselves. Our rejoining them will strengthen our ranks."

She said the step would be an example to other black unions — "and I believe some will follow us."

The decision by Tucsa in 1969 to bar blacks was taken when unions representing 68 000 members bringing in R16 000 over two years, withdrew because of Tucsa's race policy.

The decision was reversed in 1974.

Mrs S. Chitja, assistant general secretary of the union, said: "We want to show South Africa it can only survive if the workers stand together."

"We stand for integration into the community — that is why we are going into Tucsa. We must sacrifice our pride in doing this. We will fight from within Tucsa for rights of all workers," she said.

Mrs Mvubelo told the meeting the union had left Tucsa in 1968 because the government had wanted to take action against the organisation owing to presence of the black clothing workers union.

Affiliation to Tucsa will cost the union upwards of R6 400 a year. — DDC.

(1) 135
(2) 138

(1) 135
(2) 138

Mixed ^{R.D.M.} reaction ^{27/2/76} to union's move

By CLIVE EMDON
Labour Correspondent

THE DECISION by the 23 000-strong National Union of Clothing Workers to join Tucsa has been welcomed by the Trade Union Council. But the militant Transport and Allied Workers Union has openly opposed the move saying there seems to be no purpose in Black unions seeking Tucsa affiliation.

Mr Arthur Grobbelaar, Tucsa's General Secretary, said yesterday: "We hope this lead by the clothing union will be followed by other African unions.

"It is our belief that we cannot afford to have division in labour. This is true for Whites as well as for Blacks."

He said that, in order to practice meaningful detente in South Africa, it was essential for all organisations and institutions to encourage affiliation with Black groups and to have meaningful partnership with them.

The Transport and Allied Workers' Union — representing 800 African bus drivers — in a statement yesterday said: "There is no evidence that affiliation to Tucsa will bring about cooperation for Black unions with the registered unions.

"Tucsa unions have failed African workers in the past.

"Only when Tucsa-affiliated transport unions undertake to improve by negotiation the disadvantaged position of Africans in wages and working conditions will we be in a position, with other Black unions, to consider recommending to our members cooperation with Tucsa."

Mr Grobbelaar said yesterday that Tucsa could not give such guarantees. "We can't compel our White unions to cooperate with Black unions — we can only influence them. We have rules that prevent the council from interfering in the domestic affairs of any union."

"I think that, by participation in the council's activities, African unions

Union rebels will carry on talking

SUN TIMES (EYKA)

14/3/76

By HOWARD LAWRENCE

THE ACTION COMMITTEE which has been organizing a revolt to remove the present executive and secretary of the Garment Workers' Union of the Western Cape issued thousands of pamphlets this week entitled "We haven't stopped talking Mr Petersen".

The pamphlet states that workers are still talking "and most of the time", it states, "we are talking about you, Mr Petersen." Mr Petersen is the general secretary of the union

"You", it states, "have been secretary of our trade union for over 20 years and have led all negotiations for wage increases during that time so we thought we would take a look at what you have achieved — or, to be more exact, at what you have failed to achieve."

In 1948, the pamphlet states, a machinist was paid R8 a week. Machinists, it continues, are probably the most important employees in the clothing industry and represent the majority of the workers in the trade.

After 28 years, it continues, "we machinists are being paid the magnificent wage of R20,50 a week

Sweat

"Remember, Mr Petersen you were not going to accept less than R27,50 a week, but you did. Just remember this, Mr Petersen, when you drive to our offices at 11am each morning in the magnificent Mercedes Benz motor car paid for by us — with our sweat. Think when you draw your R1 600 a month you are paid by us.

"A very conservative calculation of the increase in the cost of living since 1948 has been put at 320 percent. This means," the pamphlet states, "that to have kept pace with this increase a machinist

"Since then", it states, "they have been moved far away and bus and train fares have taken a big slice from their wages.

"On the wages you have negotiated for them, Mr Petersen," the pamphlet continues. "They are lucky to be able to afford any form of transport to get to and from work"

The pamphlet also deals with the Industrial Council's sick fund and says that Mr Petersen led all the negotiations for the agreements containing the sick fund clause for the past 22 years and he, it states, "must take full responsibility for the disgusting rate of sick pay being paid at present"

It points out that in 1948, for a contribution of only five cents, machinists were paid R4 a week when they had been off work for three days or more

This represented 50 percent of their wage

"Today, after a similar period of absence due to certified sickness, a machinist receives only R8 a week and they are paying now 20 cents a week to the sick fund"

In terms of Section 21 (a) of the Factories Act, where there is no industrial council sick fund, the pamphlet points out, "the employer is obliged to pay full wages for a period of two weeks every year in respect of illness. What is more," it continues, "in certain circumstances, no certificate is required for the first two days of sickness"

"With our sick fund," it states, "under the regulations for which you and your executive are responsible, nothing is paid for the first two days and we get, as machinists, a ridiculous R8 a week"

should now be earning at least R25,60 a week. This means that our real wages have decreased since 1948. In addition, the general standard of living of all people in South Africa has risen at between two and three percent a year.

If this had been taken into account, machinists would now be earning at least R30 a week.

"No wonder," the pamphlet exclaims, "employers are making fortunes, and who can blame them for taking advantage of a pathetically weak trade union leadership."

Another point made in the pamphlet is that in 1948 most of the clothing workers lived within walking distance of the factories.

184

2/135

Unionists off for 'detente effort'

(1) 134
(2) 135

Labour Reporter

Nine South African trade unionists — bent on "building bridges with Black Africa" — are due to fly to Dublin, Ireland, this week.

Four colleagues, already abroad, will join them to muster a total of four Black, three Coloured, three Indian and three White delegates from South Africa at next week's four-yearly congress of the International Textile, Garment and Leather Workers' Federation.

The week-long congress hoped to climax in the establishment of an all-Africa committee of the federation. But it is feared that anti-South African elements within the federation may jeopardise what the South Africans regard as a major detente effort.

Senator Anna Scheepers, who became the first and only woman on the federation's general council in 1968, is undaunted by indications of anti-South African sentiment.

DISCRIMINATION

"We shall take the strongest exception to any discrimination against us because we have followed a non-discriminatory line for many years," she said from Cape Town.

She pointed out that South Africa's strongest Black trade union might not exist if it had not been for her own union, the Garment Workers' Union of South Africa.

"We pioneered the organisation of Black workers in South Africa about 40 years ago and fought a successful court action in 1942 for the trade union rights of Black women," she said.

"We cannot take any blame for discriminatory legislation which we have firmly and incessantly opposed."

(1) 184
(2) 135

SUN. TIMES (EXTRA)
28/3/76

Ex-member challenges union man Petersen

By HOWARD LAWRENCE

MR CASSIEM PANDIT, a Cape Town father who has been a garment worker for 25 years, issued a challenge through the Sunday Times this week to Mr Louis Petersen and the executive of the Garment Workers' Union to allow him to address the union's general meeting on April 8.

Mr Pandit stopped being a union member six years ago because, he says, he was not happy with the way the union was run.

He has since applied "several times" for reinstatement, "but the only responses he has received from the union is that his application is being considered."

Mr Pandit's employer has also made an application for Mr Pandit's reinstatement, but this too has met with "diversionary tactics" according to Mr Pandit.

"I have never been suspended or expelled," Mr Pandit said, "although some people have tried to give out that this is why I have not been a member."

Pamphlet

Mr Pandit said he had read the pamphlet put out by Mr Petersen in which the action committee fighting for his removal was attacked as being "miserable and misguided cowards" and he felt that Mr Petersen needs to be answered.

"I challenge the union to make it publicly known why they refuse to reinstate me as a member of the union — a membership which defaulted through a technical error

... or if they refuse to so, to allow me to address the general meeting of the union on April 8, so that I can challenge Mr Petersen on the points he has been challenged by the action committee."
Mr Petersen made it known at a shop stewards' meeting on Wednesday that he earns "only R1 100 a month salary"

Daily Disp. 7/4/76

Union award for woman

EAST LONDON — The South African Typographical Union's silver emblem of merit will be awarded to Miss M. R. Seeber of East London on Saturday.

Miss Seeber is only the second woman to receive the award in the union's 75 years. Only 77 other people have received the award.

The secretary of the East London branch, Mr D. S. Patrick, said: "There's nothing about the branch, Miss Seeber doesn't know. This, together with the fact that she has taken on so many extra duties over the years, is the reason the committee recommended she get the award."

Miss Seeber joined the staff of the Daily Dispatch in May, 1927 as a general assistant. She left in 1934 to go to Durban, but rejoined the Daily Dispatch when offered a position in charge of the binding department.

In 1941 Miss Seeber joined

the Waafs and served with them until 1945, attaining the rank of sergeant.

She then rejoined the Daily Dispatch. In 1959 Miss Seeber left to join the typographical union where she has been ever since.

In 1962 Miss Seeber was awarded the bronze emblem for 30 years unblemished membership of the union.

Miss Seeber has no in-

tention of retiring for the foreseeable future. And when she does? "The branch will be quite at a loss without her," Mr Patrick said.

In her young days, Miss Seeber played badminton for Border and was the Border singles and doubles champion. She was born in Fort Beaufort in 1912 and went to school at the Sacred Heart Convent in East London. — DDR

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② 135

Union Secretary

under fire

National Student
6 April 1976

A new action group has been formed within the Garment Workers Union in an attempt to voice some of the deeply felt complaints against the executive from among the members of the Union. The Garment Workers' Union is one of the largest trade Unions in South Africa with a predominantly "Coloured" membership of 45,000.

Grievances stem from the fact that the latest round of negotiations by the powerful union brought a minimum wage determination of only R22,50 (which becomes operative only in 1977). The complaint that "the union and the bosses are in it together" is particularly interesting given the dependence of the competitive clothing industry on cheap labour.

In contrast to the wages of workers, the General Secretary of the Union, Mr Louis Petersen, it is claimed, earns R1,600 00 a month, has an expense account, drives a union owned Mercedes Benz, and also is paid extra for each union meeting he attends.

A charge of nepotism also has been levelled against secretary Petersen. His son Cedric Petersen is at present the assistant secretary and it is alleged, is being groomed for the leadership. Other claims are that Mr Petersen's brother-in-law has a furnished flat in the Union Building and that Mr Petersen's daughter is also employed by the union.

With accusations and denials flying back and forth daily, it remains clear that there is a startling contrast between the wealth of the union and the poverty of the workers.

The union has a closed shop agreement. Through the workers' contributions the union receives roughly R432 000 per year from subscriptions alone. In contrast since 1948 the real wages of a machinist have declined. One woman at a large clothing factory in Salt River receives R23 a week after 30 years of continuous service. She is not atypical of the clothing industry or of South Africa generally.

11/4/76
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THURSDAY night's general meeting of the Garment Workers Union had to be adjourned to an unspecified future date when an estimated 2 500 garment workers exploded in anger and uproar against the general secretary of the union, Mr Louis Petersen and the present executive amidst chants of: "We want Petersen out".

The meeting refused to endorse the minutes of the previous general meeting because, they claimed, there were omissions and distortions in the minutes read by Mr Petersen.

They became incensed when word was spread that young boys who were giving out Action Committee pamphlets outside the hall, had been picked up by police who patrolled the area in four vans.

The secretary's son, Cedric, who is also assistant secretary of the Union — a fact which is one of the complaints being levelled at the Union leadership — patrolled the area in one of the police vans and directed the police in their detention of the young boys

Added to this was the fact that when workers arrived at the Union's hall in Salt River, uniformed police — estimated at 12 — were stationed around the hall and the workers immediately felt that the presence of the police was an attempt to intimidate the workers.

The young boys, who were loaded into the police vans, had their pamphlets confiscated and were driven around before being released

Garment workers told me this week that they were going to demand an investigation and an explanation from Mr Petersen and the executive for these actions

They claim that the youngsters who were detained by the police "could have been the sons of members of the Union who are exercising their democratic right to oppose and remove leaders whom we feel are unfit to lead us"

The meeting opened in a tense atmosphere and when Mr Petersen reached the part of the previous meeting's minutes dealing with the wage negotiations, Mr Petersen

said that the previous meetings had decided that the Union's negotiators negotiate for the "best possible wage".

On several occasions

before the opening of the Phatu's leadership even Dr Phatu endorsed the Legislative Assembly about three-quarters of MPs, which means that gathering, including 60 tended the Marshane about 3 000 people at gathering. About 3 000 people at gathering. About 3 000 people at gathering. About 3 000 people at gathering.

Mr Collins Ramusi and his legal action threatened by supporters' gathering calling it a government invitations to the congress Dr Phatu had issued ing about.

Dr Phatu displayed his political astuteness at the weekend in Marshane when he told me hours before the LPP gathering ended. "This is not a gathering. It is the LPP congress I have been talking about."

Dr Phatu displayed his political astuteness at the weekend in Marshane when he told me hours before the LPP gathering ended. "This is not a gathering. It is the LPP congress I have been talking about."

Dissolved

Chief Matlala was the first Chief Minister of Lebowa He dissolved his Lebowa National Party to throw in his lot with Dr Phatu after falling to register enough votes for the premiership. Dr Phatu displayed his political astuteness at the weekend in Marshane when he told me hours before the LPP gathering ended. "This is not a gathering. It is the LPP congress I have been talking about."

Part 2
ermment and the Labour deadlock between the Government and the Labour Party regions, I understand, are also moving toward this trend of approach to the current members endorsed Dr Phatu's leadership even before the opening of the Legislative Assembly about three-quarters of MPs, which means that gathering, including 60 tended the Marshane about 3 000 people at gathering. About 3 000 people at gathering. About 3 000 people at gathering. About 3 000 people at gathering.

All this has had the effect of splitting the party into two camps — one opposing for continuing to take salaries from the government for "lighting" apart held in the ORC, and the other, which is growing stronger each week, which believes that the party should engage the Government in dialogue and "get those things done which can be done immediately". Although only a handful of ORC caucus members have made known their feelings to the party leadership, I understand that those who feel this way are Messrs Stanley, Savahl, Theron Meyer, Solomon, Oosthuizen, Le Fleur, Nash. Party regions, I understand, are also moving toward this trend of approach to the current members endorsed Dr Phatu's leadership even before the opening of the Legislative Assembly about three-quarters of MPs, which means that gathering, including 60 tended the Marshane about 3 000 people at gathering. About 3 000 people at gathering. About 3 000 people at gathering. About 3 000 people at gathering.

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SUN. TIMES (EXTRA) 18/4/76

Garment Union election

GARMENT workers in the Western Cape have been informed by the general secretary of their trade union, Mr Louis Petersen, that the general meeting adjourned last week without the minutes of the previous meeting being adopted, will be completed on April 22.

In the meantime, I learnt this week, the exe-

cutive of the union have decided to go ahead with the election for a new executive and ballot papers are currently being drawn up for the printers

Last week's general meeting of the union, at their R2m Salt River headquarters, had to be adjourned because of the uproar.

I understand that union officials and the general secretary of the union have levelled complaints at the Sunday Times who, they claim, have been "biased" in reports on the

internal struggle for power between the present officials of the union and the Action Committee which wants a new executive "which will be totally orientated toward getting the maximum benefits for workers in the garment industry."

I can reveal this week that the Sunday Times has twice agreed to give the secretary of the union, Mr Louis Petersen space to put his case to our readers but he declined on both occasions

Tucsa 'not party to PM's wage call'

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Labour Reporter

Unions affiliated to the 250 000-strong Trade Union Council of South Africa are unaffected by the Prime Minister's call, last Thursday for further wage restraint.

That is the upshot of a circular sent to all Tucsa affiliates by the general secretary Mr Arthur Grobbelaar.

Any employer arguments that wage increases should conform to the Prime Minister's appeal were untenable

and unacceptable," Mr Grobbelaar wrote

Employers who were party to the anti-inflation manifesto were "not absolved from meeting legitimate demands from the Tucsa trade unions," he stated

Mr Grobbelaar's statement has a strong bearing on current wage reviews in South Africa's largest industries, the mining and the steel and engineering industries

REVERSAL

The circular follows Tucsa's withdrawal from the anti-inflation pact and the reversal of that decision hours later after assurances from the Minister of Economic Affairs, Mr Heunis.

The Prime Minister's appeal in no way represented a change or deviation from the fixed undertakings in the manifesto and should not be interpreted as such by employers or employees, Mr Heunis said

The assurance brought Tucsa back into the pact

and formed the basis for Mr Grobbelaar's circular

The circular pointed out that unions were still expected to limit pay demands to 70 percent of the rise in the consumer price index for the period from October 1 to September 30.

By the same token they were free to recoup full compensation for the cost of living increases outside the one-year period of restraint, the circular said

28/4/76

Union Feels Women's Inquiry

Union Feels Women's Inquiry

By HOWARD LAWRENCE

THE Action Committee of the Garment Workers' Union have requested the Registrar of Trade Unions in Pretoria to institute an inquiry into the Union.

They have also informed the Divisional In-

spector of Labour that they are dissatisfied with the manner in which the minutes were adopted at the adjourned meeting of the Union last week.

In their letter to the Registrar of Trade Unions, signed by Mr David Hendricks, of African Clothing, the Registrar's attention is drawn to the forthcoming election of a central executive committee for the Garment Workers Union of

the Western Province, which, in terms of the Union's constitution, must be held within three months of April 8, 1976.

"There is considerable fear on the part of a large number of members of the Union that the election cannot be conducted satisfactorily as up to date records are not maintained by the Union's secretariat, as required in terms of Section 8(5) (1) of the Industrial Conciliation Act (28 of 1956)", the letter states.

"Employers in the industry", it explains, "do not render detailed returns when making payments of trade union subscriptions deducted from wages of employees and the Unions' records are compiled from returns of engagements and terminations made available by the Cape Clothing Industry's Sick Fund.

"Inevitably", the registrar, was informed, "there is a big time lag and, with the huge turnover of staff in the industry, it is quite

impossible for the Union to compile adequate records and, as a result, it is considered that the officials cannot maintain the strict control of ballot papers so necessary to ensure compliance with the union's registered constitution and the provisions of the Act.

In the letter to the Divisional Inspector in Cape Town, Mr G Martin, a member of the Action Committee, states that at the general meeting of the Garment Workers Union

of the Western Cape held at the Union's premises on April 8 "a large number of members including itself, rejected the minutes of the previous meeting as it was felt they did not reflect accurately the proceedings." "When the meeting resumed on the minutes were adopted without being read at the meeting, notwithstanding the fact that a lot of people present had not attended the meeting on April 8."

Tucsa's team gets Israeli cold shoulder

STAR 12/5/76

Own Correspondent

TEL AVIV — The Federation of Israeli Trade Unions has refused to receive a delegation from the Trade Union Council of South Africa (Tucsa).

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The delegates, led by Tucsa's general secretary, Mr Arthur Grobbelaar, were due to arrive in Israel next month on the way to the International Labour Organisation conference in Geneva. The delegation would have included Tucsa's second and third vice-presidents. A spokesman for Histadrut, Israel's trade union federation, confirmed today a report published by the Israeli daily Haaretz that a letter had been received from South Africa proposing an official visit of the delegation. He added that in response the Israelis said that "they had to clear such a visit with the ICFTU, the pro-Western trade union organisation." South Africa is not a member of that body, thus it seems highly unlikely

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WHY WE WANT:

Tucsa has spelt out to the new Minister of Labour, Mr S P Botha, its views on two vital issues affecting the trade union movement in this multiracial country of ours.

● Firstly, we have told him why we believe it is essential to extend the same trade union rights to Africans as are enjoyed by White, Coloured and Indian workers.

● Secondly, we have put to him the case for amending the Industrial Conciliation Act to allow for mixed or multiracial trade union executives, which we also consider essential.

... African unions

The following is the case put to the Minister of Labour, Mr Botha, for extending full trade union rights to African workers:

Side by side

Black workers are irreversibly committed to participating in the integrated economy of South Africa side-by-side with the White, Coloured and Asian workers, and therefore they must of necessity become part of the same industrial relations system that governs the industrial relations of all the other workers in the country's racially mixed industries.

Labour peace

Industrial peace in South Africa for the White, Coloured, and Asian workers has been achieved through their active participation in recognised trade unions, and similarly future industrial peace can only be secured if Black workers are permitted to participate in the same well-tryed and successful form of industrial representation.

No discrimination

The elimination of discrimination in the employment sphere, a stated goal of the Government, demands inter alia, that the Blacks should enjoy the same rights as those enjoyed by the White, Coloured and Asian workers.

Temporary

The Works and Liaison Committee Systems may appear to provide a temporary solution for the industrial representation for the Black workers, but experience both here and overseas has shown that it is only independent trade union representation that has the credibility and effectiveness to protect the workers, secure binding contracts respected by the workers, and conduct negotiations on behalf of the workers throughout industry.

Within law

Some Black trade unions have been formed already, and even more are in the process of being formed. However, at present they operate outside the requirements of the law, with no compulsion to keep proper books, abide by democratic constitutions, or refrain from political activity. Only by bringing them within the framework of the law can we ensure that

they conform to the well-tryed democratic standards practised by the experienced registered trade unions in South Africa.

Consequences

Continued failure to extend trade union rights by law to Black workers will force Black workers to choose those courses of action, which may damage their interests — as also the interests of other workers — in their desparate efforts to gain recognition

Lesson of History

History has shown quite clearly in South Africa (and all other countries) that a failure on the part of Government to recognise trade unions was the cause of considerable conflict in industry. As soon as recognition was granted however, then the avenues were provided for the peaceful and orderly conducting of industrial relationships, to the benefit of all — Government, Employers and Workers.

TUCSA believes that evolutionary changes in South Africa's industrial relations structure can be made, and must be made, and that the climate of opinion amongst the White, Coloured and Asian Workers, favours the above proposal, as is also desired by the Black workers.

... All-race executives

A change in the law to allow for mixed or multiracial trade union leadership has been requested from the Minister of Labour, for the following reasons:

All agree

Attitudes, within the mixed unions are almost universally in favour, amongst the Whites, Coloureds, and Asiatics, of the change proposed.

Inter-dependent

The inter-dependence of workers between different races is obvious to most urban dwellers, who thus see the necessity to have

greater co-operation in the industrial relations field, between these workers of different races

Tensions

The claim that the exclusion of Coloured and Asians from the executive bodies of these trade unions reduces or eliminates racial friction, has now become a dangerous myth. If anything, the continued application of the present policy may well in itself generate misunderstandings and tensions within these unions, because an important section of membership is excluded from these executive bodies.

Co-operation

Sound industrial relations demands increasing co-operation between the workers of

different races, if South Africa is to avoid polarisation along racial lines in its industrial relations sphere

Logical

The elimination of race discrimination is a stated objective of the Government, and the Government is itself appointing Coloureds and Asians on to premier consultative bodies, such as the Economic Advisory Council to the Prime Minister, the Unemployment Insurance Board, etc., TUCSA can therefore see no reason why the same policy cannot be applied in the premier Executive Bodies of the mixed trade unions.

July 1976

TUCSA LABOUR MIRROR

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Editorial

Critics without i

Tucsa, as everyone in South Africa knows, is uncompromisingly opposed to apartheid and everything it stands for, and there is no way we would defend it, either in this country or abroad.

However, this does not mean we can condone the kind of gross misrepresentation of facts about this country as appears in the International Confederation of Free Trade Unions Africa newsletter, which we report elsewhere in this issue.

In its struggle to gain acceptance among communist and Third World labour movements, the ICFTU has decided to turn its back on liberal multiracial groups like Tucsa seeking a peaceful solution to the problems of this country.

Instead, it supports the agents of Black nationalism and the radical Left, which seek

logical

different races, if South Africa is to avoid polarisation along racial lines in its industrial relations sphere.

atives

made, and must be made, and that the climate of opinion amongst the White, Coloured and Asian Workers, favours the above proposal, as is also desired by the Black workers.

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Anti-SA drive is losing impact

2/7/76, STAR.

Sieg Hannig, Labour Reporter

The "unexpectedly mild" Western response to the recent riots in Black townships reflects a wider and deeper change in Western attitudes towards South Africa.

So says Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa, who returned yesterday from a three-week visit to Europe

He attended the International Labour Conference in Geneva and stopped over in Germany and Britain.

During his trip he spoke to influential people from many countries, many of them labour leaders of international standing.

"Most of the heat has gone out of the hate campaign previously waged against South Africa," Mr Grobbelaar said.

SURPRISED

He was surprised at the news that the Australian labour movement has banned the handling of South African cargo, ships and aircraft in protest against the "mass killing" in South Africa.

This did not tally with the immediate reaction in Europe which he found "surprisingly unemotional," Mr Grobbelaar said

"The lack of Western hysteria during and after the Soweto disturbances was contrary to what could have been expected even a few years ago and certainly bore no resem-

blance to the outburst which followed the Sharpeville shooting," he explained

"The change in attitude seems like a big swing to the right. The popular campaign against South Africa has lost its vigour

APPRECIATION

"Instead there is a thorough disillusionment with the Third World and particularly with African states. There is more appreciation of the double standards that were previously applied to South Africa

"Most foreigners realise that South Africa's problems have been used as a smokescreen by many other countries which have as much, if not more, to hide," he said

The Prime Minister's detente efforts had played a role in this change of attitude. Mr Vorster was generally seen as doing a fairly good job in difficult circumstances

The communist takeover in Angola might also have played a role.

Certainly it was feared that liberation efforts in Rhodesia could lead to communist domination there too

RIGHTS

But there was no mistaking the "strong feelings" about the need for Black political rights in Rhodesia and South West Africa

"As long as Mr Vorster continues to be regarded as playing a key role in achieving this aim peacefully, South Africa's domestic problems will be viewed more sympathetically in the new climate," Mr Grobbelaar said

"But the West will not put up with obvious injustices in South Africa and will continue to demand the removal of the discriminatory practices to which the Government has committed itself," Mr Grobbelaar said

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Dispute continues in garment workers' poll

Cape Times 30/7/76

By GORDON KLING
Industrial Reporter

TEMPERS are at boiling point in the Cape's biggest labour union as the count continues in the election of executive officers

Some 45 000 members in 400 factories of the Garment Workers Union of the Western Province, which is split by infighting, had to choose between 100 candidates for seven positions

The major contenders were the present executive and an action group which has been trying for nearly a year to oust the executive

Action group allegations against the executive have prompted a libel suit by the union secretary general, Mr I A Petersen, against the Sunday newspaper which reported them

In error

A pamphlet may have severely prejudiced the chances of action group candidates

The pamphlet, issued by the action group, requested supporters to vote for eight

candidates instead of seven. A group spokesman said the mistake was not realized until the first ballot had begun. Some papers may be spoilt because of this

The vote count is expected to take about two weeks, but the action group says it intends to approach the Minister of Labour to have the election annulled because of alleged irregularities

Action group complaints include the fact that, under the constitution, the current union leader is also the returning officer for the election and that the union decides who counts the votes

Tucsa attack on farm pay ^{4/8/76 DD}

PRETORIA — Discrimination against black, Indian and Coloured workers and wages for farm labourers will come under attack at the annual Tucsa conference in East London next month

The conference is ex-

pected to condemn the Government's intention of "not only perpetuating the discriminatory Bantu Labour Regulations Act, but of extending the scope of Act."

The resolution claims this is evidence of the Government's preference for a system which denies legal trade unions to black workers, and precludes them from negotiating their own working conditions

Separate industrial legislation for the different racial groups jeopardises future good industrial and labour

relations, according to the resolution

Tucsa claims the interests of workers are indivisible, and there should be a common set of laws for all

Another resolution appeals to the Minister of Agriculture to use the machinery of the Wage Act to determine a minimum wage for farm workers

The conference is also expected to support a resolution calling on the Government and management to abolish all forms of discrimination based on sex, race, or religion, whether it is legal or traditional

Another resolution calls for a commission of inquiry of representatives of all racial groups to make urgent recommendations to remove discrimination.

Another condemns the extension of the powers to detain without trial

The Draconian powers are prejudicial to the statesman-like policy of the Prime Minister, and a grave embarrassment to all seeking to improve South Africa's image abroad, the resolution states — DDC

STAR 5/8/76.

Tucsa proposes into job laws

Labour Reporter

The 250 000-member Trade Union Council of South Africa is to consider calling on the Government for an immediate multi-racial commission of inquiry into employment discrimination.

Discriminatory practices and legislation promote frustration, hatred and hostility among workers, Tucsa says.

The proposal for the commission — providing "visible proof" of the Government's declared stand against discrimination — will be put before Tucsa's annual meeting in East London next month.

HARMED

It "calls upon Government, management and the trade union movement alike to work towards the abolition of all forms of sex, racial, religious and marital discrimination, both legal and traditional

"Without meaningful changes at this moment in South Africa's history the continued economic growth of this country will be irreparably har-

trial Conciliation Act to include Africans in the definition of "employee" and to give White and Coloured members of mixed unions equal rights

"Without a common set of laws applicable to all workers of all races a conflict situation will inevitably arise to the detriment of industrial and labour peace and progress," says Tucsa's national executive committee

MOTIONS

Other motions include

● Condemnation of disparate State expenditure on education for different race groups, of the "critical shortage" of technical training facilities, of the teacher shortage and of the imposition of a teaching language not of the children's or parents choice

● A call for the expeditions establishment of Westlake-type industrial training centres in the main industrial areas for adults of all races

● Condemnation of the implementation of the Environment Planning Act, which, by prescribing a quota for African workers, threatens their livelihood and increases hardship, crime and racial tension in industry

Tucsa moves to improve SA's image

6/8/76
STAR

Labour Reporter
Proposals to improve South Africa's international image and to

counter isolation feature on the agenda for next month's annual meeting of the multiracial Trade Union Council of South Africa

Among them is a call on Tucsa to create an international affairs committee charged with establishing contact with world labour groupings and watching foreign attitudes to South African labour

The Government's powers, further entrenched in the Internal Security Act this

year, are described in another draft resolution as a grave embarrassment to all South Africans seeking to improve our international image"

"REPUGNANT"

The motion says these powers are grist to the mill of South Africa's enemies and prejudicial to detente

While condemning terrorism and subversion, the motion calls for abolition of the "repugnant practice" of detention without trial.

Another motion calls for an

end to all forms of employment discrimination in accordance with the Government's declared policy to abolish discrimination

In similar vein there are calls for the elimination of racial inequities ranging from labour legislation to pensions

A motion calling for a national contributory-pension scheme contains a clause seeking the elimination of "the present embarrassing racial discrimination" in old-age pensions

Black Press body closes ranks

7/8/76
Weekend Argus Reporter

MOST of South Africa's Black journalists have spurned attempts by the country's only registered journalist trade union, the South African Society of Journalists (SASJ), to give up its trade union status and open its doors to all Black journalists.

That much became clear this week at the annual conference of the Union of Black Journalists (UBJ) held in Soweto at which Black journalists from all parts of the country reiterated their rejection of multi-racial unions and reaffirmed the closing of their ranks to Whites.

And UBJ's president, Mr Joe Thlooe, inspired by the strengthening of his union's position following the backing received from the Free State, Eastern Cape, Natal and the Western Cape, announced after the conference:

"There's definitely no chance of us joining the SASJ if they deregister."

The SASJ's president, Mr John Hobday, said this week:

"We will be very disappointed if Blacks decide not to join us if we become non-racial."

The SASJ, the country's only official journalist trade union, recently polled its members on whether or not the society should become a non-racial union, which would mean deregistering as a trade union.

Although Coloured and Indian journalists can join the society — some are, in fact, members already — the country's trade union laws prohibit Africans from joining.

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than voting, paid up membership would have to approve such a move. The SASJ's ballot was supported by 61% of paid-up membership

Some members saw the ballot as an issue of de-registration, and argue that the failure to obtain support from 67% of the society's total membership means that the move has failed. SASJ President Jon Hobday, however, tells the *FM* that, as far as he is concerned, the ballot was a test of opinion only. The Society now has a mandate to become non racial, and the next step towards this end will be discussed at an executive meeting on September 14

Now that the two-thirds majority has not been obtained, at least four members of the SASJ's 8 man executive are planning to resign taking at least 50% of the general membership with them. Their intention is to form a non-racial union which, they hope, will ultimately replace the SASJ

One problem could arise from the attitude of the unregistered Union of Black Journalists (UBJ). It has often expressed suspicion of White journalists' motives and has adopted a "wait and see" attitude to attempts to form a non racial union. It also argues that Black journalists have specific interests, different from those of Whites and feels that these would be ignored if the relatively small number of Blacks (about 100) was "swamped" in a non-racial union. At its last congress the UBJ rejected all contact with the SASJ

As a result of repeated delays in the SASJ's move toward non-racialism, Black journalists argue that the Society is not prepared to make the sacrifices necessary to get a non racial union off the ground

THE SPLIT

JOURNALISTS *FM 27/8/76* Black-White split

The first Tunesa-affiliated union to consider opening its membership to all races has voted overwhelmingly in support of non-racialism -- but it is unlikely that the SA Society of Journalists will, in fact, become a non racial society

The SASJ is one of the smallest unions, with a membership of about 700. It is also one of the few unions in SA



White journalists many obstacles to non-racialism

catering for professionals. A non-racial union would forego the benefits of registration under the Industrial Conciliation Act. Of the 75% of members who voted, 82% supported the principle of non-racialism. But in terms of the SASJ's constitution, two-thirds of total, rather

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BLACK UNIONS Snub to Tucsa

F.M. 3/9/76

The majority of SA's unregistered African trade unions will be staying away from Tucsa's forthcoming annual conference in East London. Although there has been no formal decision to boycott, the *FM* has been told that most of the unions are thoroughly disillusioned with Tucsa.

Two years ago, Tucsa amended its constitution in order to allow African unions once again to affiliate. They had been ejected in the late Sixties.

So far, however, only five African unions have affiliated, although Tucsa last year expressed the hope that more would do so. Those which are now affiliated are Lucy Mvubelo's 23 000-member National Union of Clothing Workers, and four smaller unions, the African Leather Workers' Union, the African Transport Workers' Union, the African Trunk and Box Workers' Union, and the SA Bank Employees' Union.

Tucsa general secretary Arthur Grobelaar tells the *FM* he thinks nearly all the other Johannesburg-based African unions have been invited to attend the conference. He can't remember off-hand which have accepted the invitation, although he thinks the African Chemical Workers' Union has

The *FM* understands that this is the only other African union which will be going. Some say they can't afford the cost, or that they can't spare the personnel. However, "Skakes" Sikhakhane, secretary of the Sweet, Food, and Allied Workers' Union, says: "We have better things to do than attend a Tucsa conference. Why should we go there? How will our union benefit?"

The secretary of one of the other unions tells the *FM*: "Tucsa are lucky to have Lucy Mvubelo to take to overseas

conferences and show off. They mustn't think they can treat us in the same way."

The Durban-based African unions will not be attending the conference either

- While government and management still refuse to recognise the African trade union movement, its importance is gaining increasing recognition from other quarters. Two union officials, Jane Hlongwane, secretary of the Engineering and Allied Workers' Union, and Clement Montsho, secretary of the Transport and Allied Workers' Union, left this week on a three-week study tour to the UK at the invitation of the British government. They are likely to look in on the TUC conference in Brighton next week. Sikhakhane is also winging his way to the UK — for a three-month trade union officials' course sponsored by the Ariel Foundation.

Lab. Mirror · Sept. '76 ·
Light relief amid the gloom



A lighthearted moment at Tucsca's annual conference in East London which was otherwise overshadowed by thoughts of the widespread riots, the worsening economic situation and the shock defection from Tucsca of one of its founder unions. From the left are Arthur Grobelaar, Tucsca's general secretary, Chris Heunis, Minister of Economic Affairs who was one of three guest speakers at the conference, and Lief van Tonder and Ronnie Webb, respectively Tucsca's President and First Vice-President

Riots - Tucsa to seek a meeting with the PM

The annual conference, held in East London, unanimously voted to instruct Tucsa's Officers' Committee to seek an interview with the Prime Minister in connection with the riots and strikes.

The resolution which conference adopted was submitted by the National Executive Committee and reads as follows:

"Conference expresses its serious concern over the continuing civil unrest and work stoppages which are taking place throughout South Africa, which is resulting in loss of life and damage to property, and which creates a serious additional problem for South Africa's ailing economy. Conference believes that this deteriorating situation cannot be allowed to continue, since the socio-economic and political implications for South Africa are too serious to be ignored.

"Conference instructs the Officers' Committee to seek an interview at the very earliest opportunity with the Prime Minister, with a view to bringing about a calmer situation, so that attention can be given to the grievances which have led to the development of the present situation, and so that legitimate complaints can be systematically pursued in a lawful and orderly fashion.

"Conference authorises the Officers' Committee to use their discretion in seeking assistance from other trade union bodies, as well as employer organisations, in efforts to relieve the tension, thereby creating a climate which will allow for the removal of existing inequities, discriminatory treatment, and injustices presently suffered by the lesser privileged sections of the South African community."

(For further reports on the annual conference see inside)

The Boilermakers — why did they quit Tucsa?

Lab. Mirror - sept. 76

The decision of the SA Boilermakers', Iron & Steel Workers', Shipbuilders' & Welders' Society to leave Tucsa came as a considerable shock.

Why did the boilermakers' take this decision?

They have since argued that their Coloured members have been placed at a disadvantage through continuing calls for Black advancement and removal of discrimination, two policies which Tucsa supports.

Their contention is that these policies of Tucsa are jeopardising Coloured employment, that employers are taking advantage of them to push Blacks into Coloureds jobs at a lower rate of pay.

Our observation on this is that if this is happening it is not because these policies are wrong, but because they are not being properly applied.

What has puzzled us is how could an important union like the boilermakers so suddenly abandon its long-held appreciation of the need for change and adopt a conservative outlook?

And particularly at a time like this in South Africa's history when rapid change is taking place all about us.

We can only conclude that some political gerrymandering has been going on within the SA Boilermakers' Society since Tom Murray's death.

Whatever has happened there, that is the boilermakers' own business, except of course that their departure does affect us and Tucsa regrets it deeply.

If ever the boilermakers do have a rethink and reassert the principles they held for so long, Tucsa's door will be open to them and they will be welcome back to take their place again alongside workers of all races striving to work together to build a harmonious and just society.

Nats oppose multiracial Tucsa

7/9/76
STAR.

Labour Reporter

The Government has challenged the multi-racial constitution of South Africa's largest labour organisation, the 250 000-member Trade Union Council of South Africa (Tucsa).

Tucsa could lose its registration under the Industrial Conciliation Act if the Government forces a showdown.

Loss of registration, in turn, could mean loss of representation on institutions such as the Prime Minister's Economic Advisory Council, the Collective Action Movement Against Inflation and the National Apprenticeship Board.

But Tucsa has taken up the gauntlet and is not expected to bow to Government pressure, as it did in 1968 when it closed its ranks to Black unions.

"NOT A UNION"

Five "bona fide" Black unions have been readmitted to Tucsa under a constitutional amendment passed at its annual conference two years ago.

The Secretary for Labour has now objected to this amendment, arguing that "a union consisting of Black persons is not a trade union" in terms of the Industrial Conciliation Act and that Tucsa has apparently acted against its constitution.

Tucsa denies this, point-

ing out that the Minister of Labour "may in his discretion" cancel the registration of any federation which includes an association admitting Blacks as members.

Details of the dispute are given in a report prepared for Tucsa's annual conference in East London next week, which will be attended by about 20 Black unionists.

South Africa's largest Black union, the 23 000-

strong National Union of Clothing Workers, has several resolutions on the agenda and intends to send seven delegates and seven alternates to the conference. Tucsa's four other Black unions will also be represented, three of them by Blacks.

Four unaffiliated Black unions will send observers, three are unable to attend and eight others have not replied to their invitations so far.

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Black on ^{STAR} Tucsa 17/9/76 executive

EAST LONDON — Mrs Lucy Mvubelo yesterday became the first African to be elected to the National Executive of the multi-racial Trade Union Council of South Africa.

The most senior positions of Tucsa are those of the president and the three vice-presidents.

Mrs Mvubelo would have been among the six deputy vice-presidents if she had passed her union's vote for herself in that election.

In the election for the seven ordinary members of the executive Mrs Mvubelo took second place — a position which reflects Tucsa's open-door policy to Blacks.

However, Tucsa has not gone without criticism. Mrs Mvubelo said earlier that many of the affiliates were not really practising what they preached.

The conference instructed its leaders to seek an early interview with the Prime Minister about "the continuing civil unrest and work stoppages"

The purpose of the interview would be to create a calmer situation so that "attention can be given to the grievances which have led to the development of the present situation and so that legitimate complaints can be systematically pursued"

"I believe our country is dangerously close to being ripped apart as a result of the widespread unrest," said one of the speakers, Mr Des East, who said the poor received the smallest share of education expenditure.

TUCSA F.M. 10/9/76

The African challenge

When delegates to Tucsas annual conference meet in East London next week they will have to ponder traditionally long and wordy resolutions ranging from the protection of farm workers to the improvement of education facilities.

Behind the verbiage — and the ritual debate over that hardy annual, the Anti-Inflation Manifesto — will remain the thorny problem of African trade union rights and how to respond to them. Tucsas has received a series of letters from the Registrar expressing the Department of Labour's displeasure at the opening of its doors to African unions. While the Registrar is not yet considering withdrawing Tucsas registration under the Industrial Conciliation Act, according to Tucsas Assistant to the General Secretary, Sylvia Gon, he could theoretically do so.

What seems more likely, however, is a government attempt to frighten Tucsas away from its present open-membership policy. The Council will presumably take a tough line on the issue — at least in public.

More important is Tucsas failure to attract widespread support from African unions. All those who have joined are sister unions of Tucsas affiliates. The independent unions, both in Durban and



**Grobbelaar . . . swipes at the
Third World**



**Webb . . . Tucsa's first Coloured
President?**

could erupt General Secretary Arthur Grobbelaar began his report this year with a somewhat controversial attack on "so-called majority rule" and side swipes at Third World countries. This is hardly likely to win acclamation from Black delegates, nor has it gone unnoticed by many within Tucsa.

A further talking point may be Economic Affairs Minister Chris Heunis' address to the Conference on inflation. Most Tucsa officials strongly favour the anti-inflation programme's continuation although some members may need a bit more convincing.

The organisation's presidency could also become an issue. While the incumbent president, SA Typographical Union General Secretary Lief van Tonder, is highly respected and eligible for a second term he may not be available for re-election. If so an obvious choice would be Ronnie Webb, Tucsa's first vice-president. If Webb were elected, he would be the first Coloured man to hold that high office.

Johannesburg, have remained aloof and few will attend the Conference (*FM* last week). Those from Durban were not even invited.

The *FM* understands there has been a hardening of attitude toward Tucsa on the part of most of these unions. At any rate, they say, they prefer to concentrate on forming their own federation than being absorbed into Tucsa.

How Tucsa treats its African unions at the Conference will, therefore, be of some importance. Some will be making their first appearance as affiliates — in particular the 23 000 member National Union of Clothing Workers. The NUCW is one of the biggest Tucsa unions and how much influence it is able to exercise will no doubt be watched closely — albeit from afar — by those who have elected to stay away.

Last year's Tucsa decision to make newly-affiliated unions ineligible for Executive office for two years is seen by many African unions as a pointed snub to its newly-affiliated unregistered unions. Further gaffes of this kind could be risky.

Apart from the issue of African participation, some minor political storms

CTimes 13/9/76

Proposal Little time, say on equal Tuksa chiefs rights in trade unions

Own Correspondent

EAST LONDON — At least 12 of the 20 proposed resolutions to come before the annual conference of the Trade Union Council of South Africa, which opens at the City Hall here today, concern Blacks, Coloured people and/or Indians. Yet it is understood few of the many unregistered African trade unions will be represented at the conference.

Among the resolutions will be items asking for equal rights for White and Coloured members of mixed trade unions, and a recommendation that the Bantu Labour Relations Act, and its proposed amendments, be scrapped to enable legal trade union representation for African workers.

Another resolution refers to some employers using the provisions of the act as an excuse not to negotiate with a registered trade union, and seeks Labour Department support for collective bargaining.

Agricultural workers are not covered in the Wage Act, and there is a proposal that a minimum cash wage be laid down for them under this Act.

Congress will be asked to support a joint proposal by the Garment Workers' Union and National Union of Clothing Workers, "that this conference condemns in the strongest terms the implementation of Section Three of the Environment Planning Act"

Own Correspondent

EAST LONDON. — There is little time left to effect some of the requirements necessary for South Africa's continued survival in a world of rapid change.

This is the view of the national executive committee of the Trade Union Council of South Africa, in its report to be presented to the annual conference which opens at the City Hall here today.

At the same time, however, the report states that the broader South African interest must not be submerged by following slavishly "the proposals of our enemies, and even sometimes those of our friends, because it is unfortunately true that there is so little of desirable value in this world beyond our borders

which is suitable for introduction into South Africa."

The report criticizes South Africa's severest critics and those people completely hostile to the country, and says they can hold up virtually nothing by way of an example as a solution to the national problems.

It condemns what it calls the double standards on the ques-

tions of "so called" majority rule. "In which of the world's countries does one find true majority rule? More often than not majority rule is being prostituted by minorities in those countries which are so critical of us."

Referring to countries where political independence has been obtained, the report continues: "What of the economic independent free states? It cannot be denied that the gaining of political independence has, in many instances, resulted in the worsening of economic standards."

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Thursday,
September 16, 1976

DAILY D

Boilermakers quit Tucsa

EAST LONDON — The tough 16 500-member Boilermakers Society, a predominantly white trade union, yesterday quit the multi-racial Trade Union Council of South Africa on the issue of black workers moving into skilled jobs.

Mr Steve Scheepers, a former president of Tucsa and a present vice-president, said after the walkout "Tom Murray will turn in his grave" — he was referring to the former general secretary of the Boilermakers, perhaps the most prominent leader of Tucsa in the labour federation's history. He died two years ago.

Tucsa's general secretary, Mr Arthur Grobbelaar (also a former Boilermaker), said he would not comment until the Boilermakers had given formal reasons to Tucsa for their decision.

Mr Bouwer said last night: "Our policy is to keep the jobs of our members — whites, Coloureds and Asians — secure and not to give preference to African workers. African labour is

"We can't go on talking with two voices — one to Tucsa and one to the Industrial Council," Mr Barney Bouwer, the union's general secretary, said last night.

"Our policy differs from Tucsa's. We have thousands of Coloured and Asian members whose jobs we have to protect. We can't do this at the same time as putting Africans into their union as proposed by Tucsa.

"We cannot allow African workers to move into their jobs."

The Union's president, Mr G Ahrens, in a dramatic moment at the 22nd Tucsa congress here, announced very simply "We wish to announce that this union gives one month's notice of its intention to leave Tucsa."

Then the four delegates and official observers of the union left the congress.

moving more and more into skilled jobs."

He said his union had about 3 000 Coloured and Asians members.

Asked what his union's attitude was to black trade unions, which are unregistered unions and do not have official recognition, he said. "We are most sympathetic towards them — as long as they don't infringe on our rights."

He said his union, which has the full title of the South African Boilermakers' Iron and Steel Workers' Shipbuilders' and Welders' Society, had no plans to join the SA Central Labour Organisation, a new confederation of trade unions which will include a number of engineering, electrical and railways un-

ions. Strong emphasis was placed on the need for white unions to help form parallel black unions by a number of delegates at this year's Tucsa conference.

In recent national wage negotiations with the Steel and Engineering Industries Federation, the Boilermakers took a strong stand against what it called the "fragmentation" of jobs by allowing black workers into skilled trades at lower wages.

The sort of compromise reached in the negotiations left the white trade unions in control of all job advancement of blacks, but provided for a new range of skilled jobs for them only if agreed to by the unions and employers — DDC

EMBARGO: 11h00
16TH SEPTEMBER 1976.

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ADDRESS BY THE HONOURABLE J.C. HEUNIS, MINISTER OF ECONOMIC AFFAIRS,
ON THE OCCASION OF THE 22ND ANNUAL CONFERENCE OF THE TRADE UNION
COUNCIL OF SOUTH AFRICA IN EAST LONDON ON 16TH SEPTEMBER 1976.

Mr. President, Ladies and Gentlemen,

I am greatly honoured by the invitation extended to me by the Trade Union Council of South Africa to address its 22nd Annual Conference here today.

In its invitation to me to address this Conference, Tucsa suggested that I should present to the Conference a picture of our country's present economic situation and of the measures being applied to alleviate the problem of inflation.

There is no question about the fact that this Conference is taking place at a time when the world economy is going through one of its most difficult phases since the Great Depression of the 1930's and at a time when our own economy is likewise experiencing a vexing combination of economic problems.

The nature and the extent of the problems with which we are confronted today are such that they can only be solved by a collective effort on the part of all sectors of the economy. I am grateful to state that in my negotiations with the representatives of the labour organisations in South Africa I have so far experienced that kind of responsible leadership which is necessary for the finding of solutions for these problems.

In his Budget Speech earlier this year my colleague, the Minister of Finance, summed up the objectives of the Government's economic strategy as, firstly, adequate provision for the defence of our country; secondly, the maintenance of our economic strength, in particular by safeguarding our balance of payments and containing inflation; and thirdly, to ensure that we maintain our economic growth and see to the interests of the less privileged in our society.

If we now look at these objectives in the light of events which have occurred since the Budget Speech was read, it is quite

apparent that the priority of an adequate defence capability remains at least as high as then; that the necessity of strengthening our balance of payments and raising the level of our gold and other foreign reserves to a more adequate level has, if anything, become more urgent; and that the inflation rate, although having shown a moderating tendency up to the first quarter of this year, has since then taken a turn for the worse and is still far above a level which would provide cause for satisfaction.

As far as the third main objective mentioned in the Budget Speech is concerned, viz economic growth, we have now been in an economic downswing for close on two years, making this one of the longest downward phases of the business cycle which we have experienced since World War II and giving cause for concern about the extent to which we are falling behind our long term growth objectives. In the context of the international and domestic political conditions which we have to deal with, I wish to mention only two of the most worrying implications of the low growth rate which we had in 1975 and the likely prospect of very little, if any, real growth in 1976. The first is the extent to which this has increased the relative burden of developing our defence capability, since higher defence expenditure has now had to be financed out of a declining per capita national income. The second worrying implication is the extent to which our slow growth has already given rise to increased unemployment among all population groups, but particularly among Blacks - and this despite the fact that there has been a large switch from foreign to South African Blacks in the mining industry.

In view of these serious implications of slow growth, the most appropriate policy option would normally be to stimulate the economy. However, we are faced at this point in time with a particularly harsh demonstration of how various economic objectives can be in conflict, particularly in the short term.

In view of the still large, though declining, deficit in the current account of our balance of payments, the difficulties we are having in attracting investment funds from abroad, and

apparent that the priority of an adequate defence capability remains at least as high as then; that the necessity of strengthening our balance of payments and raising the level of our gold and other foreign reserves to a more adequate level has, if anything, become more urgent; and that the inflation rate, although having shown a moderating tendency up to the first quarter of this year, has since then taken a turn for the worse and is still far above a level which would provide cause for satisfaction.

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In view of these serious implications of slow growth, the most appropriate policy option would normally be to stimulate the economy. However, we are faced at this point in time with a particularly harsh demonstration of how various economic objectives can be in conflict, particularly in the short term.

In view of the still large, though declining, deficit in the current account of our balance of payments, the difficulties we are having in attracting investment funds from abroad, and the low level of our gold and other foreign reserves, a policy of stimulation is at the present time simply not a feasible option. It could, in fact, be self defeating. We shall therefore have to continue to gear our fiscal and monetary policies towards limiting expenditure both in the private and the public sectors, with a view to achieving a more acceptable current account balance and, hopefully, building up our reserves to a level which can sustain an upturn in economic activity.

Despite the serious implications of continued slow growth which I have pointed out, the only kind of growth impetus which we can reasonably expect, and indeed afford, in the coming months would therefore be through a further improvement of our export performance, since this would at the same time help to strengthen the balance of payments. Fortunately, international commodity prices have already begun to rise and the signs are promising that imports of raw materials into the developed countries, which have already shown some increases, will respond more positively to the higher levels of economic activity now being experienced there.

In view of the rich natural resources which we possess, and the fact that we are quite obviously not at present using our manpower resources at full strength, the question naturally arises why the country finds itself in such a difficult economic position. Part of the answer lies, of course, in the effects of the 1973-75 economic recession in the major industrial countries on our own business cycle. Cyclical fluctuations in economic activity remain a normal characteristic of the market economies of the West. An economy as open to international trade and capital movements as the South African economy, simply cannot hope to escape the effects of these economic fluctuations, and we should therefore accept that we shall have to live with periodic contractions in economic activity. The other side of the coin, however, and this is something we should never lose sight of if we want to retain a healthy perspective on our

economic conditions, is that at the end of every downswing there is usually an upswing. Bearing in mind what I have just said about our export prospects, there is good reason to believe that this will in time also be true of our present downswing.

Having said this, however, it cannot be denied that there are special features of the present downward phase of our economic activity which have not only increased its intensity, but have also made it less responsive to the automatic adjustments which normally come into play during this stage of the business cycle. Some of these features are of an economic nature, others of a more political nature but with important economic consequences.

To begin with, there is the fact that the recession which the leading countries of the West have just gone through, was by far the most severe economic setback which these countries have had to deal with in the whole post-World War II period. This in itself goes a long way towards explaining the severity of its effect on the South African economy. Moreover, the subsequent upturn in these countries which is already well under way, has thus far been relatively sluggish and has benefited our balance of payments only to a limited extent.

On top of this unusually severe general effect on our economy of the recession abroad, we have also had to deal with the effects, on the one hand, of the drastic increase in the price of oil since 1973, and on the other hand, of the sharp drop in the gold price since the early months of 1975. Looking back it is now easy to see how the rise in the gold price during 1973 and 1974 prevented us in South Africa from recognizing as clearly as other countries the extent of the additional burden imposed on oil-importing economies by the rise in the oil price, and from making the necessary adjustments to this additional burden. The drop in the dollar price of gold by some 40 per cent since the beginning of 1975, on top of the effect which the international recession has had on our earnings from other exports, has now harshly exposed to us the effect the increased prices of our imports of crude oil and refined petroleum products have had on our balance of payments.

Not only have we not adequately adjusted our general expectations and spending patterns downwards in good time to compensate for this additional burden, but what is of particular concern to me is that we have specifically not succeeded in keeping down our physical consumption of oil and oil products to levels which would be appropriate to the very high prices we now have to pay for these products. To be sure, the introduction of the savings measures did bring about a fairly sharp reduction in petrol consumption immediately afterwards, but it would appear that from the new level which was thus established, the historical growth rate of consumption was soon resumed and at times exceeded. Most recently there has been a declining tendency in petrol consumption, and in June 1976 the average daily consumption was in fact below the figure for October 1973, the last month before the savings measures were introduced. Too much should, however, not be read into this apparently favourable turn, which must in all probability be ascribed mainly to the effect of the recession and the initial impact of the price increase in April this year. As soon as economic conditions begin to improve, and judging by past experience, as soon as people begin to get used to the higher petrol price level, we must expect consumption to resume its historical growth rate, unless the urgency of effecting further savings in fuel consumption can be brought across effectively.

Another particular factor which distinguishes the present downward phase of the business cycle from previous ones, and consequently complicates the handling thereof, is the fact that it has been coupled with a relatively high rate of inflation. It is most encouraging, however, to note that considerable progress has been made in the fight against inflation. From an annual rate of increase of 17,5 per cent in the third quarter of 1974, the quarterly percentage increase of consumer prices slowed down to 10,1 per cent in the first quarter of 1976, despite the inflationary impact of the devaluation of the Rand in September 1975. This improvement was attributable to various causes, including the recessionary tendency in the economy and the decline in the rate of inflation in the United States, Germany

and some of the other main industrial countries. But a major contribution was undoubtedly also made by the Anti-inflation Manifesto, and in this regard I wish to pay a special tribute to the part played by organised labour. It is no exaggeration to state that without the responsible co-operation of the trade unions in adhering to the terms of the Manifesto, the rate of inflation in South Africa would have been considerably higher and the economy as a whole in a worse position.

More recently there has been some acceleration in the inflation rate, and during the second quarter of 1976 the seasonally adjusted consumer price index rose at an annual rate of 13,3 per cent. This acceleration, however, was largely due to upward adjustments in government administered prices such as rail tariffs, electricity rates, prices of maize, milk, vegetable oils, cement and steel. These increases were unavoidable in the circumstances and had, in fact, been delayed for some time as part of the official anti-inflationary action.

Certain political developments in Southern Africa also exerted a negative influence on the economic situation. The developments in some of our neighbouring states and on our borders since the last quarter of 1975 have necessitated a considerable increase in our defence expenditure, which has both directly and indirectly added to our import bill.

The developments on our borders and internal unrest have, of course, also affected the availability of foreign capital to the private as well as the public sectors, at a time when these funds were more necessary than ever on account of the factors to which I have already referred.

From what I have said so far it is clear that our balance of payments has suffered one unexpected setback after another during the past six to twelve months. What started out as a normal cyclical deficit has since the last quarter of 1975 been transformed into something more serious by the combined effect of the further fall in the gold price, the increase in defence expenditures and the decline in the net inflow of foreign capital resulting from the political developments in Southern Africa. As a result of these adverse changes, any assessment

of our current and prospective balance of payments situation must of necessity be different today from that of a year ago.

Against this background it is a matter of concern to the authorities that whereas bank credit to the private sector has risen only moderately thus far during 1976, bank credit to the government sector and the supply of money and near-money have continued to rise at an excessive rate.

The inference to be drawn from this is that we shall have to continue to rely to an important extent on the restrictive fiscal, monetary and other measures which have already been introduced to transform the economy to a situation of better equilibrium which will provide a sound basis for a renewed economic upswing.

I would further infer that it is also essential that we should continue with the application of the Programme against Inflation in one form or another. In this connection I would like to point out that it has already been decided by the Continuation Committee that the long-term measures contained in the Programme of Action against Inflation will continue to be applied after 30 November 1976. As you know, these measures mainly relate to the expansion of production and the improvement of productivity, with special reference to the more effective training and utilisation of labour; government action in respect of fiscal, financial and other fields of policy; as well as government action in relation to legislation and regulations which have or may have an inflationary effect.

It is only the question of the form in which the short-term measures of the programme should be continued after 30 November 1976 which has been referred to the Study Group recently appointed by me in terms of the decision which was taken by the Continuation Committee on 9 August 1976. These short-term measures comprise the price and wage guidelines contained in the Programme and until such time as the Study Group has been able to make a proper evaluation of the present economic situation and has submitted its recommendations to the Continuation Committee, I will not be in a position to give you an indication of what these guidelines

will entail as I have been requested to do by Tucsá.

I could, however, say that, whatever is decided upon by the Continuation Committee as a result of the recommendations of the Study Group, it is clear to me that a strong measure of discipline will still have to be applied to price and wage adjustments after 30 November 1976.

The Government often receives suggestions for the application of a policy of extended price and profit controls in the fight against inflation. I have explained on many occasions that the Government does not see an extension of price control as a solution to the problem of inflation. More often than not requests for such an extension of price control are based on the misconception that price control can prevent further price increases. This is, of course, a fallacy in view of the fact that manufacturers and traders have to be allowed under any policy of price control to recover unavoidable cost increases in order to be able to continue with the production or distribution of the commodities involved. If this is not done, the production or distribution of the relevant goods and services will become uneconomic and the entrepreneurs will be forced to discontinue their activities which might lead to the development of shortages and a loss of employment opportunities.

As regards profit control it should be pointed out that profits play a vital role in the functioning of our free enterprise economic system. Even if profit control was introduced, allowance would have to be made for a reasonable level of profits for entrepreneurs in order to induce them to invest in additional production capacity and thereby to create the additional employment opportunities required for the country's rapidly increasing population.

It is often said that companies are making phenomenal profits and that these profits are attributable to unjustified increases in the prices of the goods and services concerned.

A company's profits must, of course, always be judged in relation to the total capital employed in order to generate that profit.

Thus, it is only reasonable to expect that a company which has invested many millions of rands in its undertaking should be enabled to earn a satisfactory rate of return on its investment. The mere fact that its profit in money terms may run into a sizeable amount does not necessarily mean that the company is making excessive profits.

In this connection it should be borne in mind that company profits usually increase during times of rapid economic expansion and that the opposite applies in times of economic recession. This statement is illustrated by the fact that during the period 1973/74 when the economy was rapidly expanding, company profits increased by 43,6 per cent, while during 1974/75 when the economy was no longer experiencing the same growth rates as during the previous period, company profits only increased by 7,8 per cent. The indications are that in general the profit position of companies has deteriorated further during 1975/76.

As far as the balance of payments is concerned, there is also no easy solution. Until such time as the total of our exports and gold output has risen adequately, we shall have to restrain total private and public sector spending and finance such spending without creating too much new money. As a temporary measure to discourage imports, the authorities have also introduced an intensified direct import controls, as some critics have suggested, would under South African conditions be of limited use in the short term and might harm the economy severely in the long term. It is true that we import certain unessential luxuries and some consumer goods which could just if some produced in South Africa by existing enterprises consumers surplus capacity. I therefore wholeheartedly support the "buy South African" campaign. It would be naive to believe that direct import restrictions on these classes of consumer goods would contribute to the solution of our present balance of payments difficulties. Our imports of consumer goods, including motor vehicles, constitute only about 14 per cent of our total imports, and this amount only a relatively small portion could be considered as "luxury" or "unreasonable definition" goods. Certainly, 11/...

by comparison with our imports of defence equipment, oil and other strategic goods, airliners, infra-structural plant and equipment, and other capital and intermediate goods, these imports of "unnecessary" consumer goods are not quantitatively very significant.

If, therefore, any worthwhile reduction of imports is to be achieved by means of additional direct import restrictions, it would be necessary to impose or intensify such restrictions also on imports of capital goods and raw materials. While such a step could have a temporary beneficial effect on our foreign exchange reserves as such, it might before long reduce our stocks of certain important capital and intermediate goods to unduly low levels and thereby disrupt production and increase unemployment. This would weaken not only our military preparedness but also our economy as a whole. Account must also be taken of our international obligations under the General Agreement on Trade and Tariffs (GATT) and the probability of retaliation against our exports by other countries. Another basic consideration is that tighter import restrictions might also aggravate the inflation by reducing the supply of goods and the degree of competition in the country, while at the same time causing a further build-up of excess liquidity in the economy.

In the longer term, of course, we wish to give every encouragement to import substitution as part and parcel of our industrialisation policy. To this end the Government is at all times prepared to extend reasonable tariff protection to deserving South African manufacturing concerns on the recommendation of the Board of Trade and Industries and to assist them in other ways. I am also interested in the possibilities of encouraging sections of South African industry to convert from unduly capital intensive methods of production, requiring highly sophisticated imported machinery and equipment, to less capital intensive methods of production using locally produced machinery and equipment better suited to our conditions. Such a shift would provide greater employment opportunities for all race groups in the country without putting pressure on the balance of payments. All of this, however, forms part of our long term industrialisation policy and does not offer a ready solution to our present short term balance of payments problem.

To conclude, Mr. President, there is need to cal a spade a spade. South Africa is presently confronted by serious economic problems which are interwoven with the political uncertainties in South Africa as a whole. Indeed, the standard of living of many South Africans is likely to show a temporary further decline before it resumes an upward movement. There are no easy or magic remedies for our present economic difficulties. The only realistic approach is for total spending by the public and private sectors to be curbed and to be financed in a less inflationary way. We must work harder, save more, create less money through the banking system, borrow less abroad and, as a nation, live within our means. It is against this background that the future of the Anti-inflation Manifesto and the continuing vital role to be played by organised labour in the battle against inflation will have to be considered.

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE REQUEST OF THE
MINISTRY OF ECONOMIC AFFAIRS.

PRETORIA

15 SEPTEMBER 1976

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Tucsa conference

Call for labour 'partnership'

CT.

Own Correspondent

EAST LONDON. — Organized labour had the power to make or break South Africa's economic future, Professor N E Wiehahn told the Tucsa conference here yesterday.

Professor Wiehahn, the director of the Institute of Labour Relations at the University of South Africa, said: "You and the rest of organized labour, like the employers and the Government, have in your hands the power to either make or break this country's economic future."

"Partnership" between management and labour needed to be the ideal for which all should work

Speaking on labour democracy, Professor Wiehahn said while it did exist in South Africa, it was restricted. Labour relations were dynamic and susceptible to the social, economic and political changes in a community, and "I'm of the opinion that we can expect developments in that directions"

Deeply divided

However, organized labour in South Africa was deeply divided and tended to become more so. New polarizations were taking place and "in due course we will have no less than six groups in the camp of organized labour organizations. Naturally this state of affairs must make organized labour very brittle from a bargaining point of view."

In South Africa, the right to be employed was restricted by job reservation, lock-outs, closed shop and other measures

The right to organize existed in South Africa for all except Blacks

"We can say that although the right to organize in South Africa does exist it exists on a basis of differentiation and dualism," he said

Professor Wiehahn said it was "old hat" that "bargaining powers should be extended to all workers and I do not think there is anyone involved in the labour in South Africa that still denies this"

● Tucsa yesterday called on the Government to appoint a commission of enquiry of all races to set priorities for the abolition of all forms of racial, sexual and marital discrimination, both traditional and in legislation

Referring mainly to "blatant racial discrimination in all spheres of SA life," Mr Ray Altman, a member of the Tucsa national executive told the congress, that "with the present unrest in this country, the ball is now in the Government's court to take urgent steps at a national level"

● The tough 16 500-member Boilermakers Society, a redominantly White trade union, has quit Tucsa on the

issue of African workers moving into skilled jobs

"We can't go on talking with two voices — one to Tucsa and one to the Industrial Council," Mr Barney Bouwer, the union's general secretary said last night

"Our policy differs from Tucsa's. We have thousands of Coloured and Asian members whose jobs we have to protect. We can't do this at the same time as putting Africans into their union as proposed by Tucsa"

"We cannot allow African workers to move into their jobs" Mr Bouwer said his union had about 3 000 Coloured and Asian members

● A young Coloured delegate sounded an austere warning to the congress

Mr Desmond Rose of the National Union of Commercial and Allied Workers said "Our young people, especially students in the urban areas who do not have White skins see no meaningful future;

"They feel frustrated and disappointment and fear for their futures, for the lack of education and for the lack of proper training opportunities for skilled employment and the professional occupations"

Too little time

While he supported the spirit of the proposal for an all-race commission of enquiry into discrimination, "it seems to me we have had enough of commissions

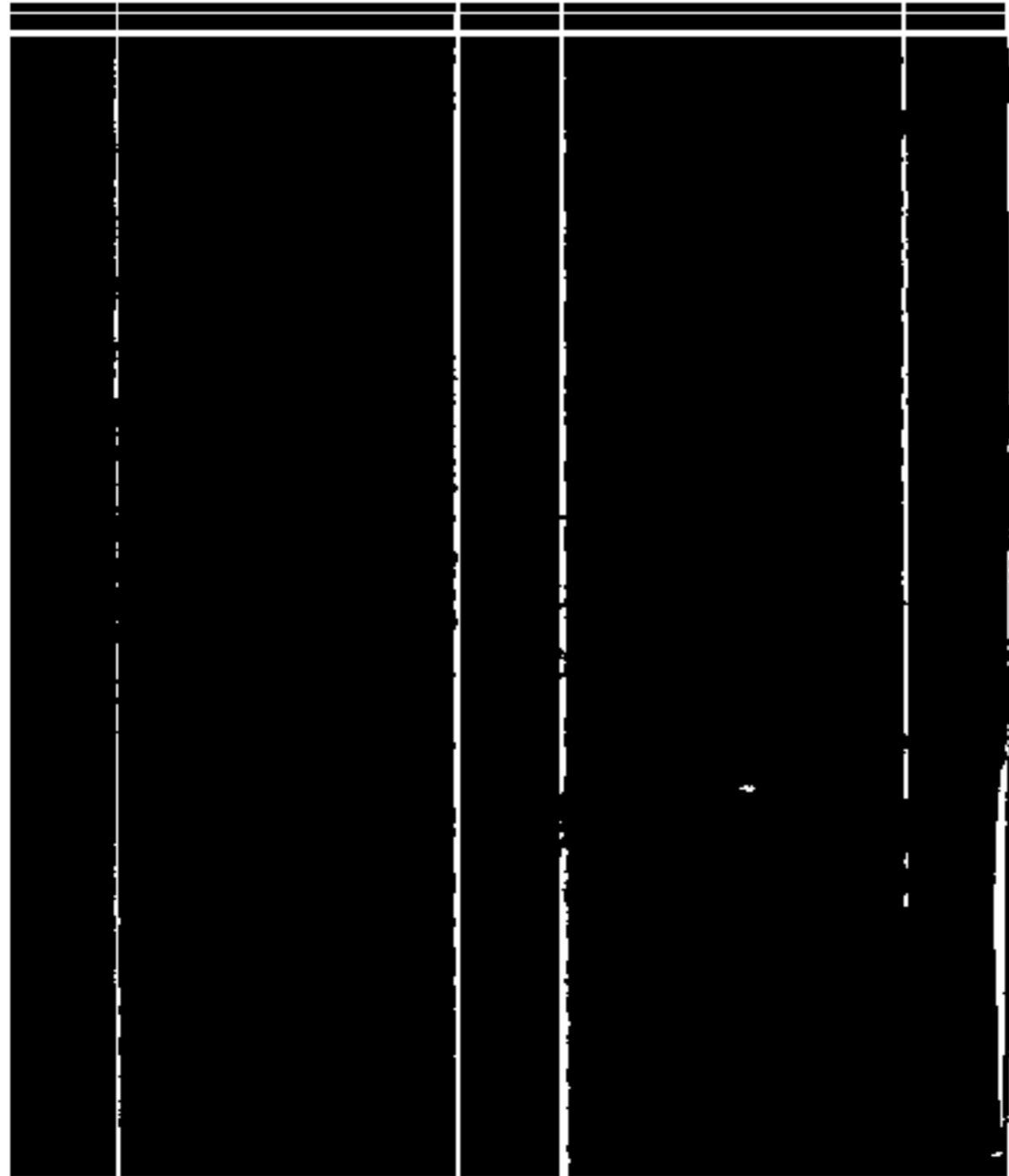
We have too little time to continue with such exercises"

● Trade union delegates yesterday heard an impassioned plea for concern for the 200 000 Coloured and 95 000 African squatters in the Cape Town area — and for support against harsh new legislation which allows for the demolishing of squatters homes without a court order

Mr Norman Daniels, a textile unionist said the squatters were the poorest members of society "Their poverty is due to the lack of schooling, low wages, the fact that many do not have a breadwinner, or due to impaired abilities, disablement and alcoholism

Preference

"We endorse the Theron Commission's recommendations that there is an urgent need for more homes and that squatters should be given preference. Consideration must be given to providing alternative homes before squatter dwellings are demolished"



F.M. 17/9/76

own Black co-ordinating body.

This is why their attitude towards Tucsa is significant

While National Union of Clothing Workers' (NUCW) secretary Lucy Mvubelo identified herself with Grobbelaar's remarks against the *FM*, not all her fellow-delegates supported her

Another NUCW delegate, Johannes Mathe, said his union was in Tucsa against its will Its supreme policy-making conference had decided not to affiliate to Tucsa, preferring to form its own co-ordinating body with the other unregistered African unions. This, he said, was then overridden by an executive meeting and by a shop stewards' meeting The latter had no constitutional standing. "What are we getting from Tucsa? It is mainly a White body and its problems are different to ours." Mathe's speech was interrupted periodically by Tucsa delegates questioning his right to speak.

Meanwhile many African trade unionists have once again confirmed the accuracy of the *FM* articles to which Grobbelaar objected (*FM* September 3 and 10). While most delegates to the conference seemed to back Grobbelaar publicly, others were not so sure. "Arthur seems to be running a vendetta against the *FM*," said one.

African unions are bitterly resentful about the present role of the registered trade unions and about Tucsa. Black unionists at the conference have once again told the *FM* of their fear that Tucsa is not really prepared to assist them

In a conference otherwise markedly free of it, the election of office bearers has been one of the few sources of controversy — first there was the presidency election. Garment Workers' general secretary Adam Klein, who is in the US on a study trip, was nominated for the post Grobbelaar read out a letter from Klein saying that he was prepared to accept nomination for any officers' committee post

His nomination was then declared valid However, questions from the floor Grobbelaar had omitted

Mvubelo to be elected to one of the six Tucsa deputy vice presidencies. Observers are unclear whether Mvubelo failed because of her newness to the organisation or because of delegates' fears of possible government reaction

Government has raised objections to Tucsa's decision two years ago to readmit African unions, ejected in the late Sixties. Cape Town unionist Ted Fraser hinted further at the problems Black Tucsa members face Speaking on a resolution concerning racial discrimination, he said "We must be careful not to attack government only. In this very hall there are delegates who refer to Africans and Coloureds by derogatory names. I myself have heard African woman delegates



Tucsa's Grobbelaar . . . swiping at the *FM*

referred to in racially insulting terms."

The SA Society of Boilermakers let off a bombshell at the conference when they announced that they were disaffiliating from Tucsa The *FM* understands that Grobbelaar and others spent much of Tuesday night attempting to persuade the boilermakers to stay Their announcement was greeted with shock

The *FM* understands that the boilermakers have approached the newly formed SA Central Labour Organisation (Sacl) and will probably join Sacl once their affiliation to Tucsa has lapsed in a month's time The blow to Tucsa is particularly severe because the Boilermakers are the union of Tucsa stalwart Tom Murray, who died last year

Financial Mail September 17 1976

Just where *The Citizen* stands on the issues of the day is far from clear, though perhaps this is what it wants when it appropriates banner"; "Verligtheid does not mean bargaining blindfold into a minefield under a mis-

tudes against irresponsibility"; and

Cape Times 20/10/76

Another union quits Tucsa

Own Correspondent

JOHANNESBURG. — Ten thousand Coloured and Asian furniture workers have decided to cut their union's ties with the multiracial Trade Union Council of South Africa (Tucsa) in a bid to protect themselves against the movement of Africans into their trades.

Their shock move follows close on that of the Boilermakers' Society decision to leave Tucsa — also with the intention of resisting attempts by industry to move African workers into more highly skilled jobs. The Boilermakers' Society has 15 000 Coloured and Asian

members. A third union, the National Union of Motor Assembly Rubber Workers — representing 4 000 Coloured and Asian workers — is also thinking of leaving Tucsa.

The moves come at a time when the Trade Union Council has made plain its

multiracial stance as a trade union federation and its support of Black trade unions. It has five African union members including the recently won over National Union of Clothing Workers. This union, with its 23 000 members, is the best established and largest African union which has recognition from its industry.

It appears there are moves to consider establishing a federation of Coloured and Asian trade unions.

'Not racialist'

Yesterday Mr Moham Lalaram, secretary of the National Union of Furniture and Allied Workers, said: "We have decided to disaffiliate from Tucsa because we don't agree with the council's policy. We are not racialist but we believe we are acting in the best interest of our members."

"Tucsa's policy is to open up the doors to all workers in industry. This is unrealistic. We must protect the jobs of Coloured and Asian workers in the metropolitan areas."

Unions will go it alone

20/10/6
STAR

Two Coloured and Asian unions representing nearly 15 000 workers are about to pull out of the Trade Union Council of South Africa

One union says the council is pushing African advancement too hard

The other says many council members are merely paying lip service to multiracialism

The National Union of Furniture and Allied Workers has about 10 000 members.

TRYING

Like the powerful Boilermakers' Union, which left the council recently, the furniture men feel they cannot subscribe to the council's multiracial views while trying to keep Africans from encroaching on furniture industry jobs.

The Port Elizabeth-based National Union of Motor Assembly and Rubber Workers has decided in principle to leave

The decision is being sent to branches for approval.

The secretary, Mr Freddie Sauls, says many council members have double standards

"They vote for multiracialism at congresses," he added, "but do not implement the decisions."

URGING

"At least three years ago members were urged to form African unions in their industries.

"We have started the United Automobile, Rubber and Allied Workers Union, which now has about 2 500 members.

"But other unions have done nothing.

"They are not interested in working-class solidarity"

Mr Arthur Grobbelaar, the council's general secretary, said. "Naturally we are disappointed"

TUCSA F.M. 24/9/76
More desertions?

At least one other Tucs-a-affiliated union may follow the SA Boilermakers' Society out of Tucs-a. And rumour is rife among unionists that still others may follow. The *FM* understands that a large Transvaal-based union (with a membership of about 10 000) is seriously reconsidering its position. Officials of the union, which caters for Coloured and Indian workers, were not available for comment.

More clear, however, is the position of the Cape-based National Union of Motor Assembly and Rubber Workers. This union was conspicuous by its absence at last week's Tucs-a conference and many observers implied that this was due to

ONE

(1) 135
(2) 184

Incumbents win union election

C.T
13/10/76

Industrial Reporter

CONTROL of the Cape's biggest labour union has been retained by the incumbents in a landslide election victory.

The election developed into a bitter contest between the current executive of the 50 000-member Garment Workers' Union of the Western Province and a rival action group.

Workers had to choose between 100 candidates to fill seven positions and the count took more than two months to complete.

The result of the ballot means that the present general secretary of the Union, Mr L A Petersen, and other key office bearers will remain in power.

Mr Petersen told an executive meeting in Cape Town last night that the outcome was an overwhelming vote of confidence in the leadership of the trade union.

It showed a complete rejection of the action committee, which did not succeed in election in single candidate, he said.

TUCSA F.M. 22/10/76

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Coloured backlash 135

Another union is to leave Tucsas. It is the 10 000-member National Union of Furniture and Allied Workers, which caters for Coloured and Indian workers. Notice has been given of its intention to withdraw from the Council next month.

Union General Secretary Mohan Lalaram tells the *FM* that the furniture workers have decided to leave "for the same reason as the Boilermakers" (*FM* September 24). In other words, the union fears that the job security of its members is threatened, as in the engineering industry, and believes that affiliation to

Tucsas will prevent it from taking a hard line on the issue.

The union's move comes at a time when furniture industry employers are pressing for the upgrading of African workers, claiming that there is a shortfall of 1 000 artisans, which the union strongly denies (see *Inside Industry*).

The withdrawal of the furniture workers is not only a blow to Tucsas — it is an indication of a growing backlash among Coloured workers, particularly in the Transvaal, against attempts to ease Africans up the jobs ladders.

Coloured workers are first in the firing line when Africans are permitted to enter higher work grades, since they usually occupy the lower jobs hitherto reserved for White, Coloured and Indian union members. Since attempts to break down traditional job barriers are likely to increase, the backlash will probably become increasingly significant.

Indeed, the *FM* understands that moves are afoot to launch a federation of Coloured and Indian unions.

Meanwhile, the Port Elizabeth-based National Union of Motor Assembly Workers tells the *FM* that its executive has made its decision on Tucsas affiliation, and that it is now being referred back to the union's branches for ratification. A decision from the branches will be forthcoming by the end of November,

says general secretary Fred Sauls.

It is likely that this union, too, will leave Tucsas.

TUC man joins new deal call

Cape Times 25/10/76

Own Correspondent

PRETORIA — The South African trade union movement should join Afrikaans and English-speaking businessmen in a joint approach to the Government to demand a new socio-economic deal for Blacks, the vice president of the Trade Union Council of South Africa, Mr Steve Scheepers, said yesterday.

Mr Scheepers was commenting on the "urgent" call from the conference of the Association of Chambers of Commerce (Assocom) in Port Elizabeth last week for Afrikaans and English speaking businessmen to combine to pressure the Government into a new dispensation for Blacks.

"Sectionalism in the private sector should have ended years ago. It is a relic of the past which, aside from being exploited by politicians, we can no longer afford."

"Party politics has no place in business, and where politics interferes with economic advancement there should be a joint

response from both English and Afrikaans speaking sections."

Mr Scheepers said the removal of discrimination was not only important in the field of economics. It was also necessary to change the harsh image of South Africa abroad — an image which adversely affected the inflow of vital foreign capital.

The general secretary of the National Union of Distributive Workers, Mr Ray Altman, said a joint demand by businessmen from both sections of the community for a new deal for Blacks was overdue.

Good sense

Mr Altman, who is also general secretary of the racially mixed National Union of Commercial and Allied Workers, said the Afrikaanse Handelinstuut had consistently emphasized the need for change.

It made good sense, therefore, that the business community should combine to rid the country of discrimination — a policy which was having, and would continue to have, an adverse effect on the economy.

Mr Altman said the Prime Minister's warning to businessmen made at the Assocom conference not to meddle in politics was totally unwarranted.

"Businessmen have every right if Government policies are affecting the economy to demand change. They would not be looking at the situation from a party political point of view but purely as an economic issue," Mr Altman said.

The mother of Black trade unionism

25/10/76 (B) 138

Lucy Mvubelo, South Africa's top Black trade unionist, feels she has been honoured twice this year.

She became the first African to be appointed to the executive committee of TUCSA (the Trade Union Congress of South Africa)

And she was the only South African woman invited by the United States Embassy to meet Dr Kissinger when he was out here

Overseas

"I feel it is a great honour that the trade union from such a big body should have the confidence in me to elect me to their executive," said Mrs Mvubelo

Others say the honour is well deserved

Lucy Mvubelo has undoubtedly been the

mother of Black trade unionism in South Africa.

For 26 years, this strong and capable woman has led South Africa's clothing workers.

During this period she has represented her union overseas both in an official capacity and privately.

Boycott

One of the biggest disappointments of her life came in 1973 when the International Labour Organisation would not allow her a platform to speak out against a proposed total boycott of South Africa

"I wasn't allowed to explain that it would result in the very people it was supposed to help — the Blacks — being out of work and impoverished.

"I found the following

She takes the lead in a vital sphere

year almost as difficult I met some of our exiles, people I've worked with in my movement, at the ILO conference

"They were recognised, I was not, yet they are out of touch and I am the real leader."

Mrs Mvubelo has not been back to an ILO conference since, partly due to lack of sponsorship and to heavy commitments here

Her union, the largest and best run in the country, has gained tremendous benefits for its members

Despair

"They are disciplined, and know about things like the workman's compensation act, pension funds, unemployment benefits and so on," said Mrs Mvubelo

One of the things she is pressing hard for now, is recognition of her union. It, like all other Black

unions, has been told by the Government the time is not yet right for Black workers to be recognised.

"If we are not employees, then what are we?" asked Mrs Mvubelo in despair.

She is working to obtain bargaining powers so her people can uplift their standard of living

"A person should be able to sell her labour to the highest bidder"

Division

Mrs Mvubelo says she was pleased to have been invited by the United States Embassy to meet Dr Henry Kissinger

"I got the opportunity to explain to him what the aspirations of the workers of South Africa are"

Mrs Mvubelo, who is now 56, hopes that an end to the division of workers will come in her lifetime that integrated trade unions will be accepted

— Sue Garbett

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135 / 136

Cape Times
29/10/76
**Heunis
to
chair
wage
talks**

Own Correspondent

PRETORIA A consensus has been reached by the trade unions and employers on the wage and prices sacrifices to be incorporated in the next phase of the Government's co-ordinated fight against inflation, it was learnt in Pretoria yesterday.

The special committee which investigated the issue - it included representatives of the Trade Union Council of South Africa and the SA Confederation of Labour - will report back to the anti-inflation continuation committee in Pretoria on November 16.

It is at this meeting that a decision is expected to be taken to extend the programme for 12 months.

The Minister of Economic Affairs, Mr Chris Heunis, will be chairman at the meeting.

Collapsed

Without the agreement which has been reached by the unions and employers the co-ordinated fight against the price spiral would have collapsed.

However, it is certain that the trade union representatives at the November 16 meeting will attack the Government for its inability to slow down or minimize increases in prices directly under Government control.

Demands will be made for a tighter and more effective control.

This year, to a far greater extent than at any other time in the past quarter century, the price of virtually every food commodity and service used in the home has been substantially raised.

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Trade union puts pressure on Cabinet Council member

A ROW is brewing in the 3000-member hotel bar workers' union over the position of the union's secretary, Mr G. M. Munsook, on the Prime Minister's Cabinet Council, the South African Indian Council and the Rylands Management Committee.

A motion giving Mr Munsook an ultimatum to resign from the separate bodies or give up his trade union positions will be discussed on Sunday at the annual meeting of the union, which is called the Hotel Bar Catering Trades Employees Association.

Some 400 workers this week petitioned Mr Munsook to place the resolution on the agenda for Sunday's meeting.

The resolution says that if Mr Munsook does not accede to the demand, it should be regarded as a defiance of the wishes of the workers who put him into office, and he should resign as secretary of the union.

ALSO He should also resign as vice chairman of the Industrial Council and vice chairman of the Provident Fund for the Liquor and Catering Trades (Cape), the resolution says.

Mr Munsook said this week he would not stay on the Indian Council and the Cabinet Council if the workers were opposed to him being there. 'But I think that the resolution has been moti-

ated politically by outside forces who want to get me out of the bodies. The innocent workers are being used.'

'TRIBAL'

According to a union member, the hotel workers wanted Mr Munsook to resign from the separate development bodies because they were opposed to 'tribal institutions.'

The union member said the workers were also critical of the Cabinet Council because the Africans were not represented on it, the majority Labour Party in the CRC had opposed it, and the Indian leaders were, in fact, the only ones who had gone into it willingly.

CT-24/1/76

1976

People afraid of joining unions — Tusca

Own Correspondent

JOHANNESBURG — People were afraid to work for trade unions in South Africa today — “afraid of the knock of the Security Police on the door,” Mr Ray Altman, an executive member of the Trade Union Council of South Africa (Tusca) has said

Mr Altman said this was specially true of those unions which opposed apartheid and discrimination

Writing about the lack of young people in the upper echelons of registered trade unions, he said in this month's SA Labour Bulletin, that the bannings of trade unionists by the Government in the 1960's and 1970's had been one of the causes

“There can be no doubt that people are afraid to work for trade unions today,” he said

The more progressive and militant unions consisted mainly of Black people. These unions did not have the financial resources to employ trained and qualified people and were able to attract only a few young idealists. These people, feel they are working for a cause and are prepared to work for a pittance and to brave constant surveillance (and possible detention) by the Security Police”

Sunday Times Extra
5/12/76
**Trade union
will fight
door-to-door
'exploiters'**

THE National Union of Commercial and Allied Workers, which represents several thousand of Coloured and Asian employees in shops, stores and warehouses, is to spearhead a new nation-wide campaign against malpractices in door-to-door selling.

Door-to-door selling by representatives of unscrupulous firms constitutes one of the worst forms of exploitation of the Coloured and Black populations in South Africa.

This view was expressed by a delegate at the recent meeting of the National Executive Committee of the National Union of Commercial and Allied Workers.

The delegate, who prefers not to have his identity disclosed, has been personally involved in door-to-door selling in Coloured residential areas.

Poorer section

The most common victims of this unprincipled smooth-talking salesmanship are the poorer, semi-literate section of the population, he says.

These unwitting victims are often so overwhelmed by the salesman's eloquence, that they eventually feel morally bound to buy his product.

Catalogue

There are occasions when the buyer does not even see the actual product being sold, but is merely shown a catalogue.

When the product of such a sale is finally delivered and the buyer is dissatisfied with it, there is little he can do.

NUCAW delegates felt that the only effective means of putting an end to these malpractices would be through the organisation.

Such a campaign would be initiated by NUCAW, who would approach other interested bodies for assistance and support.

The main objectives of the campaign will be:

- To bring the nature and extent of door-to-door selling malpractices to the notice of the general public.

- To persuade offending firms to discontinue these abuses.

- To urge the relevant authorities to take the necessary steps to ensure that future offenders will be liable for prosecution.

Tucsa 3/12/76 STAR praises Kruger promise

Pretoria Bureau

The Trade Union Council of South Africa, Tucsa, "welcomes the assurances" of the Minister of Justice, Mr Kruger, that the banning of 27 people was not a move

against unions.

Mr Arthur Grobbelaar, Tucsa's general secretary, had a meeting in Pretoria yesterday with Mr Kruger on the bannings of unionists in Johannesburg, Durban and Cape Town.

"But, naturally enough, we can never be satisfied with this type of executive action against people. This is one thing we still do not like," he added.

After the meeting, Mr Grobbelaar refused to comment, saying Tucsa and Mr Kruger would release a joint statement.

But, this morning, Mr Grobbelaar said the statement released last night by Mr Kruger was "certainly not a joint one."

PERSONAL

In his statement, Mr Kruger said: "The action taken against the people involved related to their personal activities and not to the activities of the trade unions they may incidentally have links with

"This must be evident from the fact that the overwhelming majority of the 27 people concerned are not factory workers, have never been factory workers and are not trade unionists.

"They mostly were involved with organisations, financed and directed from beyond South Africa's borders to operate among workers, but outside the trade unions and therefore without worker participation and without responsibility to the workers.

NO INTENTION

"The action taken is not an indication of an intention to interfere with, or to inhibit, bona fide union activities of individuals or unions.

"Although black trade unions are not recognised by law, they are not illegal and I have not restricted responsible black trade union leaders, nor do I contemplate doing so.

"I was convinced that their activities endangered the maintenance of public order and, furthermore that, not to have acted against them would have constituted a failure in my duty to protect not only South Africa as a whole but, in particular, also the workers and their trade unions," Mr Kruger said.

Tucsa man warns on collapse of union

Star 7/12/76

Labour Reporter

The whole trade union movement is in danger of collapsing because of the irresponsibility of people "who are supposed to be leaders."

The two previous resignations — those of the mixed Boilermakers Society and the Coloured National Union of Furniture and Allied Workers — were over the inability of those unions to reconcile the interests of coloured workers with Tucsa's advancement of African interests. The resignations still leave Tucsa the strongest labour organisation in South Africa with a total membership of about 220 000 workers.

The white Confederation of Labour, which once had close to 200 000 members, has also been hit by dissent and resignations, while a proposed "middle of the road" confederation has failed to get off the ground.

THROUGH PRESS

Mr Grobbelaar said the National Union of Motor Assembly and Rubber Works had been started by Tucsa and had now "rewarded us in an unexpected manner."

He was sick and tired of being notified of resignations through the Press, he added.

"If there is anything wrong with an organisation you should stay in it and fix it up. You cannot do that by resigning," Mr Grobbelaar added.

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

He commented on the resignation of another Tucsa union which has brought Tucsa's total loss in the past three months to three unions representing about 30 000 workers.

The latest resignation is that of the 4 500-strong National Union of Motor Assembly and Rubber Workers which represents coloured and Indian workers.

One of the reasons for the resignation was Tucsa's failure to promote the interests of the African worker sufficiently, said Mr Fred Sauls, general secretary of the union.

The full reasons would be announced after Tucsa had been given a chance to reply to the resignation, he added.

Hammer these employers'

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19/12/76

Tucsa general secretary Grobbelaar slams Unemployment Insurance Fund fiddlers

By ALAN PEAT

TUCSA general secretary Arthur Grobbelaar has slammed employers who abuse the requirements of the Unemployment Insurance Fund

"This," he said, "is much more widespread than recent reports suggest, and should result in many more prosecutions and much stiffer sentences, including jail sentences for repeated offenders."

"This failure to comply," says Grobbelaar, "is in some cases very definitely deliberate

"Some employers are exceeding the quota of black labour in terms of the Environmental Planning Act and are unable to register employees correctly for fear of being found out"

Grobbelaar is adamant that far too many errant employers are escaping the net, and that the Department of Labour should institute more frequent inspections to curb the number of offenders...

According to a Department of Labour spokesman no suitable case for prosecution has occurred, although there are frequent prosecutions for non-payment of contributions.

"There are, however, two difficulties in assessing the problem," he said.

"First, we can only act when a genuine, provable complaint is made to us. And secondly in a number of cases of an employee not holding a UIF card the reason is that he has lost the original, and it is not the employers' liability to ensure that he obtains another."

Grobbelaar argues though that the employer should have a social conscience and says that "it is disturbing that so few have"

The Department insists that the main answer to the problem is educating the workers on their rights under the Act "We have produced a number of

booklets explaining the Act for both employers and employees, and frequent talks on the subject are given on Radio Bantu."

Meanwhile, the Black Sash Advisory Office has said it has received an increasing number of complaints from black workers about the funds operation, and has called for a much stricter enforcement of the law against employers who will not comply

They point out that while in 1975 the fund stood at about R196 million only R23 million was issued in claims: Also that claimants of all races totalled a mere 146 000 out of more than a million estimated as unemployed

"This," they say, "indicates that only a very small percentage of contributors is benefiting from the Fund."

The problem is being aggravated by the rapidly growing unemployment rate this year, particularly in depressed labour-intensive industries such as con-

struction, where an estimated 70 000 workers are presently unemployed.

Of this figure 60 000 are unskilled and semi-skilled Africans, and it has recently been alleged that large numbers of these workers have no UIF cards, either due to their own ignorance of the working of the Act — or to deliberate negligence on the part of employers.

Abuse of the Fund does not end with the employers

Repeated charges have been levelled in Parliament that the Fund is not being used in the best interests of the contributor. In fact, it is said, the Government sees the Fund as a source of cheap capital, being able to borrow at a low rate of about six percent, instead of investing the money to gain additional interest for the contributors

Workers excluded from the benefits of the fund have also been a source of concern, as this vast number of people are mainly in the lower income African group, whose need of benefits during unemployment are highest

GROBBELAAR
'Isi: tham'

Year will be tough

— **Tucsa** *Stas*
4/1/77

Labour Reporter

A year of further restraints — perhaps on a different pattern from those of the present anti-inflation manifesto — is forecast by Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

"The Minister of Finance is certain to bring little comfort in his March Budget," Mr Grobbelaar said

"It is quite possible that the Budget will be so harsh that there will be no necessity for other wage and price restraints."

The economic and political climate was such that trade unions would tend to be moderate in their wage demands.

"I think the unions are going to find it extremely difficult to get any pay adjustments out of the employers in general.

"Fairly widespread unemployment is also weakening the bargaining power of the unions.

"Most workers will sooner take smaller wage packets than face possible unemployment," Mr Grobbelaar said.

Star 14/12/76

Wage increases lag—unions

Labour Reporter

None of South Africa's estimated 50 000 workers in the "principal areas" — not even the lowly paid labourer — gets full compensation for the rise in the cost of living under recommendations for their new wage determination

This is manifestly unfair, says a joint statement from the three trade unions representing workers of all races in the commercial trade

The unions stress that the vast majority of shopworkers are exempted from sacrifices under the anti-inflation manifesto to which the unions subscribe

MINIMUM

While welcoming the publication of the recommendations which had been "eagerly awaited" and were "long overdue," the unions pointed out that the recommended rise in the minimum wage of adult labourers was only 4.8 percent, bringing the wage to R89.70 a month for males and R71.72 for females

By the time the new wage determination comes into force — not before the end of next April — the rise in the consumer

price index since the previous wage determination in October 1973 would be more than 47 percent, said Mr Morris Kagan, spokesman for the unions

Increases for other categories of shopworkers were even more disappoint-

ing. The female general assistant would get only 36 percent more (R70.73 a month), the sales assistant only 30 to 35 percent (R115 for a beginner and R165 for one with five years' experience) and the supermarket cashier 39 percent (R122 a month)

Star 14/12/76

Bannings not aimed at black unions'

Labour Reporter

The multiracial Trade Union Council of South Africa does not regard recent bannings of trade unionists and others as action against black trade unions

It says the bannings are "state action against certain individuals, some with no trade union background, who have involved themselves in African labour"

Tucsa's views are expressed in an editorial in the latest edition of the council's official organ, Labour Mirror

"The recent bannings should not deter registered trade unions from organising Africans in their industries into parallel unions," the editorial says

Ratepayers against new hours

THE Wynberg (South) Ratepayers' Association has come out in support of the protest by two major shop-worker trade unions against the move by the Cape Town City Council to allow longer shopping hours from January.

The association is to lodge a strong objection with the Cape Town City Council about the move to allow shopkeepers to decide their own trading hours between 6 am to 9 pm.

The National Union of Distributive Workers and the National Union of Commercial and Allied Workers have based their opposition on the dangers to women shop assistants going home after late night shifts, unfair competition to small traders and ultimately consumer costs being forced up through higher overheads for traders.

Unions support late shopping protest plans

Mr J. R. Altman, general secretary of both unions, said support for the protest against longer shopping hours was gathering momentum.

SUPPORT

He said the unions had received good support for its protest campaign from many organisations.

Mr S. Mberat, president of the Wynberg (South) Ratepayers Association, said the association gave its full backing to the two unions in their protest against longer shopping hours.

'At the same time we also will protest strongly to the Cape Town Council about the increased rates and electricity and water tariffs,' he said.

Mr S. Ariefdien, an executive member of the association, said the association would ask the council to review and rescind its decision on longer shopping hours.

Raymond Altman, general secretary of Distributive Workers' Union, is . . .

CAN DIDLY YOURS

ONE of the biggest causes of misery and financial frustration among the less sophisticated is the practice of overselling, and the Trade Union Council of South Africa (TUCSA) with its 80 000 members, is to be called in to help fight this social curse, trade unionist J R Altman vowed this week.

John Raymond Altman, better known in South Africa as Ray Altman and his energetic young assistant, Chris Bates, spoke to me this week about their newly announced campaign to stamp out malpractices in the multi-million door-to-door selling business.

Ray Altman, a BA LLB graduate of Wits, became general secretary of the National Union of Distributive Workers which later, because of Government legislation, split into two unions, the National Union of Distributive Workers (Whites) and the National Union of Commercial an Allied Workers (Coloureds and Asiatics) in 1952, almost exactly 25 years ago.

Since then he has become synonymous with the fight of the worker for a fair share in his pay packet, his conditions of work, his status and his dignity, irrespective of

Syn. Times (EXTRA) 19/12/76
as he talks frankly to NORMAN WEST in our series on personalities



the colour of the workers. He is known as a prolific writer of letters to newspapers in his attempts to air the case of the worker or union member.

He is known as an outspoken critic of apartheid legislation and holds no brief for job reservation or pay discrimination.

But his venture into fighting unscrupulous salesmen is a new one. What made him decide to tackle this thorny one?

"What started me thinking in this direction," says Ray, is a view expressed by a delegate at a recent meeting of the national executive committee of the National Union of Commercial and Allied Workers.

"This man is himself a former door-to-door

salesman in the Black areas, and what he said to me and my union was a eye-opener. It made us sit up and take note and decide to act," he says.

What, in fact, did Ray Altman hear that he did not know already?

Nothing new really, he admits, but enough to make him decide to get involved.

Mr Altman says that it is common knowledge that the victims of these smooth-talking salesmen are the gullible and easily impressed semi-literate and poorer section of the Black community and these people need to be educated to resist them.

And Chris Bates concurs, saying that the time has come to seek guidance from international legislation in this field, if necessary to see

where the loopholes can be effectively plugged.

"We must also rope in the Institute of Social Development at the University of the Western Cape and the SA Labour and Development Research Unit at UWC to assist with a thorough investigation into malpractices, so we can pinpoint the illness expertly and so better prescribe a medicine for it," he feels.

Says Ray "There is no real cure for overselling, but there are remedies, and I believe the best remedy is consumer education, and that's where we want to come in."

He says that through the 80 000 members of TUCSA, he has a powerful medium for spreading the message to the general public and bringing the nature and extent of

door-to-door selling malpractice to their knowledge, so that they can be aware of the pitfalls.

How can offending firms be persuaded to discourage these high-power selling tactics of salesmen who only think of their commissions?

"One could probably enlist the help of the Furniture Traders Association," Mr Altman feels.

And if that doesn't help?

"Then we must look further, we must agitate for legislation that will more effectively protect the unsophisticated consumer and with the help of other organizations, my unions will be in the front line of the battle against offending firms and we hope to start firing the first volleys by February," Mr Altman says.

Mr Ray Altman

Mr Chris Bates

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Little to gain, much to lose for shop staff

Cape Times
29/12/76

From Mr J R ALTMAN,
General Secretary,
National Union of
Distributive Workers (City
Centre, Cape Town)

IN REPLY to Mr Douglas Lincoln's letter (Cape Times, December 20) advocating the extension of shop trading hours within the Cape Town municipal area, I wish to point out that while unions in the commercial distributive trade are opposed to the extension of trading hours for a number of reasons, they are primarily concerned about the fact that a new opening and closing order would give the

Letters

shopkeeper the freedom to compel his employees to work late shifts (as long as the hours of work prescribed in the wage determination for the commercial distributive trade are not exceeded) without having to grant any compensation to those workers in return.

Under such conditions, the unions feel that shop workers have little to gain and much to lose through the implementation of the Cape Town City Council's proposals concerning shopping hours.

It must also be stated, however, that the unions are not totally inflexible in regard to later trading. Indeed, if the minority of firms who favour extended shopping hours are themselves prepared to guarantee adequate compensation to employees for working later shifts, the unions would be prepared to negotiate with these firms with a view to making a package deal. Such a package deal could, for example, provide for an extra half-day off a week in exchange for one later shopping night a week.

At the same time I would like to comment on the points raised in Mrs D Sadur's letter (December 17).

Part-timers

Mrs Sadur has expressed the view that extended shopping will, with the help of part-timers and casual employees, provide a means of coping with inflation. There is, however, a strong case for the contrary view, namely, that far from coping with inflation, the increased employment of part-timers and casual workers will tend to aggravate inflation.

This would seem to be so for two reasons; first, the current trend in steadily rising prices appears to be making the consumer more careful about his purchases. An extension of shop hours will not, therefore, automatically lead to higher company turnovers. It will simply mean that some people will do their shopping at night rather than during the day.

Secondly, longer

shopping time will result in higher overheads. Most employers must realize that the employment of part-timers and casuals is more costly than the utilization of full-time staff. This is because the employer is compelled by law to pay a part-timer not less than two-thirds of the wage prescribed for a full-time employee doing the same job, while the former cannot work more than 25 hours a week (i.e. 55.5 percent of the full-time employees' working week).

A casual employee, on the other hand, must be paid at a rate of 1½ times the hourly wage prescribed for a full-time employee doing the same job.

US rates

Furthermore, it is interesting to note that shop employees in the United States receive premium rates for working during the evenings. It will indeed be surprising if under the present economic circumstances, employers in South Africa agree to a similar wage policy for their employees.

Finally, it should be mentioned that while later trading on Fridays has already been introduced in Natal, the indications are that the enterprise has been far from successful. Many of the stores in Durban which initially took advantage of the longer trading hours have subsequently reverted to their previous opening and closing times through lack of business.

It would appear, therefore, that the success of later trading in South Africa is far from being a foregone conclusion.

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INDUSTRIAL RELATIONS - WORKERS' Org.

TURSA

[135]

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As Africans continue to press for trade union rights, employers will have to adapt. So too will registered trade unions

Parallelism = paternalism

FIN. MAIL
19/11/76

When is a trade union not a trade union? When it's a "parallel" union for Africans, administered and sometimes even controlled by a registered union

In the past few weeks, the *FM* has come across allegations that some unregistered parallel unions on the Reef are being manipulated by registered unions, or in fact exist only on paper. In addition some African workers are suspicious about the deduction of their union "dues" from pay packets

"Parallel" unionism became an issue in 1973, when Tucsa resolved that its affiliated unions should set up "parallel" African unions in their respective industries, supervised by their registered counterparts, in order to ensure that they remained responsible

Six such unions were then in existence, five more have been formed since. The registered unions see "parallelism" as an experiment in racial partnership. However, officials of the 16 independent African unions are not so sure

They point to the inherent conflict of interest between Black and White workers -- registered unions who are supposed to assist the parallel unions also

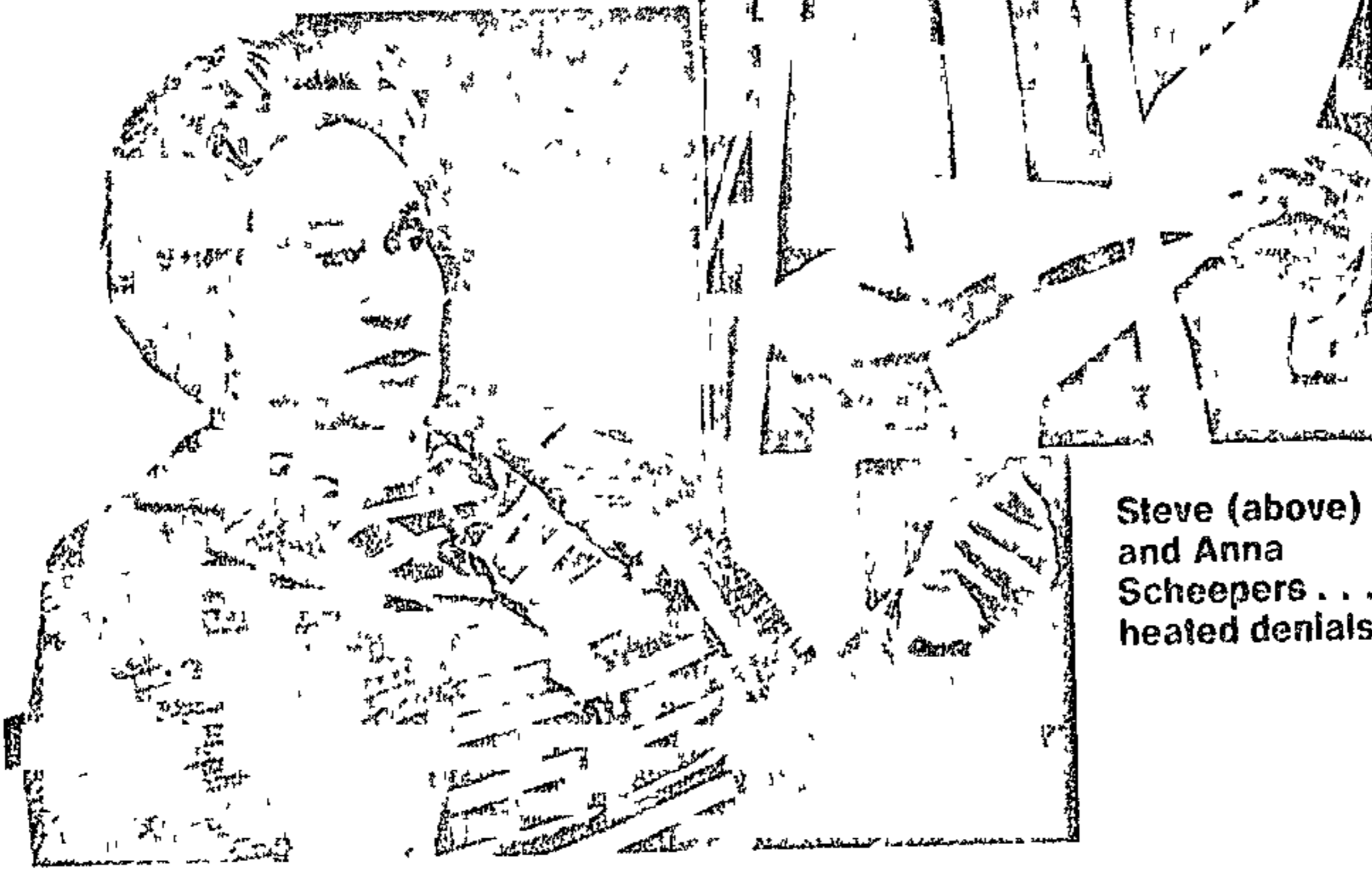
often practice some form of job reservation against African workers. Independent unionists also see "parallelism" as an attempt to eventually supplant the independent unions

Disillusionment about parallel unions first surfaced at the recent Tucsa conference. Johannes Mathe, a delegate of the (African) National Union of Clothing Workers (NUCW), charged the Tucsa-affiliated African Leather Workers Union with being a "paper union", without shop stewards, elected treasurer or secretary, or real member participation.

The leather union, as well as the African Trunk and Box and Glass Workers Unions, are run by Tucsa veteran Steve Scheepers. Since Mathe's allegations, workers in leather factories have reported that they are subject to compulsory deduction of dues from their pay packets but have never actually joined the union. Nor are there regular union meetings. There are no shop stewards, they say, and complaints are referred to Coloured shop stewards in the registered union.

Union president Sam Lekeba was reluctant to talk about the union ("please discuss it with Mr Scheepers"). Scheepers dismisses the allegations as "rubbish". He says he has held widely advertised union meetings on Saturday mornings, but few turn up. Coloured shop stewards only take up complaints while Bantu shop stewards are too lazy to come in here, which happens often, but they're quickly here when their shop stewards' commission is paid out.

Leather workers interviewed by the *FM* say, however, that they have been paying union dues since the 1950s, that no union existed until 1974. The dues are now 50c a month, and only meetings have been notified since the union was formed. Most had not agreed to join the union "because



Steve (above) and Anna Scheepers... heated denials

have no say in it". However, when one worker complained of "taxation without representation", he was told that African workers were lucky to be receiving benefits through the registered union

When he complained about paying the union dues, he was told that he could be thrown out of the industry if he didn't -- because he would be "getting the benefits without contributing towards them"

The workers concerned had never heard of their putative president, Lekeba. They also said they rarely went into union offices because "we are treated like lepers there"

Office bearers are elected every three years, Scheepers claims, and printed ballot papers are distributed to all members. Leather workers deny receiving any ballot forms. The union dues finance not

only administration costs but provident benefits too. He negotiates personally on behalf of the African union at the industrial council and has secured large increases for them, he says

Asked if he felt African workers should not be trained to negotiate on their own behalf, Scheepers said this could create racial friction

There is no record of Scheepers' African Glass Workers' Union in Tucsa's trade union directory, and officials of the independent (African) Glass and Allied Workers' Union claim no such union exists. They say Scheepers did not know the names of the union's executive and, when asked to produce the union's constitution, produced the registered union's constitution

Scheepers denies this. "The Union existed in 1962 and I haven't dissolved it. It has a perfectly good constitution and will rejoin Tucsa next year"

Asked by the *FM* for the name of the union's president, Scheepers said he had retired and "I will have to get another one elected". This would only happen next year as, "I have too many meetings before Christmas"

Mathe also levelled allegations at his own union, the NUCW, founded in the 1920s with the assistance of Senator Anna Scheepers' registered Garment Workers' Union. He told Tucsa the NUCW delegation had not itself decided who to vote on to Tucsa's executive, but that union general secretary Lucy Mvubelo "runs to consult Senator Scheepers and then casts our votes"

Scheepers flatly denies this and says she does not interfere in NUCW affairs

Mathe and other union sources also charge that Scheepers threatened the NUCW with eviction from Garment Centre, the building it shares with the

registered union, if it did not join Tucsa. NUCW joined Tucsa early this year.

They also claim that Scheepers virtually vetoes NUCW decisions if she does not approve of them. "She calls the executive in and lectures them like grade school children and then tells them to go back and reconsider. Usually they do," says one observer

Scheepers denies this. "I only intervene in the affairs of the NUCW when asked to address their meetings or report back on negotiations." She adds that White garment workers have taken voluntary salary cuts in order to bridge the industry's wage gap. Her union still negotiates for the NUCW, despite the fact that it has been under the registered union's tutelage for about 50 years

"To tell you the truth, the African union's negotiating ability is still not up to standard"

The African leather union is not the only case where there is confusion over deductions from pay-packets. Several registered unions in the transport industry have set up a parallel African Transport Workers' Union. Officials of the independent rival Transport and Allied Workers' Union say, however, that a worker at one transport company complained to them about an amount of 60c for union "dues" on his pay slip

The money was added on to his pay and then deducted. When he questioned this he was told he was fortunate that the company was paying his dues for him. He has, however, never joined the union.

Questioned by the *FM*, Arthur Hammon, secretary of the Coloured and Asian Transport Workers' Union and organiser for the parallel union, said a stop order system existed at this company only. Workers at the company had attended a union meeting and "all who attended voted to join". If the worker had not joined, he must have arrived at the firm subsequently or have missed the meeting. The union fee was 30c, not 60c

A spokesman for the company confirms that these deductions are made automatically. He says the amount is 30c

The worker concerned said he had never been invited to union meetings. Nor were any shop stewards elected by the rank-and-file. Hammon confirms the union has no shop stewards, but says this is common among transport unions. He says notices of meetings are sent out regularly and that all office-bearers, except the three seconded from the registered union, are elected

The other "paper union" is the African Tobacco Workers' Union. Here the secretary is supposed to be a Nicholas Hlongwane. Hlongwane, however, tells the *FM* that he is only an organiser and that Christine du Preez, secretary of the registered union, runs his union. He says the union has 300 members and that he

has been an organiser since 1951

Independent unionists say, however, that they believe that Hlongwane is actually an office worker, employed by the registered union. They say they have invited him to meetings, but are always told he is busy making tea or fetching the post. Hlongwane was loth to discuss the union with the *FM*. "We don't want to attract government attention. Please leave us alone"

Suspicious about the viability of most parallel unions are confirmed by a recently completed thesis by MBA student John Lewsen, of the Wits Business School, entitled "Black Trade Unions: their Role and Potential"

Lewsen finds that whereas the independent unions have one paid official per 330 members, the parallel unions have one per 2 300. Most parallel unions, Lewsen shows, are run directly by White general secretaries of the registered unions. He found independent unions to be sceptical of Tucsa's decision to readmit Africans, regarding it as "a mark of expediency during a period of financial weakness". The 1972-74 Tucsa annual reports show a deficit of almost R16 000 and the NUCW's affiliation alone brings in R7 200

Lewsen sums up the "parallel" experiment by quoting Tucsa general secretary Arthur Grobbelaar's paper on parallel unionism:

Even after the parallel union has appointed its own staff and officials, "the administration (of parallel unions) should continue to be subject to the overall supervision of the registered union..."

The paternalism inherent in the parallel system is fraught with difficulties, particularly when registered union

White unions are trying to forestall racial equality

spokesmen are supposed to advance African worker interests but are also subject to calls from their own members for protection against African job advancement.

The independent union movement is growing and it is unlikely that African workers will go along with parallelism for much longer. The parallel union "members" interviewed by the *FM* all expressed an eagerness to join a *bona fide* trade union. But they are suspicious of "unions" in which they have no say.

As one observer put it: "The White unions are reacting like the White sports bodies did -- they're trying to forestall racial equality by granting patronising concessions. It didn't work in sport, and it won't work here. When African workers in these industries start demanding the real thing -- as they must -- the Whites will have to respond."

Lucy Mvubelo and the FM

Mrs L. Mvubelo, general secretary, National Union of Clothing Workers (NUCW)

I strongly object to the article in the FM of November 19, which states that a trade union is not a trade union when it is a "parallel" union for Africans, administered by a registered union, and that some unregistered unions are manipulated by registered unions, or exist only on paper. The reference made to my union implies that it is the type referred to. I am extremely angry at this insult and untruth. My union does not exist only on paper. It operates under a democratic constitu-



Mvubelo Tucsa's for me

tion with 23 000 paying members, five full time officials, an elected national executive committee (NEC), branch executives, 500 acting shop-stewards, and the supreme body, the national council.

The article says Mr Johannes Mathe (a former member of the executive committee of the union) said things about my union. I am surprised Mr Mathe should have his story printed. He is not a member of my union any more. He left the industry at the end of September 1976. But this is not in the article. It is not said that Mr Mathe was voted out of a vice presidency, by the membership at an election in terms of the union's constitution, which makes provision for powers of recall.

I deny that I "run to consult Senator Scheepers and then cast the union's vote" at the Tucsa conference. I am the leader of the delegation and I have the authority to vote for the union. I

consult with my own delegates, but because I know most of the people in Tucsa, I have their agreement to vote. I have consulted with Dr Scheepers also when I do not know the people, but what is wrong with this?

I completely reject Mr Mathe's claim that Dr Scheepers threatened my union with eviction from Garment Centre if we did not join Tucsa. This is a lie. My union took its own decision to join without any threats by Dr Scheepers. Dr Scheepers was invited to address the NEC. We believe in belonging to Tucsa. There might be some who do not, but it would be impossible to get 100% support for everything the executive does.

I also strongly object to the claim that Dr Scheepers vetoes decisions of our union and tells us what we must do. Dr Scheepers is often consulted by us. What is wrong with that? We are trade union colleagues. Our Black members work side by side with other races with exactly similar conditions of employment. The problems which members of my union have are the same as the problems of members of Dr Scheepers' union. We have no intention of breaking this close friendship. Dr Scheepers was elected an honorary president and adviser to my union in 1973 and 1975. She does not interfere in our affairs unless we ask her to assist, advise, or help us. Her experience and knowledge is very important. She often advises and helps us, and we do the same with her.

On the matter of negotiations being done by the registered union, it is only the registered union which can legally negotiate for the workers. But we have full consultation about negotiation before they start, and are kept fully advised of their progress. We approve or throw out the final offers by the employer. There are many informal negotiations taking place daily, with the employers and these my union handles itself, through full time officials.

Our experience in negotiations is perhaps not as good as Dr Scheepers'. Not everybody can be a good negotiator and we do not have Dr Scheepers' experience and knowledge, because the Industrial Conciliation Act deprives us of the opportunity to learn the art of negotiation. But Dr Scheepers negotiates for all the workers in the industry, White, Coloured and Black. At one time White workers in the

(Continued on page 1030)

industry did not get wage increases so that Black workers could get increases and this was done by Dr Scheepers.

It is not Mr Mathe, or your news paper that has ever done anything to help us, and I don't know why you must now interfere in our affairs. We know who does the right things for us. Mr Mathe did not build up my union. We did it ourselves, with the help of people like Dr Scheepers and the late Miss Johanna Cornelius.

The FM did not say the NUCW exists only on paper. We named other unions in that context. We cited the allegations about the NUCW as an example of the paternalism in some "parallel" unions. The fact that Mathe left the industry was not relevant to our report. We did not print his allegations without first satisfying ourselves of his credentials.

Mrs Mvubelo in fact confirms that she consults Scheepers and casts the union's vote. In addition to Mathe, two members of her delegation told the FM she did not consult them over the delegation's vote for the Tucsa executive. The allegation that Scheepers threatened the union with eviction was first put to the FM a year ago. Scheepers denied it, and we accepted her denial. Subsequently it was alleged by three separate sources and we thus felt an obligation to publish it, along with Scheepers' denial.

The claim that Scheepers effectively vetoes NUCW decisions was also confirmed by other sources. The FM article reported that White workers had foregone a wage increase. Again, Mrs Mvubelo is merely confirming what the FM said, ie that Dr Scheepers still negotiates for the NUCW. Her own description of the NUCW's relationship with Scheepers suggests the very paternalism the FM was talking about.

FIN MAIL 31/12/76

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MOTOR UNION

Overtures to Africans?

The recent defection from Tucsa (the Trade Union Council of SA) of the 4 500-member National Union of Motor Assembly and Rubber Workers, a Port Elizabeth-based union catering for Coloured workers, had been in the air for some time

It may prove the most significant of all recent defections from Tucsa, as the union is likely to seek some sort of link with the unregistered African unions. There is a body of opinion within the union which favours ending its registration under the Industrial Conciliation Act, which would enable it to admit African members and become the first non-racial union in SA since the Fifties.

The union may eventually decide that de-registration is too risky — but it is nevertheless likely that it will seek some kind of accommodation with some of the unregistered African unions

General secretary Fred Sauls says

plans are “up in the air” at present. While it will remain unaffiliated for the time being, the holding of discussions with the unregistered unions with a view to forming links is a possibility.

Meanwhile, the proposed SA Central Labour Organisation (Sacro) is likely to get off the ground early in 1977, says Organiser Piet Roodt

Sacro, which aims to be a “middle of the road” union federation (between the SA Confederation of Labour and Tucsa) originally planned to hold its inaugural meeting in October. Its failure to do so led some union observers to suggest that attempts to establish the new federation had failed.

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It's food

next,

TUCSA

warns

Staff Reporters

THE petrol price increase would have a ripple effect through the economy causing rises in the cost of virtually all commodities, the Trade Union Council of South Africa said yesterday.

Mr Arthur Grobbelaar, Tucsas general secretary, said food prices would be affected because agricultural production costs would inevitably rise.

"All raw materials will also go up in price because of transport costs. Iron and steel prices will probably rise and affect the cost of many household goods," Mr Grobbelaar pointed out.

He said the cost of building materials would also be sharply increased.

A spokesman for South African Railways said yesterday the petrol price increase was not in any way due to pipeline tariffs.

"We will be getting nothing out of the new increase. On initial estimates it will put about R48-million a year on to our fuel bill," he said.

A statement yesterday by the Associated Chamber of Commerce predicted that the new petrol price would severely affect the already depressed motor industry.

Assocom said the increase came at a difficult time with the country reeling under recession and individuals struggling to cope with the rising cost of living.

"The fact that two cents of the four cents increase was to finance the second Sasol plant showed how increasingly difficult it was to raise overseas capital," Assocom said.

"No doubt Government thinking is that the in-

crease will dampen demand for petrol but, based on past experience, any such effect is likely to be only temporary," the statement said.

A Federated Chamber of Industries spokesman said yesterday that energy price increases had a ripple effect through the entire economy.

"An increase of this magnitude will deal a heavy blow to the motoring public and must depress car sales.

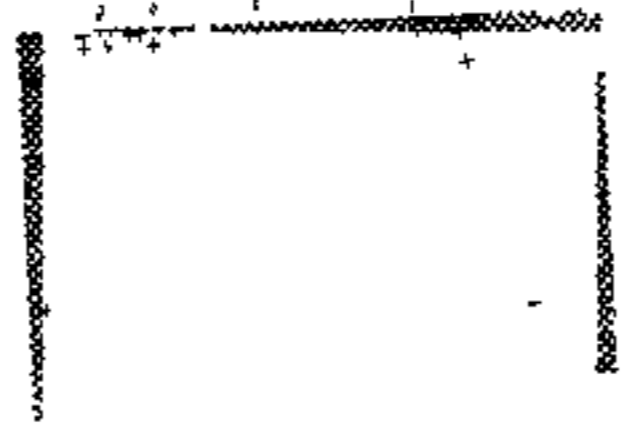
"The motor vehicle will remain vital to the country's transport system so the viability of the motor car industry must be ensured," a spokesman for the chamber said.

The Afrikaanse Handelsinstituut yesterday expressed regret at the new petrol price but said it appeared to be justified.

"Petrol is a scarce and expensive commodity which should be used sparingly. Therefore we appeal to motorists to lend full support to the Government's fuel conservation measures," a statement by the institute said.

Labour leaders to stay in US

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MR KRAFT



MR KLEIN

Labour Reporter

Two prominent young labour leaders have been lost to the South African trade union movement for the next two years.

They are Mr Robert Kraft, assistant general secretary of the 220 000 strong Trade Union Council of South Africa (Tucsa), and Mr Adam Klein, general secretary of the Garment Workers' Union, of South Africa and a deputy vice-president of Tucsa.

Both intend staying in America for further post-graduate study. They did university courses there last year.

Mr Kraft has resigned from Tucsa after 10 years' service.

Mr Klein's request for unpaid leave was turned down last night by his union's leadership.

"In effect his service has now been terminated," said Senator Anna Scheepers, president of the Garment Workers' Union of South Africa.

Mr Arthur Grobbelaar, general secretary of Tucsa, said Mr Kraft was "a very definite loss to Tucsa. He was my logical successor and one of the most capable men in the country."

LET DOWN

Mr Kraft studied for a degree in industrial relations at Cornell University, New York, last year on loans and grants from various sources. He said he was now studying for a Ph D.

Senator Scheepers, said Mr Klein had let the union down. It was made clear to him on his appointment 2½ years ago that he had to commit himself fully to the job.

Asked whether Mr Klein's decision to study for a masters or doctoral degree abroad could have been motivated partly by the recent bannings of trade unionists, Senator Scheepers said that was not impossible because he was friendly with a few of those banned.

Mr Klein had been studying at the Harvard University's business Management School in Boston since September on a grant from the US Government.

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Union neutral on mixed buses

Johannesburg's Municipal Transport Workers' Union is remaining neutral on the issue of white buses carrying Indian and coloured passengers.

Mr H M Wallis, general secretary of the union, said today the city council had applied to the Local Road Transportation Board to allow buses on all white routes to carry Indian and coloured passengers.

He said that at present transport certificates officially permitted a certain number of Indian and coloured people to be carried on most white routes.

But routes to the southern suburbs were not covered and the council wanted these routes brought into line.

Mr Wallis said his union was not taking a stand either way on the issue.

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Unions to press pay demands

Own Correspondent

CAPE TOWN — Unions representing more than 400 000 workers yesterday gave notice that they will seek substantial pay rises when the short-term measures of the anti-inflation campaign expire at the end of March.

Heads of the 200 000-member South African Confederation of Labour and the 210 000-strong Trade Union Council of South Africa (Tucsa) also rejected any further extension of the wage and price controls in the campaign.

The chairman of the confederation, Mr Attig Nieuwoudt, said in an interview from Pretoria that Union members were struggling to make ends meet at current rates of pay.

Dom 26/1/77
Big wage demands soon, say unions

Staff Reporter

THE country's two trade union giants — the SA Confederation of Labour and the Trade Union Council of South Africa (Tucsa) — will withdraw support from the anti-inflation campaign at the end of March.

In a statement yesterday the president of the confederation, Mr Attie Nieuwoudt, said drastic salary and wage demands could be expected as a result.

During the past few months prices had risen at a rate which made it impossible to maintain living standards, he said.

The general secretary of Tucsa, Mr Arthur Grobbelaar, said Tucsa would not give unqualified support to the campaign after March.

Mr Grobbelaar stressed that a harsh Budget was expected which would place even greater financial strain on taxpayers. Wage demands would follow, he said.

- INDUSTRIAL RELATIONS - Employers' Organisations.
- INDUSTRIAL RELATIONS - Workers' Organisations - General.
- INDUSTRIAL RELATIONS - Workers' Organisations - Tucsa.
- INDUSTRIAL RELATIONS - Workers' Organisations - Confed.
- INDUSTRIAL RELATIONS - Workers' Organisations - Saclo.
- INDUSTRIAL RELATIONS - Workers' Organisations - Unaffiliated Unions.
- INDUSTRIAL RELATIONS - Workers' Organisations - African Unions.
- INDUSTRIAL RELATIONS - Workers' Organisations - Sactu & Fofatusa.
- INDUSTRIAL RELATIONS - Workers' Organisations - I.A.S.
- INDUSTRIAL RELATIONS - Workers' Organisations - I.I.E.

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MOTOR MECHANICS
Spanner in the works?

FIN. MAIL 11/2/77
 Ronnie Webb, general secretary of the (Coloured and Indian) Motor Industry Combined Workers' Union (MICWU), is asking the University of SA to explain "inferences" in its Institute of Labour Relations report that his organisation is blocking African job advancement. He says passages in the 98-page assessment of the garage industry, by senior researcher D W F Bendix, put the MICWU in a bad racial light. The main contention in Bendix's over-view of the industry's manpower, which has moved Webb to protest, is that an exodus of White artisans from repair shops, and a corresponding failure to upgrade African workers, is leading to a skills crisis. MICWU's 12 000 members (1 600 artisans) are caught in the centre, Webb, indeed, feels they could do with a bit of upgrading themselves. He feels that Bendix has misinterpreted part of the industry's agreement under the IC Act — "which does not place any colour restrictions on jobs" — and wrongly assumes

that his members are the allies of White unionists in protecting their jobs against Africans. Webb complains that Bendix brackets the MICWU with the two White garage unions (Motor Industry Employees' Union of SA, and Motor Industry Staff Association), in refusing to train mechanics, and that he failed to consult Coloured and Indian union leaders while preparing the report. Says Webb "I strongly refute the insinuation that Coloured and Indian mechanics enjoy some form of protection. They are, in fact, more vulnerable to exploitation and market forces in view of the existing traditional, legal and racial impediments". He adds: "My union is opposed to any form of discrimination and fully supports Tucsa's policies of equal opportunity and equal pay for equal work". Bendix, who warns that the ratio between mechanics and cars is dropping alarmingly (one mechanic to 106 vehicles in 1969 against a projected 1 182 by 1980), replies that Webb's charges are "either incorrect, irrelevant to the subject matter or fall beyond the scope of the study".

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Infantile mortality

See POPULATION - Vital Statistics.

INFLATION

File general material here.

- See also { INCOMES
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 PROFITS
 WAGES

Influx control

- See MIGRANT LABOUR, S.A. - Pass Laws
 See also { HOMELANDS
 URBAN AFRICANS

135
Tusca

A white call for black unions

By ALAN PEAT

A WHITE trade union, the National Union of Distributive Workers, has added its voice to the others who are appealing for recognition of black unions by businessmen.

In a letter of support to the Association of Chambers of Commerce (Assocom), the NUDW says that many businessmen practise race discrimination under the pretence that they are implementing "Government policy".

But, argues the NUDW, there is no law which prohibits employers from recognising black unions.

This viewpoint is supported by the attitude of the Trade Union Council of South Africa (Tusca), whose secretary Arthur Grobbelaar this week told Tribune Finance: "We

say in no uncertain terms, that, where a black union exists, it should be recognised by companies in that sphere."

Grobbelaar also points out that while the legislation does not recognise black unions, it does not specifically prohibit them.

"We believe that any organisation which is truly representative of the workers in a specific industry or area, should be recognised by the employers.

"It's very much a case of industry not coming to grips with workers' problems, and hiding

behind the Government's legislation or supposed attitudes towards trade unions"

"But," says the NUDW, "we believe there would be no Government dissatisfaction if black unions were recognised.

"A trade union and a company liaison or works committee need not be mutually exclusive. A type of dual system works very successfully in West Germany."

Grobbelaar also feels it would be better if all unions were integrated — "but, if that proves impossible in some cases, then a black union must be accorded the same recognition as any other."

TUCSA IN FAVOUR OF MOVE BY U.S. FIRMS

Ind - Rel. with Org. TUC

3/3/77

135

Mercury Correspondent

PRETORIA—The Trade Union Council of South Africa has supported the initiative taken by the 11 giant U.S. corporations to speed the pace of change in this country.

The 11 corporations have investments here amounting to hundreds of millions of rands.

The TucsA general secretary, Mr. Arthur Grobbelaar, said: "Knowing some of the personalities involved in this exercise, I know it will have a few more teeth than the abortive British effort attempted some years ago."

Although the United States Government was probably exercising pressure from the rear to get the initiative operational, it would be carried out by the employers.

With the British effort, the Government had led the campaign and had attempted to put pressure on reluctant employers.

Mr. Grobbelaar said it should be accepted that in the current climate of change and of greater social awareness of the disabilities of sections of the population, most employers had become more sensitive to the need for a new deal for non-White workers.

The process of righting some of the wrongs had already begun

Some of the complacency by employers had disappeared, and they were ^{more} ready to accept changes which were ^{unthinkable} only a few years ago.

Mr. Grobbelaar said the six points in the American corporations' manifesto, including equal pay for equal work, improving the quality of workers' lives and greater advancement opportunities for non-White workers, had been called for by TucsA repeatedly over the past 15 years.

The president of the Right-wing S.A. Confederation of Labour Mr. Attie Nieuwoudt, said the 11 corporations must see to it that they kept their noses out of this country's domestic politics.

He said he had no quarrel with a system where a man was paid for his worth as a worker.

But to pay a man more than he was worth was bad economics, and this was the tendency in some areas of the country.

Subsidies

"We are doing our utmost to train Black workers. We subsidise their transport and we build their houses, so many of the moves on the manifesto of the 11 corporations have already been started in this country."

Mr. Nieuwoudt warned that the corporations should be extremely careful in promoting a man and paying him more when his qualifications and record did not merit it.

"This" could cost the national economy millions and millions of rands. The sentiment and emotionalism must be removed when we look at a worker's worth."

If this were not done, the economic effects and White worker reaction could be serious

● See Editorial Opinion

CAPE UNIONS ^{FIN. MAIL}
Investigation confusion ^{4/3/77}

135

..... /81

Confusion reigns over a reported investigation by the Industrial Registrar into an election at SA's biggest trade union, the 48 000-member (mainly Coloured) Garment Workers' Union of the Western Province

The "investigation" is the result of a lengthy period of strife within the union between an action committee, composed of present members and two former office bearers, and the union's leadership, in particular general secretary Louis Petersen

The action committee charges that the union has been inefficiently run, that real wages have declined, that benefits offered are inadequate, and that officials' expenses are unduly high.

Petersen replies the union has achieved its prime goal of keeping members at work during a recession, and claims that benefits offered are superior to those available from any other registered

MINING - Coal - Labour
 MINING - Coal - General
 MINING - Gold - Labour
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 MINING - Strikes & disturbances
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 MINING - General
 Minimum living standards
 See
 POVERTY
 See also
 GOLD
 File
 File

union He says the action committee is run by embittered ex-employees, and is part of an orchestrated attempt to discredit him

The dispute came to a head late last year when an action committee-supported slate of candidates challenged the existing leadership in the union's national executive elections The slate failed to win any seats

The committee has subsequently challenged the result of the election, claiming

that its entire conduct was irregular. Affidavits to this effect have been sent to the Registrar

The affidavits charge that the ballot was not secret and ballot papers were openly scrutinised by a wage clerk at one clothing factory Some time after the affidavits were lodged, Cape newspapers reported that the Registrar was conducting an investigation into the election

Now, however, it appears the investigation is not a formal probe — which the

Registrar is empowered to conduct if he believes a union's constitution is not being complied with Department of Labour officials tell the *FM* the inquiry is simply a normal response to a complaint "We are bound to investigate if we receive a complaint — sometimes this only involves a call to the Divisional Inspector of Labour or the party concerned", says one official The investigation certainly does not mean the Registrar believes there is a *prime facie* case against the union, they say

Action committee members say this seems odd — particularly as they have submitted the affidavits A representative of the Department replies that many of the complaints received are unsigned.

Petersen says the union has not been informed of any formal investigation: "There's nothing to it We were asked to furnish certain information by the Labour Department, which we have done" He is not overly concerned about whether there is a formal probe or not: "They're welcome to do it We have nothing to hide"

Whatever the merits of the complaints, they are causing quite a stir among the Cape registered unions The matter has been discussed at Tucsa Cape area division meetings and may have ramifications for the Cape registered union movement as a whole.



Garment workers . questions over Petersen

MANUFACTURING - Iron, Steel, Engineering & Metallurgical Industries
 See
 AGRICULTURE - Labour
 HOMELANDS - Labour
 HOUSING & HOSTELS
 See also
 MIGRANT LABOUR, S.A. - General

Metal products

Coal mining
Clothing industry
CLINICS
Civil engineering

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See
See
See also
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See
HOMELANDS - General
CONSTRUCTION
HEALTH & DISEASE -
HOSPITALS & CLINICS
HOMELANDS - General
MANUFACTURING - Clothing
MINING - Coal

FIN MAIL 4/3/77

Spies on the

J R Altman, general secretary, National Union of Distributive Workers

Your issue of January 28 carried an advertisement from a security organisation which supplies undercover agents to companies, with a view to reporting back to management on dishonesty, collusion, agitators and a number of other matters

I wish to emphasise that the trade unions in the commercial distributive trade are extremely concerned about the use of these undercover agents, and that employees in general strongly resent employers using such security measures

The employees feel that this practice is a slur on their integrity and I make bold to say that the employment of such security agents can only be harmful to good relations between management and staff. The whole set up has unfortunate associations with secret police methods in totalitarian countries leading to a situation where no employee trusts his fellow employee, for fear that the other may be a spy

The trade unions of which I am general secretary roundly condemn this system of inter-staff espionage

CHILDREN, care and protection
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CIVIL ENGINEERING
CLINICS
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HEALTH & DISEASE -
HOSPITALS & CLINICS
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NG - Chemicals and
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Buying power

See
SERVICES SECTOR - Accommodation,
liquor and catering

C:

BLACK UNIONS *FIN MAIL 18/3/77*
Cutting the cord? *135*

A row is brewing in Natal over the relationship between the registered Textile Workers' Industrial Union (TWIU) and unregistered African unions.

Natal textile unionists say that this is specially unfortunate because the relationship is a model of how registered and unregistered unions can work together on an equal basis.

Since its foundation in the wake of the 1973 Durban strikes, the 5 000 member unregistered (African) National Union of Textile Workers (NUTW) has enjoyed a close relationship with the 500-member

Natal branch of TWIU, which has operated largely autonomously of TWIU's head office in Cape Town. Now, however, angry unionists claim TWIU's Cape Town office is souring this relationship. They believe it fears government reprisals after the trade union bannings last November. Among the victims were two TWIU officials John Copelyn and Chris Albertyn.

After they were banned, TWIU's Natal branch held a meeting and appointed Ravi Joshi -- a staff member of the Institute of Industrial Education (IIE) -- as acting branch secretary. Norman Daniels, TWIU general secretary, then flew to Durban and attended a second meeting of the branch executive, at which he suggested that TWIU move its premises.

Natal unionists say Daniels also opposed Joshi's appointment and that Joshi was not allowed into the meeting. Daniels replies that the meeting at which Joshi was appointed was unconstitutional because it was not held in his presence.

A TWIU organiser, "Spider" Juggernath, was then appointed acting branch secretary. He says Daniels told the branch that its links with the Trade Union Advisory and Coordinating Committee (TUACC) and the Institute of Industrial Education (IIE) -- two bodies advising African unions -- were compromising the union. He says Daniels also asked TWIU (Natal) to shift offices in order to distance itself from the unregistered unions.

According to Juggernath, the branch executive opposed this and no decision was taken. The suggestion was therefore not carried out. Three months later, however, head office sent minutes up to the branch which indicated that a decision had been taken. These minutes, Juggernath

8/ Calculated from numbers given in the annual of Bantu Education for 1974. R.P. 45/1975.

African farm schools are, of course, administrative, and the Department of Bantu Education is concerned by the manner as other primary schools. Official tuition, terms of employment of teachers, and equipment do not differ from conditions white

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| 1957 | 1 431 | 39 per annum | 1967 | 2 696 |
| 1959 | 1 510 | 39.5 per annum | 1968 | 2 857 |
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| 1963 | 2 213 | 211 | | |
| 1964 | 2 430 | 217 | | |
| 1965 | 2 521 | 3.7 | | |

NUMBERS OF AFRICAN SCHOOLS ON WHITE-OWNED FARMS 1949-1974

Flaw in 'Race Ratios' law

TUCSA LABOUR
MIRROR (135)
MARCH/APRIL 1977

"It is, however, conceded that the racial composition of the workforce in some industries and certain occupations is undergoing changes."

— PUNT JANSON

The above statement is a concession by the Deputy Minister of Planning, Mr. Punt Janson, to Tucsas argument that the law which lays down the number of Africans which can be employed in an industry in relation to the number of Whites is no longer realistic.

The point Tucsas has made in its representations to the Government is that in some industries Coloureds and Indians are replacing Whites — which means that fewer Africans can legally be employed in those industries.

This means the industries concerned and Africans suffer because fewer job opportunities are available to them.

The Deputy Minister's concession on this point was made in lengthy correspondence with Tucsas on the issue.

Tucsas, in complaining about the "too rigid" application of the Environmental Planning Act, told Mr. Janson:

"The ratio provisions of the Act stipulate the number of Black workers that can be employed in relation to the number of White workers employed in the various establishments in an industry, but due to the changing racial composition of the workforce there are many industries at present which have very much smaller numbers of Whites employed, their positions having been filled by Coloureds and Indians.

"Consequently, the strict implementation of the ratios means that a smaller number of Black workers must result than was permissible when larger numbers of Whites were engaged

"Tucsas submits that the relevant factor of the changing racial composition of the workforce must be taken into account when determining the relative number of Blacks which can be employed."

The Deputy Minister rejected some of Tucsas's submissions (that the "too rigid" application of the Act was causing difficulties to industry and that extension of some industries could not be successfully decentralised) and maintained that a "consistent increase" in African labour allocations was being sustained.

Mr. Janson went on:

"It is, however, conceded that the racial composition of the work force in some industries and certain occupations is undergoing changes

"The Federated Chamber of Industries has already submitted representations to the Committee on the Better Utilization of Manpower (the Lindeque Committee of the Economic Advisory Council) to also include Coloureds and Asiatics for purposes of determining the labour ratio.

"These representations, together with your own, will in due course be submitted to the Cabinet Committee on the Decentralisation of Industries."

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based in Cape Town. or a job in Parow is owing January. But Bellville instead payment of an agreed

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Why we object

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"Conference requests the Minister of Planning to amend Section 3 of the Physical Planning and Utilization of Resources Act with a view to allowing for increased use of Black labour in industry. Conference is mindful of the fact that unemployed labour of any description constitutes both a political and economic threat to the welfare of South Africa, and emphasises that all available labour should be used to its maximum potential in order to further economic growth and attain higher production targets."

The above resolution taken by Tucsas was forwarded to the Government with the comment that the restriction of the employment of Black labour in industry, through the application of Section 3 of the above Act, is causing considerable hardship

Workers who have been employed for decades in certain industries, such as the Transvaal Clothing Industry, are being discharged because their employers are being forced to move to Border Areas

Tucsas contends that this development is inflationary. To force established factories to close down and move to Border Areas where they have to contend with untrained labour and are in fact (despite assurances to the contrary) at a disadvantage to similar firms in the metropolitan areas, is bad for business, and is economically unsound in practice

Tucsa's view on African unions

Attempts by Tucsa to encourage the organisation of workers into parallel unions have met criticism from both registered and unregistered trade unions. Here general secretary Arthur Grobbelaar spells out Tucsa's attitude to African workers and replies to some of the criticism in an interview with the *FM*.

What was behind your 1973 decision to encourage members to organise parallel African unions?

Grobbelaar: The idea is to provide a trade union vehicle for Africans. Since the law prohibits their induction into registered unions, parallel unions are the answer.

Why?

The registered union can afford protection, make expert help available, cut administrative and organising expenses.

Protection against what?

Harassment by certain authorities, antagonism on the part of employers, and hostility from white, coloured and Asiatic workers.

Can't African unions independent of registered unions also be set up, for example, through the Urban Training Project?

By all means, but if there is already a parallel African union operating in an industry, you automatically get conflict and all the energies of the competing unions are spent trying to prove which is the more desirable.

Is there antagonism on Tucsa's part towards the independent unions?

No, providing they don't tread on an existing organisation's toes.

Do you foresee that the Department of Labour may one day agree to register parallel unions?

Not in the immediate future. They are not more favourably disposed to parallel unions. At this stage, they just don't like black unions of any description.

How has parallel unionism progressed?

Progress has been rather disappointing. One of the reasons is fear of possible action by the authorities. One example has been where the Labour Department has queried amounts spent by a registered union in organising blacks, contending that the union may have acted unconstitutionally in utilising funds for black worker organisation. Unions fear, too, that rival unions will use this as an excuse for poaching their membership.

Is there a backlash against parallel unionism from registered union members?

Very definitely. Although generally the leadership sees the wisdom of this sort of move, the rank-and-file don't necessarily. They're perhaps overly apprehensive about being swamped by large numbers

of blacks when it comes to negotiating. Some African unions fear Tucsa's decision (in 1974) to readmit them was partly motivated by a desire to say to overseas conferences that Tucsa now speaks for Africans.

This is probably the last thought that exists among Tucsa affiliates. Many of them adopt an attitude which says, in effect, "to blazes with the outside world". They also allege that Tucsa's decision to readmit Africans is motivated by financial considerations.

The idea that black unions are asked to join Tucsa to help meet its expenditure is totally incorrect. Black unions who join Tucsa come in considerably under



Grobbelaar . . . government doesn't like black unions of any description

strength and we give them special dispensation to do this.

Tucsa says it is opposed to job reservation. Why do some Tucsa affiliates sign industrial agreements barring Africans from certain jobs?

What has to be recognised here is that unions exist to protect the interests of their members, and they will always protect these interests against anyone else. Tucsa can't be expected to do anything about this because the unions are able to say, in terms of our constitution, "don't interfere in our domestic affairs".

Surely this poses problems for parallel unionism? Isn't there conflict between registered and unregistered unions?

To some extent this sort of conflict has

always existed. You also find it among registered union membership in respect of skilled and unskilled or artisan and apprentice members. But I think the possibility of resolving the conflict improves considerably once you have people in the same organisation.

You could, however, have a situation where an official of a registered union which applies job reservation through a closed shop agreement is also an official of the parallel union whose members are discriminated against.

I accept there's some conflict of interest there. But because that official is seeking to represent both sets of interests, it's to his advantage to find a solution.

But how can he wear two caps? Wouldn't it be better if the black union didn't have to rely on his assistance?

At some stage black officials will take over completely. I indicated some years ago that parallel trade unions are not necessarily something permanent. I believe in the final ideal of totally integrated unions, but I saw parallel unions as the means whereby this would result — if, of course, the workers concerned desire it.

Because the parallel union is initially dependent on the registered union, isn't the registered union in a position to prevent it operating independently?

Not if the constitution of the parallel body ensures this can't take place. As far as I'm aware, all Tucsa affiliated parallel unions have constitutions providing for the democratic election of their office-bearers.

If Tucsa is committed to integrated unions, should it not encourage affiliates to forego registration and open their membership to all races?

It's not Tucsa's function to dictate to its affiliates what their domestic policies must be. We are constitutionally precluded from doing this. The matter has been raised by speakers at Tucsa conferences, but no support has been forthcoming.

You said recently that you had been given assurances by the Minister of Justice that the spate of bannings at the end of last year was not directed at the trade union movement. Can you elaborate?

I was influenced by the fact that the vast majority of union officials of all races had no banning order served on them. I accept the assurances from the Minister that this action was not an attack on the entire union movement. I think this is how the entire movement sees it, and no other construction must be placed on my remarks.

South African Welders' Society ^

*11 Dr A L BORAINÉ asked the Minister of Labour

Whether he received representations from the Western Cape Branch of the South African Welders' Society during 1976 in regard to training facilities and job opportunities for welders; if so, what was (a) the nature of the representations and (b) his reply thereto

†The MINISTER OF LABOUR:

No However, according to the union's head office representations of the relevant nature were received by it during last year and these representations were referred to TUCSA. As a result thereof a resolution was adopted by TUCSA at its recent congress for the erection of training centres in respect of Coloureds and Asiatics similar to those at Westlake. The resolution was

referred to the Departments of Indian Affairs and Coloured, Rehoboth and Nama Relations

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FIN MAIL 20/5/77
AFRICAN UNIONS 135
Non-African members

For the first time in decades, an unregistered (African) trade union has a group of non-African members. But the way in which it has happened is a source of controversy among trade union men in Natal.

Last week, about 60 members of the

shop stewards on the floor. It has always been procedure for officials of both unions to consult the shop stewards when they see management. The workers felt Daniels was trying to hide something from them," says Obed Zuma, acting NUTW secretary.

Zuma adds that the registered and unregistered union have been negotiating jointly with management at the factory for some years. The stewards feared that Daniels was trying to end this relationship, he says.

"The registered union members don't want to be separated from us because that will end our ability to negotiate as a unified work force. That is why they have decided to join with us in one union," says Zuma.

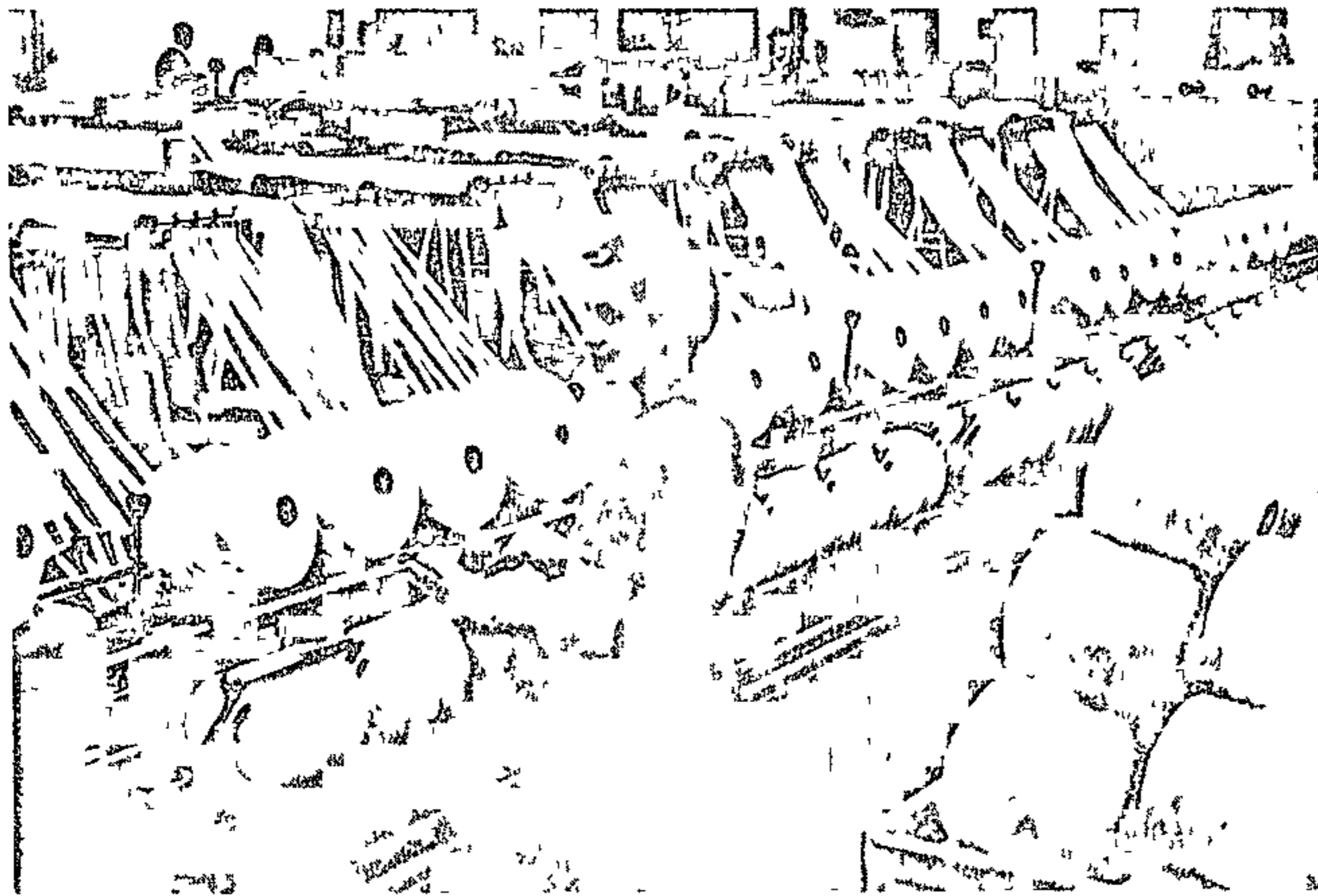
Daniels replies "I am the union's general secretary and I am responsible for drawing up a new agreement with the firm. How can I possibly be interfering in the affairs of my own union?"

He adds that he attempted to see Zuma before meeting management, but that Zuma was unable to attend, and that he did address a non-racial shop

lured away by people who are making promises they can never fulfill."

Zuma replies that "the workers are adults and are quite capable of deciding which union they want without being forced."

And so the war of words continues — tragically, between two unions whose relationship until recently was a model of inter-racial partnership. Perhaps, however, the men who broke away and joined the unregistered union are taking inter-racial co-operation to its logical conclusion and thus setting an example which others in time may follow, joining together in a single non-racial union.



Textile workers . . . which side will they choose?

registered (Coloured and Indian) Textile Workers' Industrial Union (TWIU) — the entire membership at one Durban factory — resigned and joined the unregistered National Union of Textile Workers (NUTW). The move was prompted by claims that TWIU general secretary Norman Daniels had "interfered" in wage negotiations at the factory concerned.

The ex TWIU members say they were also angered by what they see as an attempt by Daniels to distance TWIU from NUTW (*FM* March 18). "Mr Daniels arrived at the factory and spoke to management without consulting the

stewards meeting at the factory.

Daniels claims that he believes the men who resigned "were coerced. All the resignations were submitted on identical roneo-ed forms. There's obviously somebody behind this, and I intend to find out who."

"Whoever is doing it is flouting the Industrial Conciliation Act. If an employer tried to lure our members away involuntarily, we'd do something about it. So why shouldn't we act if another union does this?"

Jock Espie, Tucsa's representative in Durban and acting TWIU branch secretary, says that "union members are being

SASJ opens ranks to black journalists

Labour Correspondent
THE South African Society of Journalists yesterday opened its membership to journalists of all races after a national ballot gave an overwhelming vote in favour of a non-racial organisation.

It is the first time a predominantly white, registered trade union has opted out of the framework of existing labour legislation, rejecting it as racist.

The SASJ ballot, which needed a two-thirds majority of its 618 members to implement the change, had a 74

9% against in an 85% poll

The voting was on the dissolution of the society and its reconstitution outside the terms of the Industrial Conciliation Act, which prevents blacks from belonging to registered trade unions.

The new organisation will be known as the Southern African Society of Journalists.

African journalists formed the Union of Black Journalists five years ago. This union precludes whites from being members.

Handwritten notes:
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Way is reopened for
all-race leadership

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TUCSA LABOUR WORKER MAY/JUNE 77

New deal for mixed unions

In what appears to be a breakthrough, the way seems open once again for Coloureds and Indians to serve on the executives of mixed trade unions.

Last year's TucsA conference unanimously resolved to ask the Government

to:-

- Amend the Industrial Conciliation Act to revert to the legal position which existed prior to 1956, when White and Coloured members of mixed trade unions had equal rights;
- Eliminate discriminatory provisions in the Act which prevented Coloured members from having an equal opportunity of representation on the executive bodies of unions, and which prevented branches from functioning along non-racial lines

Suitable representations were made to the Minister of Labour and TucsA has recently been advised by him that the Government's policy concerning racial separation in the trade union movement has not been altered since last TucsA made representations.

However, TucsA's Officers' Committee, considers that the further information which was conveyed in the Ministry of Labour's reply to the

It appeared from TucsA's resolution that the conference was under the impression that the aforementioned two Acts did not apply to apprentices.

provided in their conditions of employment for the granting of paid sick leave to apprentices.

by direction of the Minister of Community approval has been of a subsidy to a normally have qualified 0 1977-03-31 but who is subsidy as at 1977-03-31

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3/6/77

Grobbelaar replies to the *FM*

Arthur Grobbelaar, general secretary, TUCSA, Johannesburg:

Regrettably, I have to protest about "Parallelism = Paternalism" (*FM* November 19 1976)

The opening paragraph contends that a "parallel" trade union is not a trade union when it is administered and sometimes even controlled by a registered union. I take exception to this wide-ranging statement, since both TUCSA and I are mentioned in the article concerned. It is inferred that both TUCSA and I are involved in dealing with organisations which are not genuine trade unions.

The definition of "trade union" in the Industrial Conciliation Act reads as follows: "Trade union" means any number of employees in any particular undertaking, industry, trade or occupation associated together primarily for the purpose of regulating relations in that undertaking, industry, trade or occupation between themselves or some of them and their employers or some of their employers"



Grobbelaar . . . denies paternalism

The article then alleges that some unregistered parallel unions on the Reef are being "manipulated by registered unions, or in fact exist only on paper". Both TUCSA and I strongly object to being associated in the article with either "paper" unions and/or the manipulation of unregistered unions.

The article states that all the parallel union members interviewed by the *FM* expressed an eagerness to join a "bona fide trade union". I again strongly object to the inference that either TUCSA or I are associated with unions which are not "bona fide". We reject with contempt the inference that TUCSA is associated with unions which are not "bona fide", are

"paper" unions, or are manipulated by other TUCSA affiliates.

Dealing specifically with the points supposedly based upon a thesis by MBA student John Lewsen, entitled "Black Trade Unions, Their Role and Potential", I firstly question the accuracy of the analysis of what Mr Lewsen apparently discovered in his investigations. The article refers to "suspicions" (are these his impressions or another's?) about the viability of most parallel unions, and makes mention of the "independent" trade unions' having one paid official per 330 members, whereas the "parallel" unions have one per 2 300.

A categorical opinion

I would like an explanation on how it can be a viable proposition to have a full-time paid official serving only 330 members in a trade union, when the members are paying somewhere in the region of R3,00 pa by way of subscriptions. On the basis of the contributions, the amount available for the official's salary, office rental, organisational expenses (such as transportation costs, etc), stationery, telephone and so on, must all be obtained from an income totalling less than R1 000 a year. The salary available for the full-time official would then be in the region of R400 to R500 a year, with the balance being utilised for the expenses of running the office, etc.

Can full time trade union officials be employed at the sum of R500 a year, and can they operate, in so far as all other expenses are concerned, for the sum of R500 per year? I must categorically opine that this is not possible in SA. Any informed study conducted anywhere in the world will show that it needs an income based on 2 000 members' subscriptions before a full-time official can be employed, unless the members pay a very high rate of subscriptions.

You should perhaps rather investigate how it is possible for these unions to function on the amount of money which they receive by way of subscriptions from their members, employing the number of full-time officials which they do. Secondly, we are not told whether Mr Lewsen's thesis has been accepted.

I challenge the contention that the independent unions were sceptical of TUCSA's decision to readmit Africans, regarding it as a "mark of expediency during a period of financial weakness". TUCSA's financial records have always been freely available to anybody who wanted to study them. They are obtainable in SA public libraries, and providing

the researcher knows what he is doing and if all the statements are objectively studied, the contention expressed is patently open to question. To imply that the 1972/1974 TUCSA annual reports showed a deficit of almost R16 000, and then to infer that the NUCW brings in R7 200 pa, thereby "proving" that TUCSA took a decision of expediency, is not fair reporting.

TUCSA did show a total deficit of R16 931 over the three years 1972-1974. Equally important, however, is the fact that TUCSA had an excess during 1973 of R7 283, and during 1975 an excess of R5 000. In 1976 there will be an excess, which balances out the deficit in the years quoted. Any study of audited balance sheets and supplementary accounts for each of TUCSA's years (over all the years) will show the financial situation, which is quite newsworthy with national trade union committees throughout the world. It is not mischievous to infer that TUCSA took a decision to admit Africans in order to boost its income, and to "prove" this on the arguments in the article?

The NUCW only became a member of TUCSA in July 1976. How could late events then be expected to "prove" TUCSA's financial weakness over the period 1972 to 1974, or even in 1975? You fail to mention that TUCSA's black affiliates are given a special exemption from payment of subscription fees, including the NUCW. This special exemption is granted to allow them to consolidate their own financial situation and to assist other African unions. This fact fits in with the "desperate" financial situation of TUCSA to improve its finances.

I challenge any researcher to find a single mention in any of TUCSA's records, which shows that TUCSA was influenced by the financial benefit which would accrue through our decision to admit Africans.

Parallel unionism

A particular clause in my paper on parallel unionism is taken completely out of context in the following paragraph. The *FM* states that "even after a parallel union has appointed its own staff and officials, the administration (by the parallel unions) should continue to be subject to the overall supervision of the registered union".

The actual paragraph in my paper reads as follows: "It is however necessary to ensure that any new administration should continue to be subject to

overall supervision by the registered union, because too many instances of abuse have taken place in the past, and any further occurrences of this nature must be avoided in the future."

Why has half of the paragraph quoted from my paper been omitted? Why have the words "because too many instances of abuse have taken place in the past, any further occurrences of this nature must be avoided in the future" been omitted, thereby ensuring that the paragraph will be read out of context? Why also have not further paragraphs in my paper on "The Parallel Trade Union" been quoted in the article, so as to place this whole question of the parallel unions in its correct perspective?

I must also question and repudiate three other *FM* articles, particularly since no effort was apparently made to establish the facts:

● "Black Unions Snub to TUCSA" — (*FM* September 3 1976)

The paragraph contending that I thought invitations to attend the TUCSA conference had been sent to nearly all the Johannesburg-based African unions, but could not remember offhand which had accepted, then categorically stating that *only one* African union would attend, was incorrect. I was contacted after office hours. I had not personally handled this matter, and consequently I was not able to furnish details immediately. Your reporter was advised that he could establish the facts the following day. He failed to do so. His assertion that only one African union would attend was wrong. The next day's check established four African unions' acceptance. Ultimately six unions attended.

The quote, "TUCSA are lucky to have Lucy Mvubelo to take to overseas conferences and show off. They mustn't think they can treat us the same way", is offensive, and incorrect. TUCSA has never taken Mrs Mvubelo to any overseas conference, or ever paid any of her expenses overseas, or ever arranged for her to go overseas on their behalf, nor has she ever represented TUCSA overseas. No contact was made with TUCSA to establish the accuracy of this statement.

● "African Challenge" — (*FM* September 10 1976)

This article makes mention of a likely government attempt to frighten TUCSA away from its present open membership policy. The phrase "the Council will presumably take a tough line on the issue — at least in public", is deplorable, implying that TUCSA's private actions are inconsistent with its public actions. The *FM* has no right to infer this. TUCSA does not practise double standards. Everything it does is public.

The phrase, "how TUCSA treats its

African unions at the conference will, therefore, be of some importance", implies that TUCSA has different treatment for its African affiliates. They have exactly the same rights and obligations. TUCSA does not practise discrimination.

The phrase, "last year's TUCSA decision to make newly-affiliated unions ineligible for executive office for two years is seen by many African unions as a pointed snub to its newly-affiliated unregistered unions. Further gaffes of this kind could be risky", is misleading. TUCSA's black affiliates are not treated differently. These relevant constitutional provisions are applicable to *all* new affiliates, but can be waived. Member eligibility for national executive committee office always required 12 months' affiliation. The 1975 conference established a two-year qualification for the offices of president and vice-presidents. *No changes were made for the other 16 ordinary posts on the NEC.* This restriction was also waived at the 1976 conference to enable *all* new affiliates to be eligible.

● "Blacks Shy Away" — (*FM* September 17 1976)

The statement "a bitter attack was made on the *FM* (by me), which took up a goodly slice of the delegates' time", is incorrect. I certainly corrected the *FM*'s earlier reports, by presenting the facts where appropriate. The "goodly slice" took 10 minutes — in a five-day conference!

Subsequently, a delegate from the SA Society of Journalists requested permission to address the conference. This was agreed to. His theme — "The Freedom of the Press" — I replied that TUCSA would always defend the "Freedom of the Press", but this was not the issue. The inaccuracy of the *FM*'s article was. Reports in other newspapers substantiated this.

The statement, "Grobelaar accused the *FM* of seeking polarisation between the races. The details of his attack, however, are much less important than . . .", is partially correct. My opinion was based upon the nature of these, and previous, *FM* articles. The phrase "but the details of his attack, however, are much less important than . . .", is very important — a reluctance to recognise the incorrectness and inaccuracy of the *FM*'s articles! The previous articles were not corrected, the details were unimportant!

The statement that NUCW Secretary Lucy Mvubelo, identified herself with my remarks against the *FM*, even though not all her fellow delegates supported her, is also incorrect. Mrs Mvubelo merely verified that TUCSA had not paid her expenses, nor had she represented TUCSA, or been asked to do so at any overseas conferences.

Mr Johannes Mathe's reported state-

ment, that the NUCW was in TUCSA against its will, deserves comment. Mrs Mvubelo's statement that the decision to join TUCSA had been constitutionally arrived at was not reported. Mr Mathe's statement that TUCSA "is mainly white body" is also completely incorrect. Only one-third of TUCSA's membership is white, surely an easily ascertainable fact if any trouble was taken.

The phrase, "Mathe's speech was interrupted periodically by TUCSA delegates questioning his right to speak" is also incorrect. He was requested to get into the microphone, stop deviating from the subject, or speak clearly. Nobody objected to his speaking, nor questioned his right to speak.

The three paragraphs dealing with elections are also incorrect. Mr A. Klein's letter clearly indicated that he was prepared to accept nomination for *any* post on the officers' committee of TUCSA, and this was declared valid. I did not fail to convey to conference his advice that this excluded the office of the president — since he did not say so. Interpretation of Klein's letter, read in conjunction with TUCSA's constitution, shows Klein's willingness to accept *any* post. What reported was my insistence that conference rule on this point.

It was reported that Klein's nomination was then withdrawn. Again, incorrect! Klein's nomination for president was ruled out of order, the nomination form being signed by a person not entitled to do so.

Lucy Mvubelo's election

The nomination of Mr Morris Kagan is also incorrectly reported. Kagan's letter accepting nomination for any post on the NEC of TUCSA, had been misrepresented by me (according to the *FM*) since questions had revealed that he was unavailable for any vice-presidential post. Kagan's letter did not indicate this. His nomination was also withdrawn, by his own union, following my directive to conference — and the union concerned that a ruling be given. His union withdrew his name, and accepted responsibility therefor, but this was not reported either.

The phrase, "a further interesting facet of the elections was the failure of Lucy Mvubelo to be elected to one of the six TUCSA deputy vice-presidencies", and the following assumptions, also deserves comment. Because her union failed to vote for her, she was not so elected. Had they voted, she would have been elected. The remarkable fact that Mrs Mvubelo has become the first black ever elected to the TUCSA executive was, however, pointedly ignored, as also the fact that she became eligible due to the waiving of the constitutional provisions.

The *FM* reserves the right to edit letters

23/6/77 *flaw*
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Black can
be a boss

Tucsa head

The Star Bureau

NEW YORK — Job reservation in South Africa was now minimal and the country had every intention of doing away with it completely, Mr Arthur Grobbelaar, secretary general of the Trade Union Council of South Africa, told a seminar for 300 leading American businessmen this week.

The seminar, from which the Press was barred, was held at a suburban resort 90 km from Manhattan.

After each speech, prominent South Africans who took part were subjected to 15 minutes of intensive questioning.

In answer to a question on whether he could visualise a situation in South Africa where a black would be in a managerial position in charge of whites, Mr Grobbelaar said: "Yes, I can and I think there would be very little problem with that in the event of the man having the right qualifications and experience."

Mr Grobbelaar was one of the most impressive speakers at the seminar, according to prominent American businessmen and bankers on whom South African newspapermen had to rely for information of the meeting.

"He gave us probably the most worthwhile insight into South Africa because there seemed to be a consensus among the Americans present that if there was one area in which we needed very careful assessments as far as the future went, it was in labour relations.

Other South Africans who addressed the seminar included Mr Leslie Lulofs, chairman of the South African Foreign Trade Organisation, Mr Lennox Sepe, Chief Minister of the Ciskei, Mr Richard Maponya, a Soweto business leader, Dr Gerhard de Kock, senior deputy governor of the Reserve Bank, and Mr L E S de Villiers, deputy Secretary of Information.

James Leatt is interested in religion and social change in South Africa. He described his research in the following terms. He is interested in the place of religious world views, often enshrined in cultures, as promoting or inhibiting factors in social change with special reference to technology, in order to determine the cultural costs involved in transition or change given the South African case of a particular degree of cultural and rel

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ARGUS 12/7/77

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Tucsa chief to visit U.S.

THE chairman of the Trade Union Council of South Africa in the Western Cape, Mr J. R. Altman, hopes to meet leaders of American trade unions during a six-week visit to the United States that begins on July 16. Mr Altman, general secretary of the National Union of Distributive Workers, will be a guest of the Retail Clerks' International Association and of the U.S. Department of State.

His wife, secretary of the Cape branch of the Hairdressers' Employees' Union of South Africa, will go with him.

Mr Altman will attend a convention of the Retail Clerks' International Association in Honolulu, then visit association branches in Los Angeles area, Chicago, Atlanta, Washington and New York.

This programme will last until August 15. The programme for the following two weeks will be arranged by the Bureau

of International Labour Affairs.

Mr Altman said he hoped to make contact with other labour organisations such as the Retail, Wholesale and Department Store Union and the American Federation of Labour.

'I want to look at some of their labour education centres, which specialise in training trade union leaders,' he said. 'And I would like to see their homes for the old.'

It will be Mr Altman's second visit to the U.S. and his wife's first.

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history from 1961, and has just completed a project on the period 1925-1928 which focused upon a particular historical episode - the national flag controversy. This controversy aroused much heat and nearly led to a civil war, he said. It also throws light on political conflicts which he sees as typical of 20th century South African politics, for example Afrikanerisation, the fear of secession (that is, being cut off from Britain), elitism, the appeal of racialism, the old question of 'toenadering', a clash between ideologies (Afrikaner nationalists on the one hand and English-speaking jingoists on the other), and the whole question of the dilution of the rational element in politics, if this exists.

Rob Schrire, from the Department of Political Science, is interested in public decision-making in South Africa. He is looking at the structure of public policy decisions, with sub-headings like how are valid issues distinguished from invalid issues, that is how do some issues from the whole range of those which might appear to be relevant, come out and have

17/7/77

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with the fact that trade unions exist here, whether they like it or not, and they know that interfering with them would be suicidal."

Dr Boraine, however, was critical of the principle of creating "ethnic" committees

"That would serve only to remind people of the differences between them instead of creating common ground," he said

"You might then have a worker-worker confrontation which would be just as dangerous as the employer-worker confrontation they are hoping to avoid"

On the other hand there was criticism of the "multinational" committee principle from Mr Eddie Webster, senior lecturer in industrial sociology at the University of the Witwatersrand.

"I would regard this as a retrogressive step," he said

"Although the Botha Commission in 1951 recommended that Black trade unions should be recognised, the Government has always refused to do so.

"Instead, it created the committee system to give Blacks some representation — and in the 20 years 1953-1973 only 24 works committees were formed

"Even after the 1973 legislation, rushed through after the Natal strikes, the liaison committees were not a success either

"By 1975 there were only 1751 of them — and in that year there were 6.9 million Black workers"

Mr Skakes Sikhakhane, general secretary of the Food, Sweet and Allied

Unions plan to alter job laws

21/7/77

Political Reporter *Mercury* 135

SWEEPING changes to the country's labour laws were suggested by the Trade Union Council of South Africa at its annual conference in Durban yesterday.

The proposals, adopted unanimously, are to be placed before the recently appointed commission of inquiry into South Africa's industrial legislation.

After a lengthy closed session Tuusa's general

secretary, Mr. Arthur Grobelaar said the conference had adopted six broad principles which it saw as being necessary in any new or amending legislation. These were firstly that the two existing labour relations Acts — the Industrial Conciliation Act and the Bantu Labour Regulation Act — should be merged to form one new measure.

Secondly, the concept of freedom of association must be written into new legislation, with the right of all workers to organise and gain legal recognition as worker organisations.

Thirdly, that the development of workers' councils for individual establishments be supported, with the proviso that these councils be complementary, or supplementary, to trade unionism.

Fourthly, any new industrial relations system based on new legislation had to be based on an industrial court system with these courts having the same status as the Supreme Court.

Fifthly, existing provisions which allowed for mediation, conciliation and voluntary arbitration should be retained, but disputes should be referred to be industrial court.

And finally, industrial and labour relations training must take place outside Government institutions. These institutions must be controlled by autonomous employee and employer institutions.

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Black

support for call

The Star Bureau

LONDON — A leading black South African trade unionist is to second a resolution calling for an end to trade boycotts of South Africa which will be put to the International Transport Workers Federation congress in Dublin

The resolution will come from another top South African unionist — Mr D C Benade, president of the South African Council of Transport Workers

And Mr Benade yesterday revealed that Mr Clemence Monshu, general secretary of the black Transport and Allied Workers' Union in Johannesburg, had given his support and promised to second the resolution

The congress starts today and continues until the end of next week

HOPING

Mr Benade's wife, who is secretary of the South African Trawler and Line Fishermen's Union and the National Union of Cigarette and Tobacco Workers, will also speak in support of the resolution

Speaking from his Dublin hotel, Mr Benade said that he hoped the support of Mr Monshu would show the congress that responsible black trade unionists in South Africa agreed that boycotts were damaging instead of helping black workers in the Republic

"My wife and I have consistently worked towards getting blacks the right to join registered trade unions. But we want to let the congress know that isolating the Republic does not help"

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Equality is high on the agenda

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Labour Reporter
 South Africa's measures
 to combat communism
 will prove futile unless all
 South Africans are "recog-
 nised and treated as full
 citizens in every respect,"
 says the Trade Union
 Council of South Africa
 (Tucsa).
 Human rights are des-
 cribed as the "most
 urgent priority" in a re-
 solution drafted for Tuc-
 sa's annual conference by
 its national executive com-
 mittee
 The resolution calls on
 the Prime Minister to "re-
 solutely pursue the aboli-
 tion of all forms of racial
 discrimination which have
 caused so much needless
 bloodshed and hatred in
 our country."
 These sentiments are
 echoed in various other
 resolutions to be put be-
 fore the conference of the
 multiracial organisation of
 about 210 000 workers in
 Durban next month
 One says the eradication
 of racial discrimination
 There is a proposal to
 call on the Government to
 grant urban blacks the
 same freehold home ow-
 nership rights that other
 South Africans enjoy.

throughout the economy
 should receive as much
 concern as the strengthe-
 ning of defence against
 external aggression
 It would encourage
 trade with the rest of
 Africa, promote confi-
 dence among foreign in-
 vestors, lessen internation-
 al tensions and "thus also
 the need for increased
 defence expenditure"
 Another motion wel-
 comes the appointment of
 the Wiehahn Commission
 into industrial legislation
 as recognition of the need
 for dr? tic improvement
 in existing labour legisla-
 tion

IDEOLOGY
 Expressing concern
 about the state of the
 economy another resolu-
 tion calls for the phasing
 out of Government de-
 partments which are sole-
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 ogical policies.
 It calls too for a reduc-
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Tucsa on the human rights trail

Sun. Trib.

21/8/77

property

135

By ESMOND FRANK

HUMAN RIGHTS for all racial groups in South Africa will be debated as a "most urgent priority" at the Trade Union Council of South Africa's (Tucsa) annual conference in Durban next month.

One of the resolutions drafted by Tucsa's national executive committee calls on Prime Minister John Vorster to "resolutely pursue the abolition of all forms of discrimination which have caused so much bloodshed and hatred in our country".

TUCSA, which represents more than 200 000 workers, says in another resolution that the abolition of racial discrimination will:

- Encourage trade with the rest of Africa.
- Promote confidence among foreign investors.
- Lessen international tensions.
- Eliminate the need for increased defence expenditure.

Other resolutions to be debated call for the phasing out of Government departments that deal solely with the implementation of ideological policies; stimulation of the economy to reduce the rate of unemployment and granting of freehold home ownership rights to urban blacks.

Conference delegates will also debate the desirability of denationalising such public undertakings as Escom and Iscor and the elimination of tax discrimination based on race, sex and matrimonial status.

Discussion will in addition revolve around the possibility of asking Minister of Agriculture Hendrik Schoeman to set up a commission of inquiry into the functioning of market boards.

"The conference," says a national executive committee draft resolution, "does not believe that the marketing boards as presently constituted have succeeded in every instance in protecting the interests of the consumer and have not ensured that the price of food has been kept at a reasonable level."

The resolution adds that representatives of organised labour, commerce, industry and consumer organisations should sit on all marketing boards.

The conference, I understand, will also investigate the feasibility of organising a conference of all trade unions to debate matters of common concern.

Unionists meet Owen, condemn trade sanctions

STAR 30/8/77

135

Sieg Hannig, Labour Reporter

Black and white trade unionists have told the British Foreign Secretary, Dr David Owen, that foreign interest in South African labour problems is welcome, but that undue pressure and interference will be counterproductive.

At an unpublicised 90 minute meeting in Pretoria yesterday afternoon they laid particular stress on the harmful effects of economic sanctions and boycotts.

The meeting, attended by six labour leaders and a similar number of representatives of British firms operating in South Africa, showed up South African labour problems as a focus of world pressure for change.

The labour leaders were Mr Arthur Grobbelaar of the Trade Union Council of South Africa, Mr Ben Nicholson of the SA Electrical Workers' Association, Mrs Lucy Mvubelo of the black National Union of Clothing Workers, Mrs Jane Hlongwane of the black Engineering and Allied Workers' Union, Mr Clement Montsho of the black Transport and Allied Workers' Union and Mr Brian Fredricks of the National Union of Motor Assembly and Rubber Workers

Trade unionists, more so than employers, expressed fears that undue foreign pressure in the labour field would create a white backlash which would be counterproductive.

MISLEADING

It was also asserted that foreign governments were unduly influenced by exiled labour organisations which spread misleading information about South Africa.

Dr Owen was told that Britain could exert welcome influence on foreign governments for change in the South African labour field.

In particular, trade unionists proposed that foreign companies should make a set of joint representations to the Wiehahn Commission which is now fully reviewing South Africa's labour legislation.

Dr Owen

pressed with the wide terms of reference of the Wiehahn Commission, which trade unionists saw as the major avenue for change.

He made it clear Britain was in a hot seat in view of pressures from other countries owing to her great involvement in the South African economy.

In reply to trade union calls that foreign governments should monitor more closely the codes of employment practice drawn up for their subsidiaries in South Africa, Dr Owen mentioned the possibility of tightening up such codes.

The labour leaders at the meeting were Mr Arthur Grobbelaar, Mr Ben Nicholson, Mrs Lucy Mvubelo, Mrs Jane Hlongwane, Mr Clement Montsho and Mr Brian Fredricks.

30/8/77

THE ARGUS,

Trade unionists warn Owen of undue pressure

The Argus Correspondent

JOHANNESBURG. — Black and white trade unionists told British Foreign Secretary, Dr David Owen, foreign interest in South African labour problems was welcome but undue pressure and interference would be counter-productive.

The trade unionists emphasised the harmful effects of economic sanctions and boycotts.

At a meeting in Pretoria yesterday attended by six labour leaders and six representatives of British firms operating in South Africa, South African labour problems were shown as a focus of world pressure for change.

The labour leaders were Mr Arthur Grobbelaar, of the Trade Union Council of South Africa, Mr Ben Nicholson, of the SA Electrical Workers' Association, Mrs Lucy Mvubelo, of the black National Union of Clothing Workers, Mrs Jane Hlongwane, of the black Engineering and Allied Workers Union, Mr Clement Montsho, of the black Transport and Allied Workers Union, and Mr Brian Fredricks, of the National Union of Motor Assembly and Rubber Workers.

BACKLASH

Trade unionists, more than employers, feared undue foreign pressure in the labour field would create a "white" backlash which would be counter-productive.

They said foreign governments were unduly influenced by exiled labour organisations which spread misleading information on South Africa.

Dr Owen was told that Britain could exert welcome influence on foreign governments for change in the South African labour field.

GRIEVANCES

In particular, trade unionists proposed that foreign companies should make a set of joint representations to the Wiehahn Commission which is now reviewing labour legislation.

black trade unionists was the failure of foreign companies to recognise black trade unions.

Dr Owen appeared impressed with the wide terms of reference of the Wiehahn Commission which trade unionists saw as the major avenue for change.

HOT SEAT

He made it clear Britain was in a hot seat in the labour field in view of pressures being exerted on her by other countries owing to her great involvement in the South African economy.

In reply to trade union representations that foreign governments should monitor more closely the codes of employment practices drawn up for South African subsidiaries, Dr Owen talked of the possibility of tightening up on such codes.

Unionists
Step 7/9/77
 assured of
 contacts

ASSA 1977")
 LAQUELLE EST
 LA MENTION

Pretoria Bureau

Leading trade unionists were assured yesterday by the Minister of Labour, Mr Fanie Botha, of closer contacts with his department

Mr Botha said the responsible behaviour of trade unions in South Africa had kept the labour situation free of conflicts

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année civile 197...

Mrs Lucy Mvubelo from the National Union of Clothing Workers attended the meeting in Pretoria in her capacity as a member of the officers' committee of Tucsá

As the only woman and a black woman at that, she was well received by right wing trade unionists such as Mr Attie Nieuwoudt, President of the Confederation of Labour

Among the trade union leaders present were Mr Arthur Grobbelaar from Tucsá, Mr C P Grobler from the SA Railways Artisan Staff Association, and Mr J J. Smit from the SA Association of Municipal Employees.

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Ce bulletin est à envoyer à: The Secretary of AFSSA,
 Department of Romance Studies,
 University of Cape Town,
 RONDEBOSCH,
 7700,
 South Africa.

BULLETIN D'ADHESION OU DE RENOUVELLEMENT DE COTISATION

Association for French Studies
 in Southern Africa
 Vereniging vir Franse Studies
 in Suid-Afrika
 Association des Etudes Françaises
 en Afrique Australe



The Grobbelaar case

Last year's trade union bannings have led to a civil court action. Tusca general secretary Arthur Grobbelaar has been sued by a number of those banned.

The action flows out of statements made by Grobbelaar after a meeting with Minister of Justice James Kruger shortly after the bannings.

The plaintiffs, banned trade union advisers Loui Douwes-Dekker and Eric



Grobbelaar . . . sued for
defamation

and Jean Tyacke, charge that Grobbelaar's statement defamed those who were banned in general and them in particular.

According to the national executive committee report to be tabled at next week's Tusca conference, Grobbelaar's lawyers have given notice of their intention to defend the action on the grounds that the remarks were not defamatory.

The action is proceeding.

**No boom
yet says
Tucsa man**

DURBAN — There will not be an economic boom next year, Mr Arthur Grobbelaar, General Secretary of the Trade Union Council of South Africa, warned yesterday.

Opening the annual meeting of the South African Council of Transport Workers, he said that an apparent improvement in the economy coupled with some foreign investment had taken place in recent months.

He said the rate of inflation had declined and indications pointed to a further decline early next year.

"We cannot expect a return of boom conditions during 1978," he said.

"Any upturn in the economy will be gradual and modest and we must expect another year of relative austerity."

Mr Grobbelaar said recent unrest in South Africa had created a new political awareness among the masses.

If the present economic improvement were to be maintained changes would have to take place to accommodate this awareness. — DDC.

135-

sidential Address, Chamber of Mines Rhodesia, 9 April 1975. where the following statement is found: 'the availability of skilled labour, both now and in the future, has become much more critical since the government permitted Wenela to recruit thousands of contractees for the South African mines. This decision, which could have serious repercussions for our mining industry, was made without adequate consultations with the Chamber. This was a grave departure from the Government's normal procedures but I am assured that it will not be repeated the more unfortunate consequences which have ensued were averted by the co-operative attitude adopted by the Chamber itself'.

Business Herald, 23 January 1975: Business and Financial Review, 1975.

Business and Financial Review, 24 April 1975.

instance the reported fall off in production noted in Grain Marketing Board, Annual Report 1975, Salisbury.

the material in this section are extracted from the Agreement contained on the reverse of the contract form signed by each contractee. Additional copies were given to contractees (document in the vernacular translated by Wilbert Garaba).

Our Organisations (Wenela) Ltd., Reports and Financial Statements for the Year Ended 31 December 1974, Johannesburg.

representatives in Salisbury explained these reasons as: the lack of underground work, being 'trouble makers' and being 'discontented and unsettled'.

607/ G.M.E. Leistner and W.J. Breytenbach, The Black Worker of South Africa, Africa Institute No. 26, Pretoria, 1975, p.15, report a figure of 11 000 black Rhodesian workers as reported by the 1970 Census in South Africa. This is undoubtedly low. Dept. of Bantu Affairs figures are much higher. For example, see Rhodesia Herald, 3 April 1976.

67/ I am grateful to Nicholas Dziva who conducted the interviews in the vernacular.

68/ When starting operations, the Acting Manager of Wenela (Mr. N.D. Nicolle) conducted an on the spot review of unemployment in and around Salisbury. From this cursory investigation, he was well-satisfied as to the extensive evidence of urban unemployment in Salisbury. It is also worth reporting the comment of the President of the South African Chamber of Mines that an off-take of 20 000 contractees 'would not make a dent in the local labour market'.

69/ See Business Herald, 6 February 1976; and Financial Mail, 9 May 1975.

70/ I am grateful to Ian Phimister for pointing this out to me.

71/ It is an interesting point to be recorded that, according to the General Manager of Wenela in Rhodesia, the publication of political news indicating heightening of the local political crisis and/or possibility of change has brought about immediate fall-off in recruitment intake levels.

72/

Sun. Trib. 18/9/77

Anti-black job bar may be scrapped by end of the year

FR. 77.92

THE GOVERNMENT plans to do away with job reservation — a race legislation for which it is strongly attacked overseas — possibly by the end of the year.

Well-informed trade union sources said this week the Industrial Tribunal at present investigating various job reservation determinations would probably recommend that all determinations should be scrapped.

Six determinations have already been scrapped following hearings by the tribunal in various parts of the country — usually with the full support of the trade unions involved.

It is understood that unions, even in the conservative Confederation of Labour, will probably support moves to scrap the remaining determinations.

The confederation officially supports job reservation but there appears to be strong support within for its elimination because of the damage it does to the country's image abroad and because of the small number of people still affected by determinations.

Mr Jaap Cilhers, Secretary for Labour, would not confirm the report, but said all existing determinations were being investigated and a report would be made to the Minister of Labour.

"The Minister does not have the power to alter the legislation, but the legislation gives the Minister the power to impose or relax determinations," he said.

"The whole question of labour legislation is being investigated by the Wiehahn Commission which will make its recommendations in due course.

"Any changes can be

By
**DICK
USHER**

made only by Parliament and that is not likely until the commission has finished its work.

"Until that time the Minister can use his discretion in terms of the recommendations made to him by the tribunal."

The other major trade union grouping, the Trade Union Council of South Africa, has consistently opposed job reservation, but the information that the Confederation of Labour is at least unofficially in favour of its scrapping is a reversal of its official position.

Officials of the confederation would not comment this week on their support for the abolition of job reservation, but it was also reliably learned that all except a small minority of unions within the confederation would support it.

Mr Gert Beetge, secretary of the white Building Workers' Union, which has consistently taken a hard line in support of job reservation, was not available for comment.

But in a recent interview he said that the determination which applied to the building industry was "pure political fraud" and called for more effective barriers to prevent penetration of the industry by Coloured artisans in the Transvaal.

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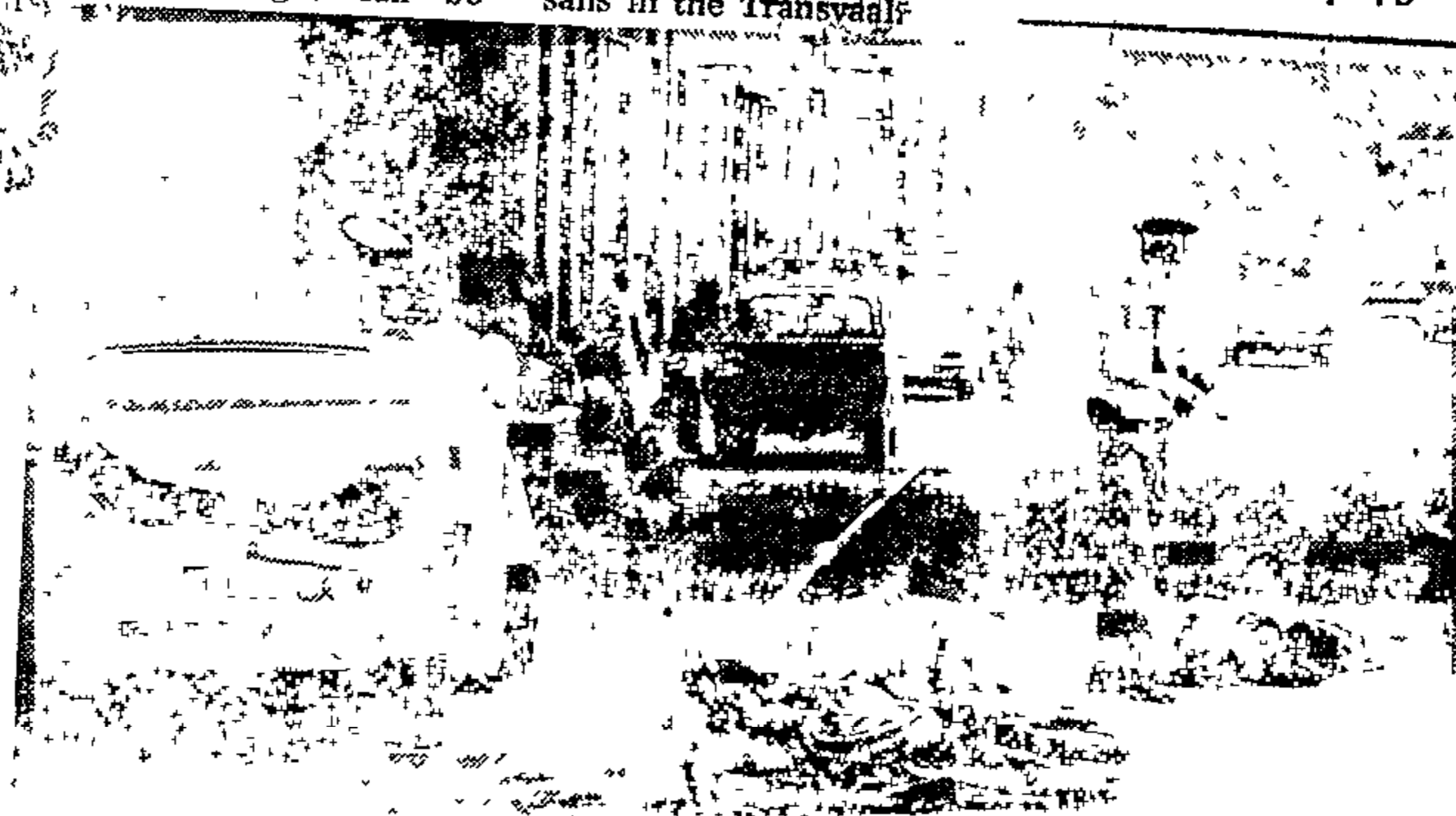
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An unidentified black man was badly injured yesterday when his motorcycle was in collision with a car on Durban's Southern Freeway. He was taken to King Edward VIII Hospital.

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THE R48000 LIFESAVER THE MEN WHO GUARD YOU ON THE BEACH GET CASH INJECTION

Tribune Bureau
A LIFE-GIVING cash injection is to be given every year by the Cape and Natal Provincial Administrations to the amateur Surf Lifesaving Association.

A R48 000 donation which will be shared equally by the provinces will enable the organisation to appoint its first fulltime salaried administrator, Siasa president Mr Mike Mortimer disclosed in his report at

the annual meeting in Durban yesterday. The mammoth task of administrator, development and control of the organisation whose volunteer members keep the country's beaches safe

during public holidays and weekends will be streamlined because of the move. Mr Mortimer said the work of volunteer lifesavers was growing harder because of the increase in bathers.

The grant was approved following negotiations with top officials of the Permanent Committee for Search and Rescue (PECSAR), the Department of Transport, MPs and MPs from the Cape and Natal.

Mr Derrick Whitting, of the Siasa executive, has been appointed to the full-time post of executive director. He will have a fulltime secretary and will be responsible not only for administrative and executive action on the coast

but also for fund-raising and public relations. Siasa's record for the past year was again impeccable, Mr Mortimer said, with no lives lost while Siasa lifesavers were on duty

Siasa lifesavers carried out 422 rescues during the year. Since the organisation's inception 44 years ago members have carried out more than 42 000 rescues. Current membership consists of 35 clubs and 1 870 members.

Unions may face 'Big Brother' TUCSA tactics

By DICK USHER

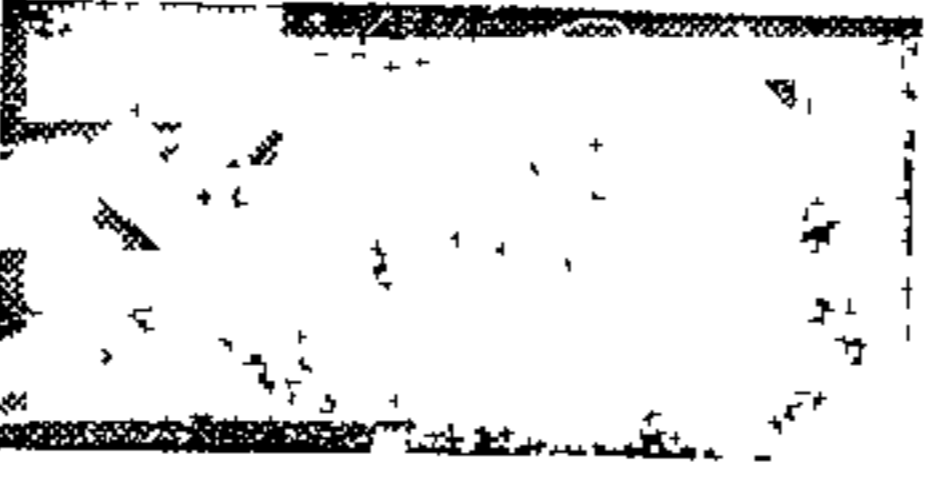
A CONSTITUTIONAL amendment on the agenda of next week's Tucsca conference in Durban could lead to council interference in the domestic affairs of member unions, according to some trade union commentators.

University of Cape Town, said this week that the resolution appeared to give Tucsca the right to interfere in the affairs of member unions. "It would effectively prevent an elected office bearer or an official of a union from taking part in council activities.

Interpreted

"If such a ban was applied and the union backed the banned person, the union could be forced to decide whether or not to stay in Tucsca," he said. "This could be interpreted as Tucsca deciding which union officials would be acceptable."

Mr Arthur Grobelaar, general secretary of TUCSA, said that the resolution would be acceptable.



TUCSA boss Arthur Grobelaar

secretary of Tucsca, agreed that a union might be forced to decide whether or not to remain affiliated to the council. "But don't forget that the person would be judged by his peers — fellow trade unionists — and he has the right of appeal.

"We are worried about people indulging in activities which are harmful to the trade union movement, especially when they do so under the banner of the council," he said.

Other resolutions on the conference agenda pursue the theme of human rights for all racial groups as "a most urgent priority," and one calls on the Prime Minister to "pursue resolutely the

abolition of all forms of discrimination which have caused so much needless bloodshed and hatred in our country." Another resolution urging the elimination of racial discrimination says that this will:

Stimulus

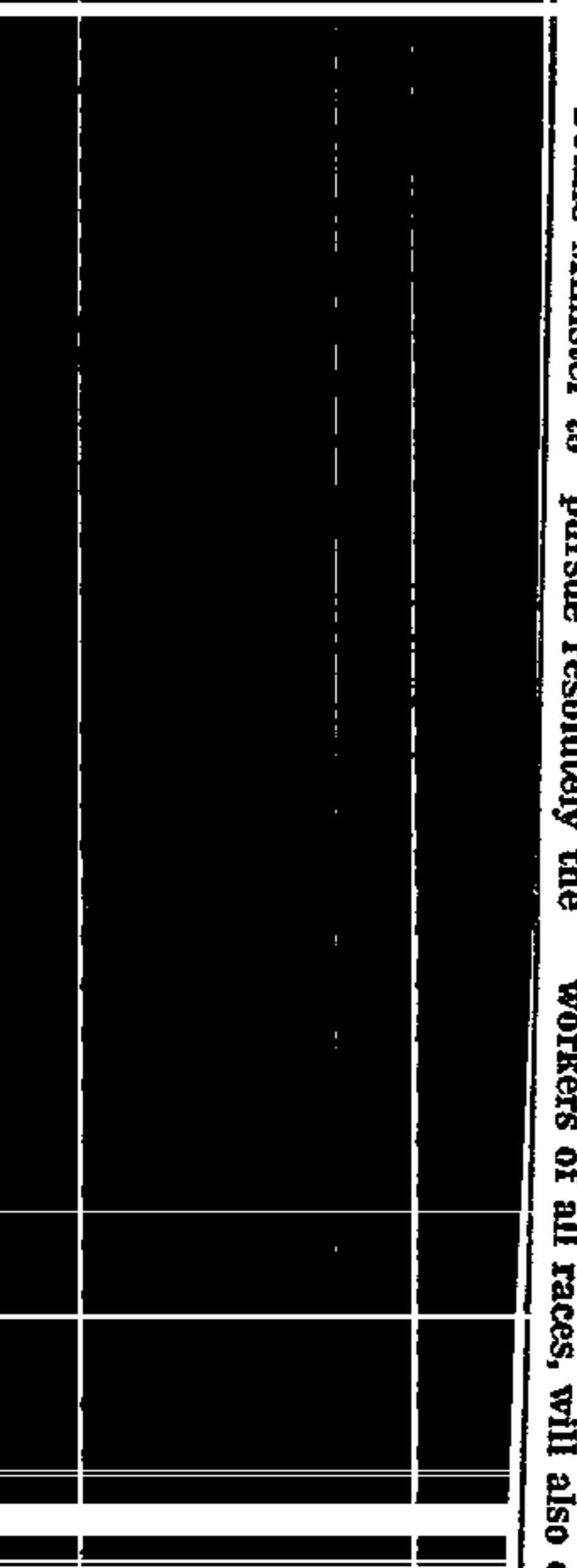
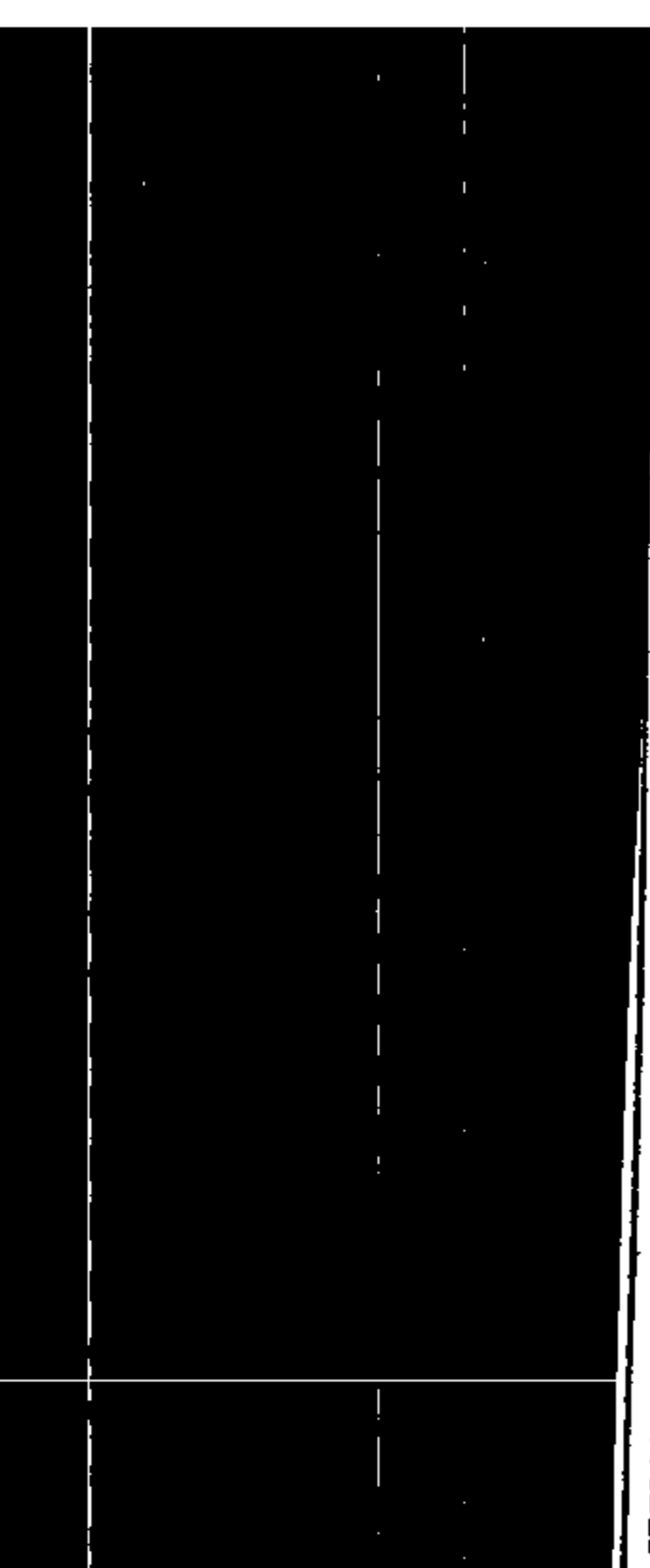
- Be a most effective stimulus to economic growth and stability.
- Lessen international tension and the need for increased defence expenditure.
- Encourage trade with the rest of Africa.

Tucsca, which represents over 200 000 workers of all races, will also call for the

phasing out of Government departments that deal solely with the implementation of ideological policies, the removal of artificial barriers which prevent the better use of South Africa's work force, and the appointment of a commission of inquiry to investigate the functioning of all marketing boards.

Several resolutions deal with housing, including one which appeals to the Government to grant urban blacks the same freehold rights enjoyed by all other South Africans.

Among other resolutions is one calling for the elimination of all forms of tax discrimination based solely on race, sex, age or marital status.



Tucsa set to blast Govt race policy

N. Mercury 19/9/77

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such that if the calculated values fall outside the a less than 5% chance that the null hypothesis is the hypothesis that the HP and BMR surveys give the reasons why they should be different. Otherwise, we surveys do not contradict each other.

Political Reporter
A MAJOR attack on the Government's failure to eliminate racial discrimination will be launched by the powerful Trade Union Council of South Africa at its annual conference starting in Durban today.

This issue is tackled in a number of resolutions to be debated during the five-day conference.

Included in the list of resolutions which attack Government policy, is one condemning continued banings and detentions without trial.

An appeal is to be made to the Prime Minister to accelerate the process of meaningful change in a more tangible fashion to combat the influence of communist imperialism in southern Africa.

Housing comes under the spotlight in three separate resolutions with a strong call from Tucsa's national executive committee that the Government strengthen rather than abolish existing rent control legislation.

Essential

Backing its appeal to the Government to grant urban Blacks freehold rights the national executive, in another resolution, says this element of home ownership is an essential pre-requisite for pride of ownership, security of tenure, social stability and the development of a stable middle-class in Black communities.

In a resolution submitted by the National Union of Clothing Workers the Government is taken to task for the meagre increases in old age pensions announced earlier this year.

Possible harmful effects to South Africa's economy by the nationalisation of certain enterprises has led to a call by the national executive that the Government investigate denationalising some or all of these "essential" industries.

3.2 Inter-Survey Validation

Demographic, educational, employment and income dist presented in this section and the results of the statis The findings are interpreted and discussed in section

3.2.1 Age Distribution

TABLE 3.1 DISTRIBUTION BY AGE AND SEX

| Age | Inquiry | | Expected | |
|-------|---------|------|----------|----------|
| | HP | BMR | BMR | Expected |
| 0-4 | 15 | 215 | 214 | 13,63 |
| 5-9 | 28 | 296 | 311 | 19,81 |
| 10-14 | 19 | 329 | 332 | 21,15 |
| 15-19 | 13 | 197 | 238 | 15,16 |
| 20-24 | 4 | 88 | 110 | 7,01 |
| 25-29 | 5 | 81 | 121 | 7,71 |
| 30-34 | 10 | 97 | 120 | 7,65 |
| 35-39 | 11 | 111 | 147 | 9,37 |
| 40-44 | 6 | 81 | 103 | 6,56 |
| 45-49 | 2 | 7 | 82 | 5,22 |
| 50-54 | 3 | 7 | 66 | 4,20 |
| 55-59 | 1 | 34 | 41 | 2,61 |
| 60-64 | | 35 | 33 | 2,10 |
| 65-69 | | 18 | 16 | 1,02 |
| 70+ | 1 | 22 | 28 | 1,78 |
| | 118 | 1754 | 118 | 125 |
| | | | 125 | 1962 |

The Minister of Agriculture is expected to come under heavy fire when the conference deals with a resolution demanding a commission of inquiry be appointed to investigate the working of all marketing boards.

Taking a hard line on repeated Government warnings that South Africans will have to pull in their belts and accept a lower standard of living, the National Union of Commercial and Allied Workers has submitted a resolution that no sacrifices could be expected from workers who still existed below the subsistence level.

Durban's Mayor, Dr. G. Hollis, will open the conference at 9.30 this morning.

Outspoken Mr. E. Roelofse, the ombudsman, and Professor John Hutchinson of the Graduate School of Management, University of California, will be guest speakers.

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20/9/77

The present interpretation was too narrow and prevented results of Department of Labour investigations into workers' complaints from being released, said Miss Dulcie Hartwell, a Durban representative of the National Union of Distributive Workers.

A number of firms, she said, did not recognise trade unions, making it necessary for a union to refer a worker's complaint to the Department of Labour for investigation.

"But the Department of Labour tells us it cannot inform us of the results of its investigations because of the secrecy clause in the Wage Act. Their people say this will disclose the affairs of the employer," she said.

"We want the clause to be widely interpreted so that trade unions can be advised of the results of these investigations," said Miss Hartwell, appealing to Tucsas' National Executive Committee to take steps to have the matter rectified.

Tucsas's extra power

Political Reporter

THE national executive committee of the Trade Union Council of South Africa has been given extra powers to take disciplinary steps against individual members who act contrary to trade union or Tucsas interests.

There were angry scenes at Tucsas' annual conference in Durban yesterday before delegates voted overwhelmingly in favour of the provision being written into the council's constitution.

The new measure, which will allow the national executive committee to suspend any individual member who acts contrary to the interests of trade unionism or Tucsas, had been necessary to unify the trade union movement.

Mr Webb beat his White opponent, Mr. Andre Malherbe of the South African Society of Bank Officials, with a large majority of 123 002 votes to 83 578.

He replaces Mr E. van Tonder, general secretary of the South African Typographical Union, who did not seek re-election.

Although he has been general secretary of the Motor Industry Combined Workers' Union for the past six years Mr. Webb has never been employed in the motor trade, he said in an interview after his election.

"I actually started my working life as a messenger shortly after the war — and I was fired after only just one week, all because I forgot to lock my bicycle away and it was stolen!"

After this shaky start Mr Webb turned to mechanics instead and became a domestic appliance mechanic.

"And that is where I landed up until I joined the MICWU as an organiser in the Johannesburg office," said Mr. Webb.

Captain

That was in 1968 marking the beginning of Mr Webb's active role in trade unionism.

The following year he was elected to Tucsas' national executive committee and three years later was elected as the body's sixth vice-president.

He was born at Mount Frere in the Transkei but grew up in Johannesburg.

A keen rugby follower Mr. Webb was at one time captain of the Transvaal Coloured rugby team.

He has a wife, three daughters and a son.

In 1972 Mr Webb spent six weeks in the United States on a leadership exchange grant and also spent some time in England as a guest of the British Government.

After losing the presidential election, Mr. Malherbe was unanimously elected as Tucsas' first vice-president.

20/9/77
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FIRST Coloured president of Tucsa, Mr. R. C. Webb

N Mercury

20/9/77

Coloured in top trade union post

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Mercury Reporter

THIRTY-TWO years after starting his working life as a messenger Mr. Ronald Charles Webb (47) was yesterday elected as the first Coloured president of the powerful Trade Union Council of South Africa.

A wages clause protest

Political Reporter

INTERPRETATION of the secrecy clause in the Wage Act by the Department of Labour, came under fire at the annual conference of the Trade Union Council of South Africa in Durban.

His election at Tucsa's annual conference in Durban makes him the head of 62 affiliated labour unions with a combined membership of more than 200 000 workers of all races.

Close to tears as he acknowledged the cheers of delegates who gave him an ovation after his election, Mr. Webb said

"What pleases me most is that Tucsa has given visual expression to its policies of equal opportunities and non-discrimination."

Majority

Tucsa chief: no hope of recovery this year

Daily Disp 20/9/77

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DURBAN — South Africa was going through the deepest and longest recession since the Great Depression and hopes for recovery this year had largely been dashed, the annual conference of the Trade Union Council of South Africa was told yesterday.

In his presidential address, Mr E. van Tonder said from the trade union point of view the council was most concerned with the unemployment position.

"The South African position has also been further bedevilled by developments elsewhere, over which we have no control," he said.

"Our balance of payments situation, which reflected a large deficit towards the end of 1976, has fortunately to a large extent been remedied by the authorities, and if some of the measures taken have not been all

that popular, they have at least gained us a breathing space."

The rate of inflation in relation to that of other countries was still too high.

"We have enjoyed a state of virtually full employment with an abundance of job opportunities, especially for the whites, in the past decades. I think that we have come to the end of that era. Even if we work on the assumption that political pressures from abroad may ease, and even assuming that the explosive situation within the country can be contained, we still have the problem of a too low national growth rate."

Mr Van Tonder said the number of registered unemployed whites, Coloureds and Indians more than doubled during the past year and according to the official

figures now represented some 1,4 per cent of this grouping of the labour force.

"What I find frightening is the real possibility of more and more young black school leavers coming on to the labour market, without any prospect of ever finding a permanent job, and with the real danger of these people joining the ranks of the totally discouraged, who no longer even bother to look for a job," he said.

Mr Van Tonder said he believed many trade union members acted wisely and responsibly, together with their employers, to resort to shortened working weeks, longer leave, short time, and cutbacks in overtime, in order to retain as many workers as possible in at least some form of employment

"This is a wise policy that will pay off in the long term, for when conditions improve, those industries will have their skilled labour reserves on top, and can immediately move into top-gear activities," he said. — SAPA.

Coloured is new Tucsa chief

DURBAN — Mr R. C. Webb, 47, was elected the first Coloured president of the powerful Trade Union Council of South

Africa yesterday. He succeeds Mr E. van Tonder.

His election, at Tucsa's annual conference here, makes him the head of 62

affiliated labour unions with a combined membership of more than 200 000 workers of all races — SAPA

No recovery, page 11

Black to lead Tucsa

The Argus Correspondent
DURBAN — A coloured man who started as a messenger 22 years ago was yesterday elected president of the multiracial Trade Union Council of South Africa.

can society of bank officials, to the position, gaining 123 002 votes to Mr Malherbe's 83 578.
Mr Webb, who received a standing ovation from the delegates, told the delegates that his election gave full expression to

Tucsa's declared policy of equal opportunity and non-discrimination for all in South Africa
'I know that a hard task lies before me but I will try to serve you to the best of my ability,' he said.

In 1969 Mr Webb was elected general secretary of the union for South Africa and also elected on to the national executive committee of Tucsa. In 1972 he was one of the first blacks to be elected vice president of Tucsa

Mr Ronnie Webb, 47, of Johannesburg is the first black trade unionist to be elected to the prestige position in Tucsa's 23-year history.

Mr Webb, first vice-president of Tucsa and general secretary of the motor industry combined worker's union, was elected at Tucsa's 23rd annual conference at the Elangeni Hotel, Durban.

He beat Mr Andre Malherbe, second vice-president and general secretary of the South Afri-

More trade unions quit Tucsa

Star 22/9/77

135

DURBAN — Three Cape Town unions pulled out of the Trade Union Council of South Africa today in protest against what they see as Tucsa's move to the political right.

Price control ineffective — Roelofse

Mr Ted Fraser, general secretary of the Brewers Employees Union and the Jewellers and Goldsmiths Union, told the Tucsa conference in Durban today that the union body had deviated from the democratic path — the essence of trade unionism

Mr Ian Wallace, chairman of the European Liquor and Catering Union quit Tucsa on the grounds that the body's national executive wielded absolute power, disregarding the needs of the smaller unions

The decision to leave Tucsa was based, in part, on a disciplinary amendment to Tucsa's constitution passed this week, that allows the body's National Executive to suspend trade union officials from council activities.

But both union leaders said the decision had been taken well before this conference. Pending the adoption of that amendment unionists see the pull-out as evidence of the disunity within Tucsa over racial and political issues

FIGHT

In the past year a number of unions have quit Tucsa, saying variously that the body either promoted African trade unionism too enthusiastically or did not promote it sufficiently

Mr Fraser said he looked for the day when he could rejoin Tucsa again in the fight for a strong trade union movement.

Other unionists, including former Durban trade unionist Mrs Harriet Bolton, saw it as evidence of Tucsa's drift to the right

"A few years ago, Tucsa would have had room for everyone"

Mr Ronnie Webb, newly elected president of Tucsa, said the departure of the three unions grieved him deeply. It hurt him that trade unions could not find accommodation with each other

He told the two union heads he hoped they would see fit to rejoin Tucsa

The S A Council of Churches' ombudsman, Mr Eugene Roelofse, today scoffed at claims — including a statement by Sanlam chairman Dr Andreas Wassenaar — that price control makes businessmen "afraid to offend Pretoria"

Price control he told a symposium here today, "is too secretive to be liked, too thinly applied to combat exploitation and too kidgloved to win confidence"

Addressing a symposium on education and marketing, organised by the S A Ceramic Society, Mr Roelofse, added "From the consumer's point of view, the present price control system has as its main effect the stifling of criticism, not only of Government economic policies but more particularly of what goes on behind the business scenes"

Dr Wassenaar, he said, grossly overestimated the neurotic tendencies of South African businessmen

NOT SCARED

"They are not terrified of price control," he said. "Any business executive who is scared to death of the Government's present price-control policy is probably also scared of goblins, goblins and jack-lanterns"

Price control, he said, was done behind closed doors, involving business men who produced rows and rows of impressive looking figures to civil servants

And price control was enforced by part-timers. "There is not a single full-time price control inspector in the country."

Consumers, he warned, were demanding effective Government action "to deal with free enterprise con-men and to clean up the market place."

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Tucsa call for probe

DURBAN — Delegates at the annual conference of the Trade Union Council of South Africa being held here yesterday passed a special resolution deploring the number of deaths of political detainees.

The resolution was, however, not supported by delegates of the Mine Surface Officials' Association who only recently joined Tucsa.

Mr R. Botha, general-secretary of the association, accused Tucsa of being a platform for airing political views and said the conference would do itself "irreparable

harm" if it associated itself with politics.

Tucsa's strongly worded resolution said delegates were extremely perturbed at the deaths of a number of persons while in detention and the organisation believed the matter was of sufficient concern to warrant the setting up of a judicial inquiry to investigate the controversial death of detainees over the last 18 months.

The resolution also expressed its concern at the methods and the manner in which the Minister of Justice conveyed news of these deaths to the public.
— DDC.

Sept. N Mercury
22, 1977. 13

135
**Code of
conduct
gets full
support**

Mercury Reporter

THE General Secretary of the Trade Union Council has pledged full support for a code of conduct to improve wages and working conditions for Africans.

Mr. Arthur Grobbelaar said in Durban yesterday that TucsA fully supported the five-point code of conduct adopted by the nine Common Market Governments in Brussels for businessmen in South Africa to improve the lot of Africans.

He said he welcomed the code but "our only reservation is what we replace influx control with." He said influx control was "not satisfactory" but some sort of control had to be exercised. Work must be taken to the people and not people to the work.

The code released yesterday, comprises: Free choice of trade unions and acceptance of the principles of collective bargaining, efforts to encourage free movement of Black workers now restricted by the South African pass system; no discrimination in wages, improvement in wages paid to Blacks and payment of more than the minimum wage, opening all jobs to everyone with the required qualifications, training for Blacks, and other measures to help Black workers obtain housing, transport, pensions, education and insurance

Pensions warning

Mercury Reporter

A SPEAKER at the TUCSA conference in Durban yesterday warned that many existing pension funds did not provide security for members

This claim was made by Mr. A. Malherbe, general secretary of the South African Society of Bank Officials, during a panel discussion on the proposed National Contributory Pension Scheme that has been suggested by the Department of Social Welfare and Pensions.

Speaking in favour of the pension scheme Mr. Malherbe said: "Every year many pensions funds run into trouble and contributors are forced to cough up more money to keep them going."

Mr. Malherbe said insurance companies merely passed on the deficit to employers. There were some 8 086 pension funds operating in South Africa and the average number of members per fund was only

289 contributors. He described such schemes as "hopelessly uneconomic"

Professor Arnt Spandau, head of the Department of Economics at the University of the Witwatersrand, agreed that many existing pension schemes were "dangerous for the pensioner concerned."

He said pensioners under many existing schemes were being forced to adopt lower

living standards because many existing pension funds were unable to keep up with inflation

Both Mr Malherbe and Prof. Spandau called for the transferring of a member's contributions to a new pension fund when they changed jobs and they also agreed that the contributions made by the employer should be paid to an employee when he resigned

POOR IDEAS

Mercury Reporter

TUCSA has been told to take a closer look at its membership of the South African National Consumer Council by Mr. Eugene Roelofse, ombudsman for the South African Council of Churches.

Addressing TucsA's conference in Durban Mr. Roelofse said yesterday that it appeared as if the consumer council was "out of touch with the poor and undernourished as far as ideas are concerned."

He said the consumer council justified its existence by a "shower of wishy-washy advice which is virtually meaningless."

Mr. Roelofse accused the consumer council of being a stooge of the Government which did little to help the cause of consumers.

He said he could not recall a time when "they last took a strong stand on an issue."

Mr. Roelofse said the time had come for "our legislators to find ways which effectively erode the profitability of fraud."

He said far too many "white collar criminals" were being let off too lightly by the courts.

According to Mr. Roelofse the time was ripe for special courts to be set up to deal with commercial fraud.

total change passed at this week's conference in the union.

Up to now, only one could be disciplined. But the change empowers the national executive of Tucsas to bar individuals from participating in the affairs until the next Tucsas conference.

The three argue that the change was introduced specifically to deal with Care Tow unionist Ted Frazer, who serves as secretary of all three. They reckon that it is designed to end Frazer's involvement in an action committee seeking to remove the present leadership of the 40,000 member Garment Workers' Union of the Western Province.

The committee charges that the union's leadership has failed to secure real improvements in wages for its members and that officers of the union earn "excessive" salaries.

The three unions also allege that the move is designed to stifle criticism within Tucsas.

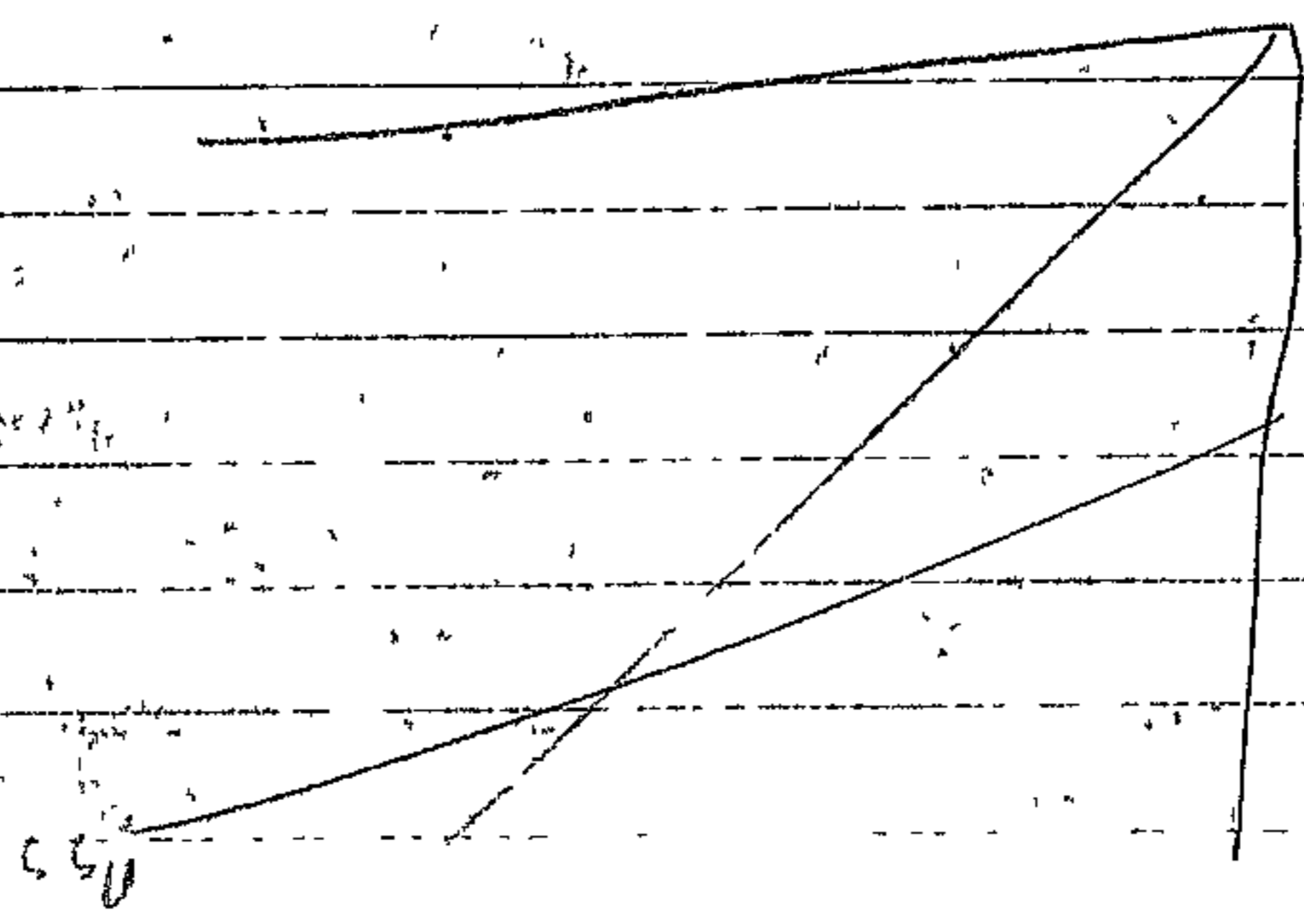
"We are dealing with men and women who are terrified of criticism," Frazer said this week.

Tucsas general secretary Arthur Groobelaar replies "Any organisation has the right to clean up its own house. If we feel any individual officer is not acting in Tucsas's best interests, we have the right to discipline him."

FIN. MAIL 23/9/77
TUCSA CONFERENCE
Curbing dissent?

135

Three of the smaller Tucsas unions are leaving the council this week. With a total membership of 1,500, the three are the European Liquor and Catering Union; the Brewery Employees' Union and the Jewellers' and Goldsmiths' Union.



land market the registered unions... then power base...
There were repeated references to the conference to the...
...in SA... the main...
...unionism for granted...
...said... Some delegates...
...people only seem to come...
...for a holiday

Then there was the problem of Tucsaf finances. Affiliation fees were raised to 50c per union member per month...
...than at present... despite... in some quarters that... smaller unions wouldn't be able or even willing to pay

Tucsaf has had to close its Durban office and cut back on Johannesburg head office staff to curb... spending... nearly went under this year and some delegates warned that even the new increase might not be enough...
...If we don't get the increase we would go out of existence by mid-1978, even with this we're not out of the woods... said veteran Tucsaf unionist Steve Scheepers

Union funds inevitably drop in times of unemployment. But the problem in Tucsaf goes deeper than that. Some reckon that union leaders are over-paid. They argue that union federations can get by without a full time staff (as the Confederation of Labour does) and that union secretaries shouldn't get more than

REGISTERED UNIONS (135)
Disillusionment FIN. MAIL 23/9/77

If this week's Tucsaf conference in Durban had a consistent, albeit unstated, theme it was the uneasiness the organisation's leaders feel for the future of Tucsaf in particular and the registered trade union movement in general.
Of course, SA's trade union movement has always been weak — only about 6% of SA's workers are unionised (compared to 23% in the US and 48% in the UK)

SUBJECT OF EXAMINATION (to be copied carefully from the heading on the Examination Paper)

their member earn.
Not so, says Tucsaf's general secretary Arthur Grobbelaar. "Trade Unionism has to become increasingly sophisticated, and that costs money. And if we want skilled personnel, we have to get into the marketplace and offer competitive salaries."

Grobbelaar denies that there's a feeling of crisis in Tucsaf. "The problems we're talking about are nothing new. They're workable problems, and Tucsaf is in no greater danger now than it has been in the past. Of course we would be vastly strengthened by large scale membership from Africans, but we've been pleading for that for years."

The biggest problem, says Grobbelaar, is that the union movement in SA is divided — but "we've been pleading for greater union unity for years too." Tucsaf is doing that again this year, but it's unlikely that it will succeed. The Confederation of Labour, for instance, will talk about unity on its own terms only and Tucsaf can't accept those without losing face.

So the message will continue. Most Tucsaf men believe that it's the rank and file who are the problem. "They only come to us if they're dissatisfied. We never hear from them in the good times," they say.

• Tucsaf this week took a step in the direction of greater credibility among its

black members. It elected a coloured man, Ronnie Webb, as its president. And Webb began his term fittingly enough, with an eloquent plea for human rights and an end to "obnoxious racial legislation."

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Three trade unions quit Tucsa

DM 23/9/77

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DURBAN — Three Cape Town unions pulled out of the Trade Union Council of South Africa yesterday in protest against what they see as Tucsa's move to the political Right

Mr Ted Fraser, general secretary of the Brewers' Employees Union and the Jewellers and Goldsmiths' Union, told the Tucsa conference that the union body had deviated from the democratic path — the essence of trade unions.

Mr Ian Wallace, chairman of the European Liquor and Catering Union, pulled out on the grounds that the body's national executive wielded absolute power, disregarding the needs of the smaller unions.

The decision to leave Tucsa was based in part on a disciplinary amendment to Tucsa's constitution, passed this week, that allows the national

executive to suspend trade union officials from council activities

But both union leaders said the decision had been taken before this conference, pending the adoption of the amendment.

Unionists see the pull-out as evidence of the disunity within Tucsa over racial and political issues.

In the past year a number of unions have quit Tucsa, saying the body either promoted African trade unionism too enthusiastically or did not promote it sufficiently.

Mr Fraser said he looked for the day when he could rejoin Tucsa in the fight for a strong trade union movement

Mr Ronnie Webb, newly elected president of Tucsa, said the departure of the three unions grieved him deeply. It hurt him that trade unions could not find accommodation with each other — Sapa.

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Que font les chariots qui passent dans les bois!

Frères de l'aigle! aimez la montagne sauvage:
Surtout à ces moments où vient un vent d'orage,
Un vent sonore et lourd qui grossit par degrés,
Emplit l'espace au loin de nuages et d'ombres,
Et penche sur le bord des précipices sombres
Les arbres effarés!

Contemplez du matin la pureté divine,
Quand la brume en flocons inonde la ravine,
Quand le soleil, que cache à demi la forêt,
Montrant sur l'horizon sa rondeur échanquée,
Grandit, comme ferait la coupole dorée
D'un palais d'Orient dont on approcherait!

Enivrez-vous du soir! à cette heure où, dans l'ombre,
Le paysage obscur, plein de formes sans nombre,
S'efface, de chemins et de fleuves rayé;
Quand le mont, dont la tête à l'horizon s'élève,
Semble un géant couché qui regarde et qui rêve,
Sur son coude appuyé!

CAPE TIMES
23/9/77

Three Cape Town unions pull out of Tucsa

135

YEAR'S WORK:

PAPER:

Grammar
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DURBAN — Three Cape Town unions pulled out of the Trade Union Council of South Africa yesterday in protest against what they see as Tucsa's move to the political right.

was evidence of Tucsa's drift to the right. A few years ago, Tucsa would have had room for everyone

Mr Ronnie Webb, newly elected president of Tucsa, said the departure of the three unions grieved him. It hurt him that trade unions could not find accommodation with each other. He told the two union heads he hoped they would see fit to rejoin Tucsa.

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ORAL:

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Mr Ted Fraser, general secretary of the Brewer's Employees Union and the Jeweller's and Goldsmith's Union, told the Tucsa conference here that the body had deviated from the democratic path — the essence of the trade unions.

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YEAR'S WORK:

PAPER I:

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Mr Ian Wallace, chairman of the European Liquor and Catering Union, left Tucsa on the grounds that the body's national executive wielded absolute power, disregarding the needs of the smaller unions.

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content

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YEAR'S WORK:

PAPER I:

A. 1.
2. Exercices de langue

Other unionists, including former Durban trade unionist, Mrs Harriet Bolton, saw it

40

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B. Ancien Français

2 x 30

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C. Civilisation (1 question may be answered in English)

2 x 30

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PAPER II:

Littérature (essays and commentaries: 1 of these may be written in English)

3 x 60

180

ORAL:

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Trade union call for united front

Mercury Reporter

24/9/77

135

THE new president of the Trade Union Council of South Africa, Mr. Ronald Charles Webb, called on all unions to form a united front on issues where agreement could be reached as he closed the organisation's annual conference in Durban yesterday.

Tripartite talks call by Tucsa

Mercury Reporter

THE TRADE Union Council of South Africa (Tucsa) is to appeal to the Prime Minister to convene a tripartite labour conference of trade unions, employer organisations and the Government to formulate a plan to defuse present tensions.

There was very little co-operation between these three bodies, said Dr Anna Scheepers, president of the Garment Workers' Union of South Africa, when she presented this proposal to Tucsa's annual conference and received a unanimous vote in favour.

"It is an indictment against us that the riots in Soweto had to happen before we realised that the conditions in Soweto only brought crime and frustration.

"Why did we wait so long to electrify Soweto?" she asked.

"A matter which could be discussed at a tripartite conference was job reservation. "But let us not try to hide the fact that in some industries where there is no job restriction trade unions impose their own"

If White delegates at the

conference were to find themselves in such a position "you would become a revolutionary," she said.

Big changes were going to occur and it would depend on action now as to who would be "acceptable" afterwards.

It was meaningless to open the Nico Malan Theatre to Blacks and establish international hotels when most Blacks could not afford to go to these places.

"What is meaningful is that they want to have job opportunities and gain permission to join industries of their choice when they deserve it," Dr. Scheepers said.

In spite of the economic climate Iscor was "crying out" for artisans and there was still a demand for machinists in the clothing industry, she said.

He said: "The next few months are going to be a critical period for South Africa and national decisions will have to be taken to ensure our very survival as a nation.

"There has never been a time in the history of South Africa when it has been so absolutely imperative to all stand together.

"I am not saying that we should all agree on everything. It is important to agree to disagree provided we always remember that we should not disagree on racial lines."

He referred to a motion unanimously passed by the conference for Tucsa to initiate a conference of workers' groups.

In presenting the motion to the conference, Dr. Anna Scheepers, president of the Garment Workers' Union of South Africa said: "When we were fighting for Pay As You Earn we all agreed and we got somewhere.

"Now there is the issue of the national contributory pension scheme. If we had a united movement to ask for this we would have had it long ago"

Mr. Andre Malherbe of the South Africa Society of Bank Officials said. "Big employers' organisations laugh all the way to the bank when there is disunity in the labour movements. They believe in the principle of divide and rule"

1. Matters arising from the above minutes.
2. REPORT FOR 1977 SEASON AND PLANS FOR 1978 SEASON.
 (18) Wilson and Thompson, p. 469.
 The (18) Wilson and Thompson, 1977 Season and plans for the 1978 Season is attached (Annexure B.) and was drawn up by John Hickson and Owen Metcalf. The Report was tabled at the S.A.H.U. Coaching
3. REPORT FOR 1977 SEASON AND PLANS FOR 1978 SEASON.
 (17) H. Strauss, "S.A. 1960 - 1966 Underground African politics" I.C.S. III p. 136.

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Racial harmony aim at Tucs¹³⁵a congress

After 24/9/77

Own Correspondent

DURBAN — The multi-racial Trade Union Council of South Africa took a significant step in bringing about racial harmony and improving national image abroad when it this week elected a black trade unionist as president.

Tucs^a elected Mr Ronnie Webb, General Secretary of the Motor Industry Combined Workers Union in Durban, at its 23rd annual conference

Another important move was the election of moderate African Trade Unionist Mrs Lucy Mvubelo as one of six vice

presidents. She is the general secretary of the National Union of Clothing Factory Workers.

Condemnation of deaths in detention and the Minister of Justice, Mr Kruger's "draconian" powers in detaining and banning people without recourse to courts of law, were pointers that Tucs^a was also concerned about the future wellbeing of the country.

Delegates called on the Government to eliminate all forms of racial discrimination, to implement the United Nations Human Rights Charter in South Africa and to recognise that Africans were not "sojourners" in urban areas but permanent citizens. They should enjoy all facilities, including that of home ownership, like those enjoyed by other race groups.

The Motor Industry Combined Workers' Union abstained from a resolution that condemned boycotts and sanctions. The union was of the opinion that sports and political boycotts had the desired effect in bringing about changes

Faites-vous un concert des notes
Cherchez dans la nature, étalée à
Soit que l'hiver l'attriste ou que
Le mot mystérieux que chaque voix
Ecoutez ce que dit la foudre dans

C'est Dieu qui remplit tout. Le m
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Enivrez-vous de tout! enivrez-vous
Des gazons, des ruisseaux, des feu
Du voyageur de nuit dont on entend
De ces premières fleurs dont févrie
Des eaux, de l'air, des prés, et du
Que font les chariots qui passent d

Frères de l'aigle! aimez la montagne sauvage:
Surtout à ces moments où vient un vent d'orage,
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Quand le mont, dont la tête à l'horizon s'élève,
Semble un géant couché qui regarde et qui rêve,
Sur son coude appuyé!

Sam. Irberne

25/9/77

135

The crisis that Tuccsa hates to admit

DICK USHER reviews this week's Tuccsa congress

TUCSA met this week in an atmosphere of uncertainty about its own future and the future of the trade union movement in South Africa — yet it was not until the final day of the conference in Durban that anyone admitted there might be a crisis.

Unfortunately, in South Africa there are so many different views — even in our conference — but there are sufficient issues on which we can agree and which will be in the interests of the workers that we should have a conference of all trade unions," she said.

Fittingly enough, it was brought into the open by one of the longest-serving trade unionists in South Africa, Senator Anna Scheepers, president of the Garment Workers' Union.

"We are all looking too much at issues of disagreement and we will all hang together one day because of it"

Proposing a motion on trade union unity, she said "I think we are going to live through such difficult times that we will almost be continuously in a crisis situation.

Most significant of these is the question of what the Wreahahn Commission will do to the trade union movement. This was debated at some length in committee midway through the week

The fears can be appreciated because the commission has come at a time when the trade union movement is weak, not only because of the divisions that exist, but also because of a drop in members and a lack of interest in unionism.

Weak

Trade unionism has never been particularly popular in South Africa — even among white workers only about 21 percent are unionised — and since 1948, the movement has continually been troubled by Government harassment elements.

With talk of trade union unity in the air, and with Mr Athie Nieuwoudt, president of the Confederation walking out during an address on human rights by Mr Ronnie Webb, new president of Tuccsa, one wonders how much the Confederation might be prepared to move to reach accommodation with Tuccsa.

The miners made their presence felt fairly quickly, objecting to the introduction of an urgent resolution on deaths in detention on the grounds that it was introducing politics into the trade union movement.

In Tuccsa, this shot in the arm is seen to be the involvement of black workers in the mainstream of the movement — at present less than one percent are unionised — but that appears to be unlikely in the near future.

Three small unions, generally regarded as being of the left, withdrew from the council this week, a week which also saw the arrival of the 13 000-strong Mine Surface Officials Association.

Politics

The question is whether Tuccsa will move left, right, or divide.

The miners made their presence felt fairly quickly, objecting to the introduction of an urgent resolution on deaths in detention on the grounds that it was introducing politics into the trade union movement.

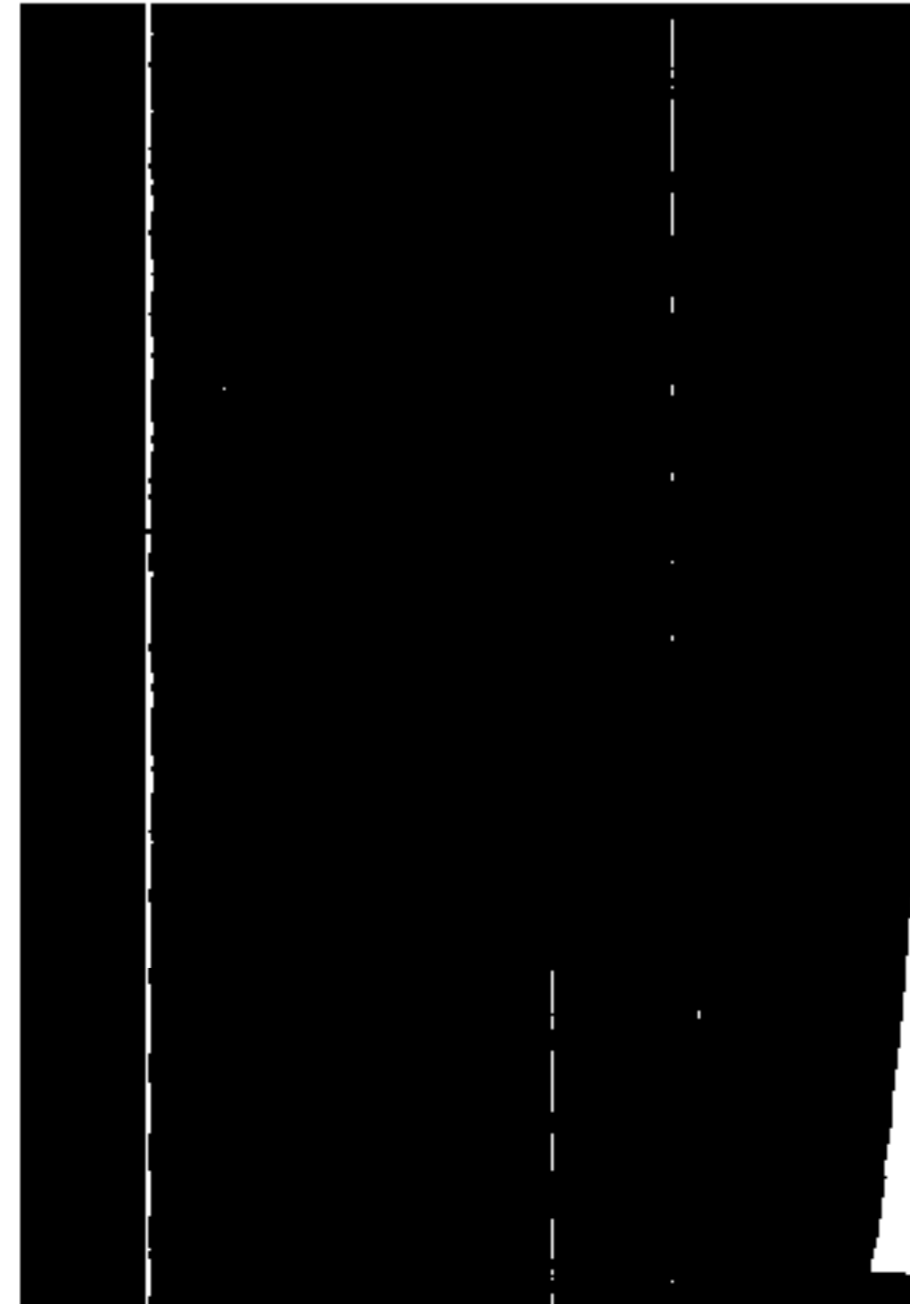
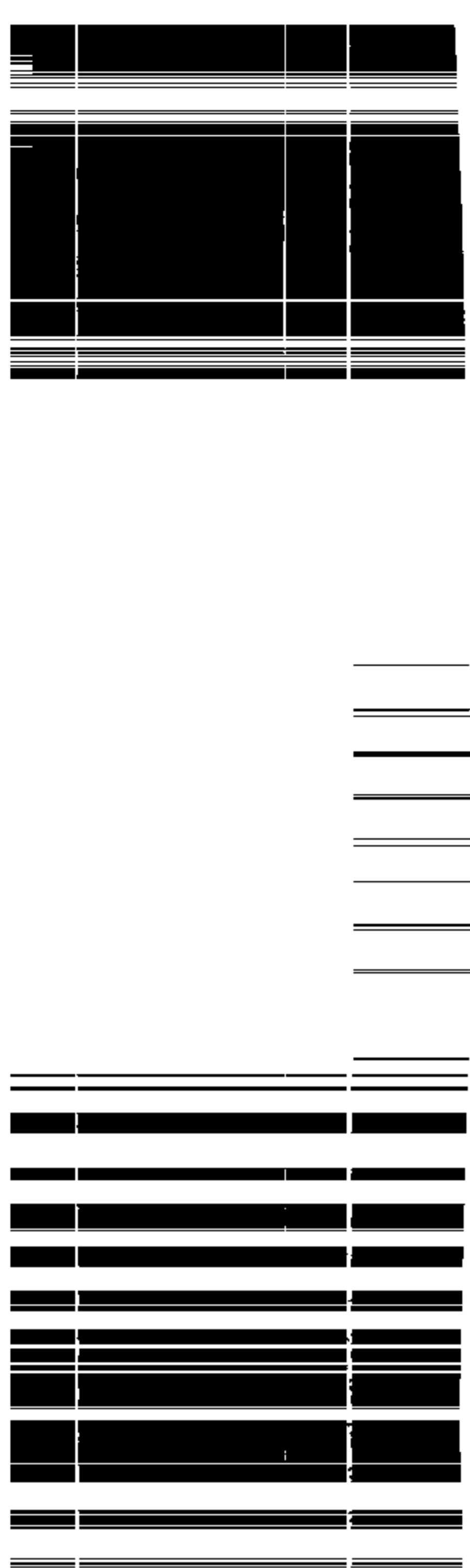
One of them, Ray Altman of the NUDW, raised the problem several months ago in an article in the SA Labour Bulletin, the gist of which was that there are simply not enough young people entering the movement.

Their objections to a later urgent resolution — again on the grounds that it was political — drew support from the conference floor and the resolution was not put.

This may be due to disaffection or disinterest in the movement — which Ronnie Webb claims is not true — but whatever the reason it seems that trade unionism needs a shot in the arm.

With the Government-undefunct United Party. In addition, the council finds itself in a position somewhat analogous to the defunct United Party.

Or how much Tuccsa might be prepared to move to reach accommodation with the Confederation? With the Government-



Journalists in a

TUCSA Labour Mirror Sept/Oct 1977
32590007

Muddle

Amazing reasons

given for

leaving TucsA

In a shock and what seems also an inexplicable move, the South African Society of Journalists has quit TUCSA

What TUCSA finds inexplicable are the strange and contradictory reasons given by the SASJ for resigning. In a letter dated June, 1977, Mr. D. K. Rae, the SASJ's secretary and treasurer, wrote;

"I have to inform you that this Society at its Annual Congress held on 27th and 28th May, 1977, passed a resolution to withdraw its affiliation with your Council. The reason for this step was because application is being made for affiliation to the International Federation of Journalists."

What TUCSA finds inexplicable is the fact that there is no reason why the SASJ should not belong to both the International Federation of Journalists as well as TUCSA.

Many TUCSA unions are affiliated to international trade union bodies.

Kruger's crackdown

Following the banning and detentions which took place on October 19th, TUCSA issued the following statement:

The Trade Union Council of South Africa is deeply perturbed at the actions taken against certain organisations and newspapers, as well as the banning and detentions of individuals, which took place on the 19th October, 1977.

TUCSA reiterates its long-standing opposition towards these forms of Government administrative action. TUCSA has consistently protested over the years against this practice of banning people and organisations, and detaining people without the benefit of trial in open court.

"TUCSA again emphasises its belief that people or organisations should not be banned, nor should people be detained, until such time as they have been charged and found guilty by a court of justice of an offence against the laws of the land."

Mr Groblelaar went on:

"Referring to the reason furnished by yourself as to why the SASJ decided to leave TUCSA, namely, that your Society wished to operate as a non-racial trade union, and that the Society's understanding that only registered unions might belong to TUCSA, I can only express astonishment.

"I am flabbergasted that it can be categorically stated by members of the media, and by a Society which represents the media, that they believe that only registered unions might belong to TUCSA. Surely to goodness there have been more than sufficient Press reports in virtually all of the country's newspapers over many years, which have conveyed the fact that TUCSA's membership is open to all bona fide trade unions."

Referring to the SASJ 'understanding' that only registered unions might belong to TUCSA Mr Groblelaar said: "Surely an attempt should have been made to determine what the factual position was? Alternatively, I would suggest that you attempt to establish who it was that furnished the members of your Society (who were present at your Congress) with the impression or 'understanding' that only registered unions could be members of TUCSA."

(BS)

Oct 1977

325 (revised)

The reason for wanting to disaffiliate was recorded in the Report of TUCSA's National Executive Committee to the annual conference — and brought prompt denial from Mr. Jon Beverley, the SASJ's vice-president; Natal, who advanced another and even more inexplicable reason for the decision to disaffiliate.

This was to the effect that the SASJ had left TUCSA because it "wished to be a non-racial trade union."

Now TUCSA is the major trade union organisation in South Africa catering for non-racial unions, so this second explanation is doubly puzzling.

The following is Mr. J. Beverley's letter

"I was somewhat astonished to read in reports submitted to your Congress that the SASJ had disaffiliated from TUCSA because of its wish to affiliate with the International Federation of Journalists, as you are probably aware membership of both bodies would not have been inconsistent.

"I am afraid that you have been wrongly informed.

"It happened that I as Branch Chairman of Kimberley originally proposed that the SASJ seek affiliation with TUCSA in 1970, it was no coincidence that I, as chairman of the Durban Branch, proposed at our Congress last May that we leave TUCSA.

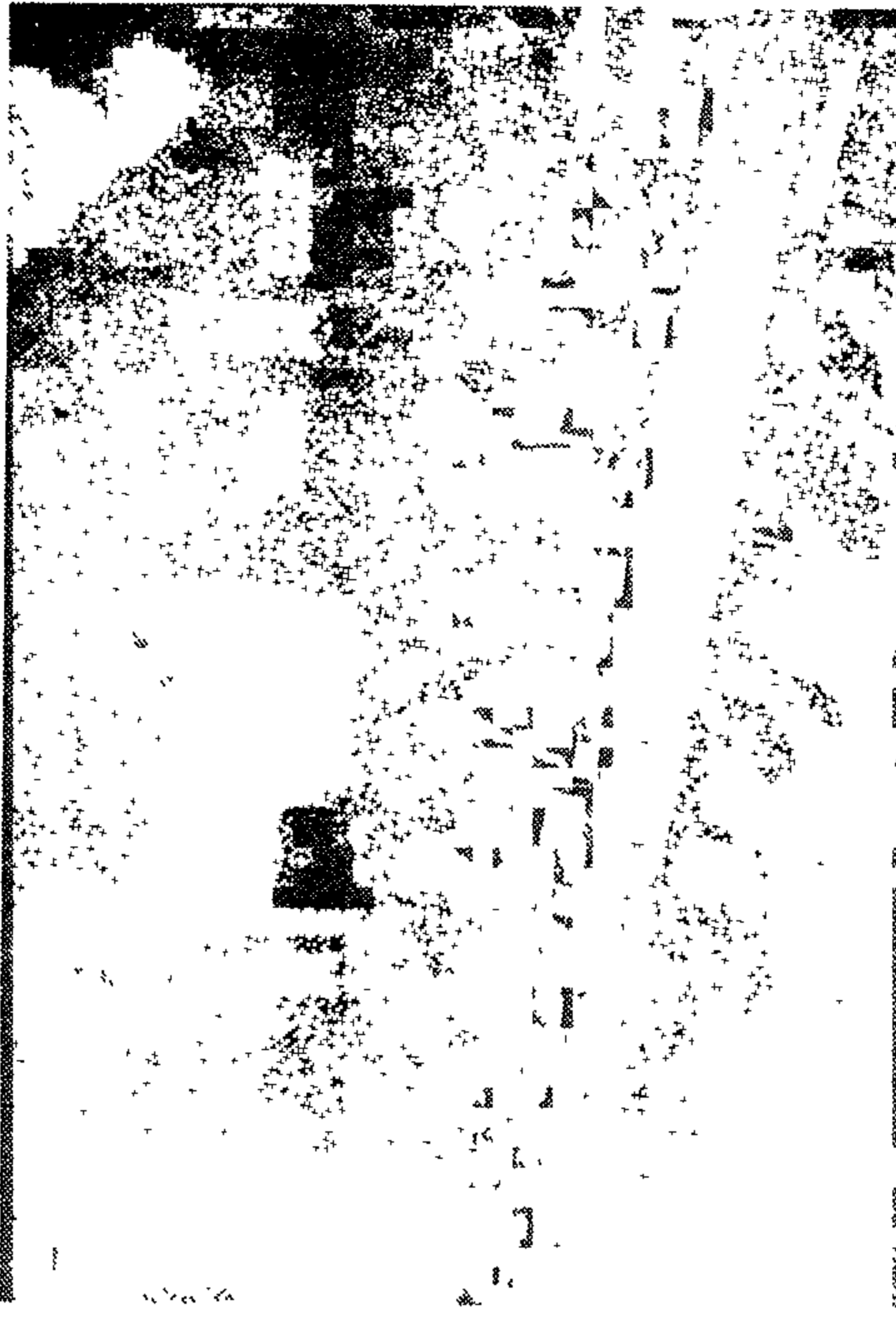
"The reasons should be spelt out, and I would request that you take steps to correct the wrong impression created by your report. We left TUCSA because we wished to be a non-racial trade union and it was our understanding that only registered unions might belong to TUCSA.

"We believe that by abandoning the provisions of the Industrial Conciliation Act as an unregistered trade union in favour of a non-racial membership we have done the only moral thing possible in the South African context. We appreciate that there may be some unions who would like to follow our example but who value their bargaining rights above the purely moral issue of non-racial membership, we have sympathy with them it took us ten years or more to face up to the issue and take action.

"Fortunately we have not had to abandon our negotiating rights as these were incorporated in an agreement signed between the trade union and the employers in the 40s and renewed up to this date. In this respect we shall continue to look after working conditions and salaries of our members."

Tucsa's General Secretary replied, pointing out: that the N.E.C. Report was based on information officially furnished by the Society and suggesting that if the official reason given for resigning was incorrect then the SASJ should take the matter up with its Secretary/Treasurer.

1000



The representative of the Royal Netherlands Government, Mr Rosenberg-Polak, conveys his government's fraternal greetings to delegates at the opening of the TUCSA conference. Seated on the platform are, left to right, Andre Malherbe, general secretary of SASBO and new first vice-president of TUCSA; Arthur Grobbelaar, general secretary of TUCSA; "Lief" van Tonder, outgoing President of TUCSA; Ronnie Webb, the new president; and "Steve" Scheepers, the new second vice-president of TUCSA.

The "Diplomatic Row" at the TUCSA conference — diplomatic observers from half a dozen countries who traditionally attend TUCSA'S annual conference to monitor on its proceedings for their governments.

New union makes impact

LABOUR MIRROR
Sept/Oct 1977 135

TUCSA's newest union, the 13 000 strong Mine Surface Officials Association, emerged as a force at this year's annual conference.

The association, headed by its general secretary, Mr. R. H. Botha, spoke out strongly and unequivocally on a range of matters.

Because the MSOA joined TUCSA only

weeks before the conference, most unionists expected it to maintain a fairly low profile, but its immediate and forceful participation in debates was widely welcomed.

One veteran trade unionist commented: "The MSOA's presence in TUCSA will undoubtedly strengthen the labour movement."

"They have come in with what appears to be a vigorous, though clearly conservative, leadership with their own decided viewpoints. It is good to see a new union flexing itself in this way."

"If the MSOA continues in this fashion it is certain to start emerging in a leadership role and will, hopefully, have the effect also of gingering up some of the other unions."

135-

“OUR IMAGE TOO FILMSY”

While TUCSA'S ideals are sound, there are, nevertheless, at times doubts about the organisation's sincerity, the outgoing president, Mr. "Lief" van Tonder, said in his farewell address to the TUCSA annual conference.

In his address to the conference Mr. van Tonder said. The past year has not been an easy one for the Council. As the only multi-racial organisation of its nature in this country, it is only natural that the policy and modus operandi of the Council should be exposed to criticism to a much larger extent than otherwise, and we also accept that the very nature of our Constitution, and the attempts to live up to the expectations entrenched in the Constitution, make us more vulnerable to attack. TUCSA fully accepts this position, and I am sure that affiliated unions that genuinely endeavour to execute their duties in the spirit of the ideals that the Council represents, also accept the position. It is fair to say that the Council has no objections to criticism, but sad to say that in the past year we have had the unpleasant experience of affiliates leaving the Council for very poorly motivated reasons, and in some instances, without being able to submit valid reasons at all. And worse still, we find that unions who leave the Council are quite prepared to drift into the unaligned wilderness of trade unionism in our country. When unions act in this manner, there is little that can be done for them, but most frightening of all, is the belief on their part that they can go it alone. This seems to be the position in general in trade union circles in this country.

But trade unionism has always been too cheap in South Africa, as compared with the rest of the world where people have to, and indeed subscribe substantially more to trade unionism. Perhaps our answer lies in that direction. Because of its cheapness, the value tag remains insignificant, and trade union achievements are too often taken for granted.

A very good example for illustrating this point in the amendment to the Unemployment Insurance Fund, which from July of this year provides for a worker to receive 45% of his actual wages, when sick or unemployed. I readily concede that the administration of funds of this nature creates many problems, and also that irritations exist for various reasons. Nonetheless, this was an achievement of tremendous benefit for the workers. But what do we find? An attitude of indifference, and worse still, remarks to the effect that it is the Government that provided these improvements. I wonder how many workers really realise that a lifetime of struggle and hard work has gone into this achievement by the trade unions and employer representatives, and (to be honest) some Government officials as well. I want to pay tribute to these people, who for so long carried this fight, finally through to its successful conclusion. It is then against this background that the Council meets

work on the assumption that political pressures from abroad may ease, and even assuming that the explosive situation within the country can be contained, we still have the problem of a too low national growth rate. According to the Reserve Bank accounts, the year that ended in June, turned out to be one of the lowest growth years experienced by the South African economy during the post-war period. The total real gross domestic product increased by only about 1 percent, while it was still 2 percent in the preceding year.

It is therefore clear, even to laymen like us, that even under the best of circumstances, there will be no quick return to the years of plenty that we have known. Our country is just not in a position to generate the capital requirements to promote increased growth, and consequently more job opportunities, at the rate that we need. We remain desperately dependant on foreign investment capital, and obviously for our specific purposes, long-term investment capital. And this is really where our problem lies. It is precisely this kind of investment that is no longer forthcoming in large enough amounts, to stimulate the growth so badly needed. Unemployment, when compared with other countries, has not reached crisis proportions, but for any person who loses his or her job, unemployment is a crisis. It is in fact the biggest crisis in his or her life. The number of registered unemployed Whites, Coloureds and Asians more than doubled during the past year, and according to the official figures, now represents some 1,4 percent of this grouping of the labour force. Accurate figures (for various reasons) are not available, but it must be accepted that Black unemployment is rising at a much faster rate, and if it was possible to obtain accurate figures for the total labour force, then it could well make very alarming reading.

What I find frightening at present, is the very real possibility of more and more young Black school leavers coming onto the labour market, without any prospect of ever finding a permanent job, and with the real danger of these people joining the ranks of the totally discouraged, who no longer even bother looking for a job.

In this context, I cannot help but comment upon the amazing statement made by the President of the Transvaal Chamber of Industries, when he addressed a recent "Manpower and Unemployment Congress" in Johannesburg. I for one certainly expected a bigger outcry from the labour movement regarding his comments, but be that as it may, Mr. Holloway is reported to have said that a country's wealth is only created by production. We all know that, but he then continued to say that the "dole" is unproductive, and a drain on a country's economy. He said: "Let us not permit our emotions to run our minds. The unemployed are non-productive. Any thought of supporting the unemployed through the use of creative money by a system of dole, or by any transfer of payment, is to weaken our economy and our country." He is furthermore reported to have said that the development of society had reached a stage where assistance can be given to the unemployed, without questions being asked! A truly modern Rip van Winkle I would say, seemingly

competitiveness in the world market, is true. This accusation is indirectly aimed at us, the labour force, and we dare not ignore the issue.

We will also have to do our share to bring home to the Black section of our community the absolute need to reduce the size of their families in the future. Whether this cuts across personal feelings, customs, or tradition, is no longer of significance. It is a question of economic survival for them and us.

There is one further aspect that I want to touch on, before leaving the unemployment problem, and I personally believe it is a subject in which members of the Council should show a much greater interest. The subject is that of "under-employment". This is an aspect that perhaps only gets accentuated by economic recession, and it is certainly not confined to South Africa. A recent International Labour Organisation estimate presently puts the unemployed persons under 25 years of age at more than 7 million, and predicts that even if the world recession should miraculously disappear overnight, staggering numbers of youth will still be walking the streets because employers will give preference to experienced and trained workers. That statement is also true of our own country. For far too long we have abused the abundance of labour available. We have remained largely silent, knowing full well that thousands of intelligent but untrained workers were being condemned to a life-time of menial or labouring types of employment, with

architects went to great pains to ensure the effective exclusion of politics, and the prevention of the involvement of political parties, into the affairs of the trade unions, and vice versa. This exclusion was obviously necessary in order to comply with the law, but also important, is the fact that it was made possible for all organisations representing working people to get together, to pursue their common goals. Unfortunately, we have not achieved that object of unity, in fact we appear to be further from complete unity than ever before.

Trade unionism and politics run in very close harness in the rest of the world, so close that active involvement either way is regarded as being natural. Our peculiar South African situation does not permit direct involvement either way, but having because of necessity to run an equally close parallel in many instances, as in the rest of the world, a degree of rub-off is inevitable, and from this stems our greatest dilemma.

Under these circumstances, what does the future hold for the Council, or better still, is there a future for us as a co-ordinating body? These are questions that affiliates must seriously apply their minds to at this Conference. I do not think that anybody can seriously fault the policy of the Council as dictated by Annual Conferences, and processed by the National Executive Committee. I do not think anybody can fault our Constitution, for the ideals enshrined in the Constitution ring true. But I do say, and I say it with respect, that our sincerity at times is questionable, and the image of brotherhood that we like to display is too flimsy to fool anyone. These are harsh words, but I would suggest that we all pause to ponder them, before you reject them, or take exception to what I have said. We claim to subscribe to the principles of international trade unionism, but it is these very basic fundamental principles that divide the movement, and hamper solidarity in South Africa.

THE ECONOMY

The economic situation of our country during the past year has been very much worse than most of us present might have realised. From the trade union point of view we have obviously been most concerned with the unemployment position. The country is going through the deepest and longest recession since the Great Depression, and our hopes for a recovery in 1977 have also largely been dashed. The South African position has also been further bedevilled by developments elsewhere, over which we have no control. Our balance of payments situation, which reflected a large deficit towards the end of 1976, has fortunately to a large extent been remedied by the authorities, and if some of the measures taken have not been all that popular, they have at least gained us a breathing space.

Our rate of inflation in relation to that of other countries still remains too high, although we must admit that the rate of price increases shows some degree of easing off during the last few months. To what extent this is due to the effects of unemployment, with a consequent lack of purchasing power, is difficult to establish, but as I have said repeatedly — The labour movement will have to decide to live with inflation as best it can, and opt for employment opportunities much more than we have done in the past. We have enjoyed a state of virtually full employment with an abundance of job opportunities (especially for the Whites) in the past decades. I think that we have come to the end of that era. Even if we

revolutions) for the working people of the world to obtain even the most basic of human rights, and to enjoy even the most modest portion of the good life which a small section of the inhabitants of the earth so selfishly regard as theirs, as a matter of god-given right!

We have never known Industry and Commerce to be too concerned about the unemployed, and I will readily concede that the responsibility for these people cannot be laid entirely at their door. I did, however, believe that this abominable type of industrial policy belonged to an era gone by, but apparently I am mistaken.

Even if Mr Holloway and his colleagues do regard the unemployed as a nuisance, then we should warn them against this kind of approach, for it is explosive. The "creative" money that he begrudges the unemployed to keep alive, has, after all, been created by their sweat, and more important, when the economy gets moving again they will undoubtedly be needed, to generate even more "creative" money.

Dr. Anton Rupert some years ago summed up the position in a few words, when he said "We cannot sleep peacefully while they go hungry."

Still on the question of unemployment, I believe that many of our trade union colleagues present here today have acted wisely and responsibly, together with their employers, to resort to shortened working weeks, longer holidays, short time, and cutbacks in overtime, in order to retain as many workers as possible in at least some form of employment. This is a wise policy, that will pay off in the long term, for when conditions improve, those industries will have their skilled labour reserves on top, and can immediately move into top-gear activities, which in turn will greatly assist to create some of the much needed additional unskilled and partially skilled jobs.

I am mindful of the fact that I could be accused of over-emphasising this issue, and it is true that by the standards of some of the Western countries, our unemployment problem is relatively small. But I do submit with respect, that our unemployment problem cannot be viewed in an over-simplified way. We must bear in mind the political tendencies abroad against our country, and we must remember that overseas trade unions are playing a leading part in ever more effective efforts aimed at isolating South Africa. I believe that their efforts will continue to gain momentum, and they will have more success than we would like to believe, and as the political storm gathers here, and as such further reduces the flow of foreign capital, so we on the other hand will have to spend even more on defence — money that is desperately needed to develop our mineral and other assets. Job creation thus becomes even more difficult.

Where does the Council stand in this situation, and what can we do apart from criticising, to help remedy the situation, and at the same time help ourselves? I would say firstly, that our colleagues who have gone abroad for various reasons have been excellent Ambassadors, and without trying to whitewash the political position in our country (with which many of them disagree) they have nonetheless, with some degree of success, and at the risk of being abused, succeeded in bringing home to the outside world that certain actions harm the Black workers, rather than assist them. This approach should be continued.

Furthermore, it will be necessary for the movement to examine our position in the economy, and to see to what extent the accusations that we are losing, our

concentration on higher education (ironical as it may seem) is not the entire answer, because higher education unrelated to job opportunities, merely raises the aspirations of workers, whilst the absence of jobs in the market frustrates them to the point of despair.

For the reasons advanced, the Council plays an active part in the In-Service Training Schemes initiated by the Government. I want to give credit to the Employer organisations that play such an active role in helping to get this massive programme off the ground. It is a fact that, in the event of future lay-offs, employers will tend to favour those employees in whom they have invested considerable time and money in training. Statistics already show that labour turnover rates in high-skill industries are significantly lower than in those that are satisfied with large numbers of relatively unskilled and untrained workers. I personally believe that these training programmes will soon have to be extended, so as to provide better opportunities for all race groups.

INDUSTRIAL LEGISLATION

When the Germans introduced their experimental system of partitive co-determination in the coal, iron, and steel industries some 25 years ago, they perhaps unknowingly sparked off something that (according to my observations) is going to engulf the entire western industrialised world. In Germany itself the concept of Industrial Democracy has gained so much ground that they now (as a result of their experiments) already have what is termed their Co-determination Policy, or *Mitbestimmung*, written into the law, and the law now provides for legal employee representation on the Boards of Companies.

To us in South Africa these measures may seem far reaching revolutionary, and perhaps even drastic changes from traditional labour patterns, but it is important for us to observe that this concept of Industrial Democracy is rapidly gaining ground in Europe. It is established in Sweden, the U.K. is investigating it, and it is gaining momentum in the U.S.A. and Canada. Although each country has a different interpretation of its application in its own particular set of circumstances, and although each may have its own name for it, whether it be Co-determination, participative management, or participation, the principle remains the same, i.e. Co-determination means that decisions are taken by partners — equal in numbers and influence.

Unions abroad also claim that Co-determination by employers and their unions has become an urgent necessity under any economic system. Some see it as an alternative to the ultimate weapon of strike action (which like wars) cause just as much damage to the victor as to the vanquished. Even in the U.K. we have the report of a government-commissioned committee on the subject of Industrial Democracy, a committee which consists of unionists, lawyers and industrialists under the chairmanship of Lord Bullock, a Master of Oxford University. The report of the committee, if adopted, will give British workers much more control over the operation of companies than employers already have in either Germany or Sweden.

In Canada the proponents of Industrial Democracy have been at pains to explain that their aim is not to have a collective bargaining system, but to strengthen a and their definition of Industrial Democracy is deliberately loose, it implies a meaningful extension

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| Field, M.D. Mrs. | 77 | CHOFV.E.I(2-*) , HARFI(2-*) |
| Figenschou, I.N. Miss | 77 | FI(3*);GINC(2-*) , ITINT(2-*) ; RELSCI(2-*) |
| Finlay, C.J. Miss | 77 | AF(3*);HI(F*);POLSCI(3*);PSIA(F*) |
| Forder, S.J. Miss | 77 | FI(2-*) ; ITINT(2-*) ; PSIA(2-*) , META(3*) |
| Forman, C. Miss | 77 | EI(3nx*);PSIA(F*);RELSCI(3*);SAI(F*) |
| Fortuin, J.V. Miss | 77 | PSIC(3*);SAI(3*);CIC(F*);Animal Biology(F*) |
| Fraser, H.M. Miss | 77 | EI(3*);PSIC(F*);PubAdmn.I(3*) |

opportunity to workers to share in decision-making and/or ownership, in the workplace. While criticism of the new tendencies has been forthright in many countries, the proponents of the new system argue that it is no longer debatable whether Industrial Democracy should be fostered in Industry, but only a question of how it should be done. It is however, generally conceded that bold innovations are now needed to improve the poor industrial relations of those countries with their dreadful record of strikes and lockouts. Employer organisations may condemn these developments, but they cannot simply wish them away from the face of the earth. It seems to me that this is a concept of industrial relations that is here to stay.

It is a well-known fact that much of our industrial and labour structures and organisations are based on overseas practices, it would thus be very naive to believe that we need not take note of the tendencies that is so rapidly engulfing the industrial world of the West. Like us, these countries are also today struggling with their balance of payments situations, at a time when investor confidence is falling. They also realise the need for greater co-operation in the work-place. Time, however, does not permit an in-depth discussion of the growing concept of industrial democracy, and I have merely touched on the subject. But it must be evident that the Western World, in its desperate struggle to cope with the side-effects of their ailing economies, such as unemployment, are prepared to plunge into experiments hitherto undreamed of, for despite their efforts of the past to improve the lot of the masses, Europe — and the West for that matter, seems to be losing the race against Communism. Even in countries where the world Communism remains repulsive, it is a struggle against Socialism, a much more subtle form of reform with greater appeal to the working class. And in a world that is getting progressively poorer, it is the masses who yield increased power.

I do not want to be misunderstood. I am not pleading for the introduction of systems of this nature, because I do not know enough about them. Furthermore, I do not believe that organised labour in this country is ready to tackle developments of this nature, but we should study the developments to a much greater extent than we have done thus far.

These developments may, or may not, be a factor in the decision by the present Minister of Labour to appoint a Commission of Enquiry into our own Industrial Legislation. We know that his Advisor has been abroad for quite some time to examine labour legislation in other countries. Be that as it may, we have to be honest and admit that he did consult organised labour as to the advisability or otherwise of appointing such a Commission, and organised labour agreed that a need existed to at least examine our industrial legislation. At the same time, it is perfectly natural that older trade unionists, probably still haunted by the struggle in the fifties against the Amendments to the Industrial Conciliation Act of that time, should view such a Commission with suspicion. It must be recorded, however, that at a meeting in Pretoria on the 8th day of September 1977, called by the Minister of Labour, representatives of all sections of organised labour were given the opportunity to discuss, in an informal manner and quite openly, the whole question of the appointment of the Commission, its terms of reference, and its proposed modus operandi. The Minister, after listening to the fears expressed by some trade union leaders, gave them an assurance, in a manner which could not possibly have been misunderstood by anyone present, that he had certainly not submitted already prepared draft legislation to the Chairman of the Commission for study by the Commission. He indicated that it was up to the Commission to formulate proposals for improving our industrial legislation. I want to stress this point, because I for one have no reason to mistrust the Minister in so far as these assurances are concerned. Organised labour is well represented on the Commission of Enquiry, and it is up to us to clearly indicate to the labour representatives what our desires are in this regard.

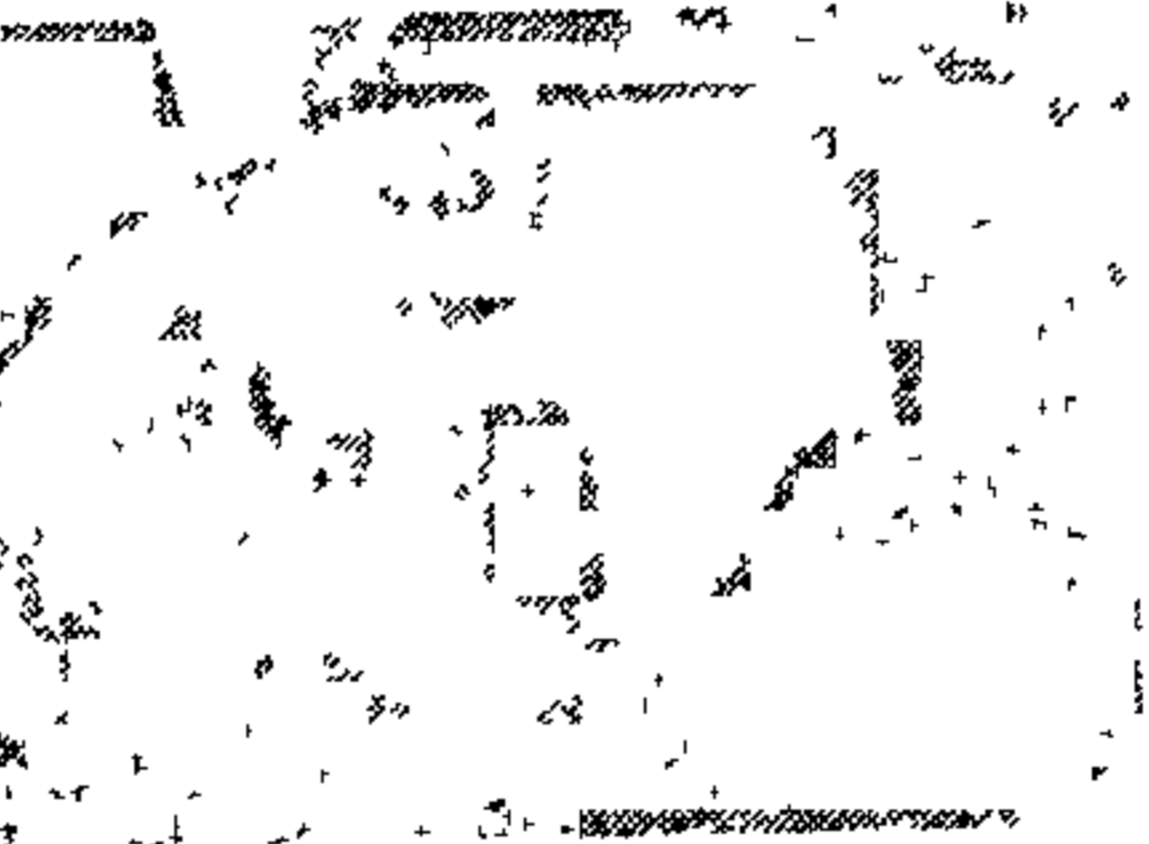
Anna sues — and collects

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Garment Workers' Union President, Anna Scheepers has collected R2500 from South Africa's leading financial weekly, the Financial Mail, in a damages suit which she brought against the publication.

National Union of Clothing Workers with eviction from its offices in Johannesburg if it refused to join TVCSA

Anna Scheepers, now a Senator, is widely regarded as one of South Africa's greatest ever trade unionists. She became President of the Garment Workers' Union in 1938, and later helped to found the National Union of Clothing Workers — which the Financial Mail wrongly accused her



of threatening with eviction — and at least eight other trade unions, ranging from a glass workers' union to a union for coloured electrical workers.

with communism.
The irony of this damages suit is that by implication she was accused of an anti-liberal stance, and Anna Scheepers is one person who has fought for the rights of Black workers.

She has won a number of libel actions over the years, mainly against right wingers who attempted to link her

To date right wingers who have attacked her have paid more than R5000, mostly in out of court settlements.

In a settlement negotiated with the Financial Mail the journal paid her R2500 and apologised to her for the false allegation that she had threatened the

The Financial Mail reported recently. "We now accept that Scheepers did not make this threat and that our report was incorrect ..."

Editorial

Tucsa shows the way

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LABOUR MIRROR Sept/Oct 1977

A notable event at this year's TUCSA conference in Durban was the election of Ronnie Webb as President. It is an important and significant step for a number of reasons:

- TUCSA is a multi-racial — non-racial would perhaps be the better word — organisation, more than 60 per cent of its rank and file members being Coloureds, Indians and Africans, and although this is reflected in its leadership, the time for a person other than White to take a turn at the very top was long overdue.

- Delegates from unions representing all racial groups voted him into office — not because Ronnie Webb is a Coloured, but because he was considered the best man for the job. Confirmation, if it was ever needed, that TUCSA really does operate on non-racial lines.

- The move will give emphasis to the new direction towards non-discrimination and racial co-operation in which South Africa is moving, and will also give encouragement to other organisations and individuals to adopt a non-racial approach.

And if anyone has any doubts that this philosophy, which TUCSA has preached for 23 years, is destined to be South Africa's social and political philosophy of the future, then they should reflect on the telegram of congratulations which Ronnie Webb received from the Minister of Labour, Mr. Fanie Botha.

Here is a powerful, key man in the Government and National Party leadership, endorsing the election of a Coloured man to head the largest trade union grouping in the country. That is the direction in which South Africa is going. It is moreover the only direction which can save this country and all its wonderful people, and TUCSA's election of Ronnie Webb takes us further along that road.

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I am privileged to be here today. I would rather be here, talking to the Trade Union Council of South Africa, in the Republic of South Africa, than anywhere else in the world that comes to mind

It seems to me that South Africa is the place for free men to be, the place where we should now come in increasing numbers, in fraternity and goodwill, to lend our aid and encouragement in the time of your increasing sorrows.

I met by chance last week in Johannesburg with an old and respected friend of mine, Victor Riesel, a distinguished American journalist who

ganging-up on a small and distant place, the use of South Africa as a convenient whipping-boy and camouflage, the urging upon you of courage not exercised elsewhere, and the sickening homage paid by Western democracies to jackbooted tyrants who would impose upon you in the name of freedom a despotism far worse than you have ever known.

I have no illusions about South Africa. I have no romantic ideas about your virtues, and I know a lot about your imperfections. But we do not come against you with clean hands, or an open mind, or even with a recognition of your right to survive. We have a duty to behave before we sermonize, to learn before we denounce, to help before we destroy.

The death of Steve Biko was a tragedy for South Africa, and you will ignore the circumstances of his death at your peril. But one of your newspapers has said that for the critics overseas it was "the last straw".

The last straw for whom? For Idi Amin, with 150,000 scalps in his belt? For the exempted killers of Burundi? For Colonel Gaddafi, the UN Plaza's terrorist-in-chief? For President Nyerere of Tanzania, who keeps almost as many legislators in prison as you have in office? For President Kaunda of Zambia, who acts as jailer to those disillusioned with the thug of Swapo? For General Obasanjo, whom Ambassador Young would make Protector of Rhodesia, and whose credentials rest upon the bodies of a

Africa for our sins in Vietnam. It is beginning to look as if the Blood of the Atonement will be yours.

We have to make a choice, and very soon. The absence of British and American fraternal delegates today serves to highlight the fundamental decision my two countries have to make about your affairs before incited insurrection takes the place of peaceful reason. We have to choose to help you, or to destroy you. We cannot deliberately do both, and will do one or the other.

I would rather help South Africa. I would rather train a journeyman than a terrorist. I would rather give aid to you than arms to your enemies. I would rather visit your borders than

● Guest Speaker at this year's TUCSA conference, Professor John Hutchinson, Professor of Industrial Relations at the Graduate School of Business Management, University of California at Los Angeles (UCLA), received a thunderous ovation for his address in which he called on the West to help instead of destroy South Africa. His speech is reproduced here in full.

comparative evidence on representative government and interracial relations throughout the continent and the world; the development of single standards for the judgement of the conduct of nations in these and other matters; the convening of international and national meetings to examine the evidence about us and our critics; and above all the pursuit of liberty of the person, equality of consideration and opportunity, and fraternity among the peoples, in all our dwelling places.

I like to remember the headline in the London Daily Express before the war: "Fog in Channel — Continent Isolated."

The world is isolating itself from you at a critical time in our joint fortunes. This is the

IF I WERE KING

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has given as much for his beliefs as any man I know. Some of you will recall that he was blinded by acid thrown by agents of the American underworld for exposing their attacks on free trade unionism. He paid a high price, but the high order of his courage has not changed. He is the best of men to have on your side, and I am glad he has come to South Africa to find out the truth and tell it to his audience around the world.

"South Africa," he said last week, "is the place to be, the place where it is all happening." He is right. You have almost all the riches of the earth in your beautiful country, and almost all of its sorrows. In particular you have the problem of race relations in its most severe and complicated form. It is the most difficult of all social problems to solve, and it is worth noting that the noisiness and self-righteousness of your critics subsides in the case of once-censorious Sweden — in direct proportion to the increase of their own

It is therefore a matter of great regret to me that neither the British nor the American labour movements have seen fit to send fraternal delegates here today. TUCSA is a legitimate trade union organisation, committed to constitutional government and free institutions and equal justice, one of the strongest assets South Africa has in its relations with the outside world. Our meeting today is a racially integrated gathering, far more integrated than anything the British Trades Union Congress has ever held, and just as integrated as anything the AFL-CIO is likely to hold. It is also and very obviously a free meeting by any reasonable standards, far more lively than many of the well-controlled trade union conference I have attended in other countries, far more free to criticise the government of the day than the Communist state labour agencies the TUC chooses to patronize as unions or the house-broken Latin American labour movements the AFL-CIO is properly anxious to help. You are being ostracized by those who

million Nigerians killed in their own tribal irritations? For Englishmen in Ulster, for Americans in Panama, for Castro imperialists and Russian Archipelagos? For the vacuous UN General Assembly, which has yet to condemn anybody outside of Israel and Southern Africa? Who comes against you in robes of white?

I do not know, on another matter, whether you should have Bantustans, but I do know that the United States should not pontificate about your homeland policies while it maintains a string of urban ghettos and pauperised Indian reservations.

I do not know whether the traditional forms of representation formulated so carefully and skillfully by the Turnhalle would have worked if the British Foreign Office and the American State Department had graciously allowed them a trial period at the risk of offending the voteless dictators of continental Africa, but I do know that the Turnhalle has proposed nothing so wildly disproportionate as in representative

infiltrate them. I would rather fraternize than ostracize. I would rather stand with you in your sorrows than against you in hypocritical company. I would rather be your friend than your enemy. I would rather be your brother than your executioner.

How could we help?

If I were King I would make it a law that no foreign legislature could utter more than three imbecilities a day about South Africa without paying a visit or a fine of 500 Rand for the training of journeymen and bargaining representative, in South Africa. That of course would present you with a terrible dilemma. You would either be inundated with witless politicians, or made richer than Solomon in all his hard currency and underpaid labour force. Perhaps you could apply an apprenticeship test at the border to keep the most sensible of the critics out, although that might exclude most university professors in the social sciences.

place where our racial future will be decided or at least greatly influenced, the place for developing new standards and tests, the place for our future wisdom — if only we of the West choose to come to your side.

I am grateful to be here today. I have never ceased to be grateful to my British coal-miner father for the lesson that trade unionism at its best is about dignity.

That is what TUCSA is for, I am indebted to you for the opportunity to convey at least my own fraternal greetings, and to express my admiration for your patriotism and courage and persistence and example. I hope it is not too much to expect that in time my own two countries, and my own two trade union movements, will come to join with you and your Republic in the peaceful and democratic solution of your problems for the benefit of all mankind. I will try to say it in your own tongues.

I die. Here seen U en behoed Julie.
Unkulunkulu aku busise aku gcine futhi.
Othaku aku busise aku gcine futhi.
The Lord bless thee and keep thee, and give thee peace.

to come to your side...
Wisdom... only we in the West...
to come to your side...

racial difficulties. We should not wish your problems upon them, but we should insist that they at least come to see and understand and share in the awful complexity of your discomforts instead of indulging themselves in distant hypocrisies. You suffer from the phronness of the long-distance sinner, when the immensity of your problem justifies the presence and friendship and earnest attention of all men of moral pretensions.

For this is the place where the problem of racial fraternity could best be resolved, where we could best find the sense of proportion we so badly need, where anything like a solution would entitle you to teach and lead a most imperfect outside world.

I am an equalitarian, and hope to see the day when the races of South Africa will live together in exemplary freedom and fraternity. But as you live with dangerous opportunity, so we have a compelling obligation to understand the complexity of your problems before we assert the universality of our simple formulas.

We cannot do that if we play the Pharisee, if we pass by on the other side and denounce you in our ignorance and comfort. I find nothing more offensive in the world today than the double standards of your errors, the international

criticise you according to stark acts they do not observe themselves or have only recently come, in far less hazardous circumstances than yours, to obey or even applaud

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I can take you to union meetings in Britain and the United States just as segregated by custom or coercion as yours ever were by law. I could provide you with an escort through streets in both countries just as segregated by race, and just as dangerous to walk in, as any of yours, in fact I intend proposing soon a comparative study of civil life and street safety in Soweto and Harlem and Notting Hill Gate, and I swear I do not know which will come out the worst.

I could introduce you to political campaigns in New York and Chicago where the tickets are just as ethnically-balanced as those the ignorant Vice President Mondale of the United States chose to condemn in the Turnhalle proposals, and walk you around districts in metropolitan America where fraud and ignorance and violence make a grossly joke of the one-man one-vote system which Mr. Mondale would mindlessly thrust upon you. Let me alone remind you that the voting system in the annual conference of the British Labour Party, in which I grew up and which loves to denounce you, is about as lopsided a franchise system as any in the world. It is the fashion in Britain and the United States to despise and reject you for discriminatory practices, but it is not at all the fashion to publicize the discrimination that their ritual prohibitions and preferred institutions serve considerably to obscure.

Indeed, the more I think about our credentials for criticizing you the more stupifying our hypocrisy becomes.

is... especially...
integrated...
Trades Union Congress has ever held...

as the United States Senate and the British House of Lords. In the Senate — a body most intent upon its own preservation — two members represent almost empty Wyoming, while two other members represent the more than 20 million residents of California, except me. In the House of Lords — an appointive and hereditary body and incidentally of quiet and constructive good works — none of its members represent anybody at all except themselves when awake. But you in South Africa must not have leaders and institutions of your own choosing in accordance with your own needs and traditions. You must conform to the simple mathematical formulas that simple-minded Vice Presidents of the United States would thrust upon you. We are entitled to complex self-determination. You are not.

We have chosen to despise you from a distance by double standards. Our criticism is moving with all pious speed into ostracism, and from ostracism into isolation, and — unless we repair our consciences and change our ways towards you — from isolation into the making of a wasteland by force of arms.

Senator Daniel P. Moynihan of New York has recently suggested that we are atoning in

Having no imperial powers and desiring none, let me bring to your attention a proposal which I and I hope a number of my colleagues at the University of California will be making soon.

We will propose the establishment of The Atlantic Council, composed of private individuals and organisations in North America, the United Kingdom and Southern Africa, for the furtherance of our mutual interests through a common commitment to constitutional government and free institutions and equal justice.

The Council would be independent of all governments and free to criticise them. It would seek a greatly increased exchange of people and ideas between the three regions; the conducting of scholarly research in university-based Atlantic Institutes on the problems we have in common, on the complexities of our different ways, on the necessary differences in our solutions, and particularly on the intricacy and singularity of so many of the problems in Southern Africa and therefore the necessary uniqueness of the solutions to them; the encouragement of increased trade and investment between us; the strengthening of our mutual defences, the gathering of

Star 17/10/77.
**Trade unions for
all, says prof** (135)

Labour Reporter

A "merging" of South Africa's different industrial relations systems for whites and blacks has been proposed by Professor S M Swart of the Institute for Labour Relations of the University of South Africa

Blacks and whites were part of the same work force, he told the annual symposium of the Electrical Contractors' Association in Johannesburg at the weekend.

What was needed was the opening up of the committee system and the trade union system to all races. He said:

● At company level a single committee of workers should represent all workers in negotiations with management. This did not preclude sub-committees confined to specific races.

● At industry level the definition of "employee" needed to be removed from the Industrial Conciliation Act to open trade unionism to all races.

Ideally blacks should be absorbed in existing trade unions, but separate unions for different races could be retained if necessary, Professor Swart said.

It was important that all unions got together before meeting employers on industrial councils for negotiations.

The Government should provide the legislative framework and should then leave the matter to labour and management.

Once the Government ceased to be involved, a labour court should be

introduced to handle the settlement of disputes and grievances.

What remained would be a committee system where management could take the initiative and a trade union system in which the basic conflict between management and labour was accommodated, he said.

Labour call for national health scheme

Pretoria Bureau

LABOUR leaders yesterday called on the Government to establish a national health insurance scheme to which the State, employers and employees contributed.

They were reacting to the announcement last week of increases of from 8% to 10% on "contracted in" doctors fees.

The president of the Garment Workers Union and executive member of Tucsas, Senator Anna Scheepers, said the time had come for the Government to assist in paying for the rocketing costs of illness.

"The Trade Union Council has asked the Government to establish a national contributory health insurance scheme but up to now the call has been ignored."

Sen Scheepers said the unemployment and short time problem had assumed frightening proportions.

Thousands of families could not afford adequate medical treatment, she said.

The general secretary of the National Union of Distributive Workers, Mr Ray Altman, said his and other unions supported the introduction of a national contributory health scheme along the lines of schemes now operating in Europe.

The cost of illness was too high and national health standards would suffer unless people were assisted in getting prompt and adequate medical care, he said.

Meanwhile the chairman of the Medical Association of South Africa, Professor J. N. de Klerk, said the association was disturbed at the findings of the Erasmus Remuneration Commission.

"We felt we had presented the commission with a balanced and reasonable case for new tariffs."

The report would be discussed at the full meeting of the association's federal council next month.

Professor De Klerk said he did not believe the widespread dissatisfaction with the new tariffs would lead to a medical brain drain.

Tucsa call to drop longer shop hours

135 Argus 25/10/77

THE Trade Union Council of South Africa (Tucsa) has asked the Divisional Council of the Cape to abolish extended shopping hours in its area.

But the Divisional Council decided today it would not revert to the previous trading hours without consulting the chambers of commerce and the 300 to 400 shopkeepers in its area.

The secretary, Mr. W. R. Vivier, reported that a survey on the use of the extended hours of business had shown that only 2 percent of shops in its area with general dealers licences remained open until 9 pm.

Except for three shops which remained open later

on more than one day of the week, most businesses had chosen Fridays for that purpose, Mr Vivier said.

CASUAL STAFF

Where businesses remained open, the following arrangements applied. Some casual staff were employed, some of the permanent staff started later, meals were provided for late workers, time-off was given instead of longer hours worked, and transport was provided as close to the employees' homes as possible.

Tucsa opposed the longer hours in a letter, saying the protagonists were looking at the question from the point of view of customer convenience only.

They said the experience gained overseas showed that the minority who were in favour of longer trading hours eventually forced the majority to compete, and that extended trading hours did not automatically about an increase in turnover.

On November 19 1976 the *Financial Mail* published an article under the heading "Parallelism = paternalism", which dealt with the relationship between registered and African trade unions in certain industries. We reported that some of the "parallel" African unions existed in name only, while in other cases there was a great deal of paternalism in the attitudes of officials of registered unions towards their "parallel" African unions. We also reported that there was disillusionment and dissatisfaction within the African trade union movement about this situation.

With regard to the relationship between the Garment Workers' Union, of which Senator Anna Scheepers is the president, and the National Union of Clothing Workers, of which Lucy Mvubelo is the general secretary, we reported allegations that:

(1) Scheepers "virtually vetoes NUCW decisions if she does not approve of them" and that "she calls the (NUCW) executive in and lectures them like grade school children and then tells them to go back and reconsider"

(2) Despite the fact that the African union had been under the tutelage of her union for 50 years, Scheepers had

confirmed to us that she still negotiated on their behalf and had said "To tell you the truth, the African union's negotiating ability is not up to standard."

(3) Allegations had been made that Scheepers had threatened the NUCW with eviction from its offices in Garment Centre, a building which is owned by her union, if it refused to join Tuca (which it subsequently did).

Following publication of the article, Scheepers claimed that she had been defamed by these several remarks.

The report that she had threatened the NUCW with eviction, mentioned in point (3), was based on information given to the *FM* by several sources. While we reported the information in good faith, we now accept that Scheepers did not make this threat and that our report was incorrect in that particular respect. In a settlement negotiated with Scheepers this week, we have paid her damages and apologised to her for this single aspect of the remarks made about her.

• A report in *The Citizen* this week to the effect that the *FM* had accepted Scheepers' denial of all the allegations contained in the article was incorrect. As pointed out above, the *FM* withdrew only one of the allegations made,

RENT CONTROL:

Beneficial and necessary

TUCSA has noted with extreme concern reports that the main recommendation of the Fouche Commission of Inquiry into the Rent Act, and other acts concerning housing, may result in the scrapping of Rent Control, which at present covers 500 000 people.

At the TUCSA Annual Conference in Durban in September the following resolution was passed:

"Conference views with alarm the recent proposal embodied in the Fouche Commission Report that rent control of certain dwellings should be abolished. It considers the reasoning of the Commission that rent control be abolished because it cannot be justly implemented as feeble and leaning towards the economic interests of property owners, as against those of tenants, tens of thousands of whom are in the lower-income groups and who need continued protection against exploitation.

"The existing Rent Control Act has served in the past and continues to serve a useful and beneficial purpose, and its abolishment would merely protect the interests of anti-control landlords. Far from scrapping this socially necessary legislation, Conference calls upon the Government to strengthen it and amend it so as to eliminate any features causing injustice between tenants and landlords."

Immediately after the conference disturbing reports appeared in the Press, and the General Secretary accordingly wrote to the Secretary of Community Development, Mr. L. Fouche (who was chairman of the Inquiry). After quoting the resolution the General Secretary outlined TUCSA'S position

"Considerable surprise was expressed by the movers of the motion at the fact that the Commission had apparently not conducted its investigation publicly and openly, obviously because no indication had been given to interested parties or organisations that they should furnish evidence to Commission, or provide the Commission with their views or suggestions. It was in fact contended by the mover of the motion that the first knowledge which the Trade Union Council of South Africa (or its affiliated member unions) had of the Commission's existence, was when the Commission tabled its report and recommendations. In the opinion of Conference, Commissions of Inquiry do not normally function in such a fashion, interested parties and organisations usually being invited to submit their views, suggestions and evidence, thus ensuring that the Commission can adequately perform its task.

"Concern was also expressed at the Conference at the fact that the Commission had evidently recommended the initial

and staged phasing out and final abolition of rent control, particularly since the Council was not aware of any organisations (which can lay claim to representing the interests of tenants) being invited to furnish their views on most important subject. According to Press reports, it would appear as if over a period of some four years, rent control of private properties is to be totally abolished. In the opinion of Conference, the Commission has thus come down very favourably on the side of the landlords and the entrepreneurs who invest capital in the provision of accommodation. By inference, it thus also seems as if the Commission has ignored the interests of tenants, by this favourable recommendation for the property owners' interests.

"Conference was sincerely perturbed at the indication that, within four years, the effective de-control of all present rent control properties will have taken place, which means that an estimated 227 000 houses and flats, in which approximately a half-million people are living, will not be subject to any measures which ensure stable and reasonable rentals. Press reports have also indicated that it is the opinion of the Commission that rents should not escalate by more than 10% per annum, and this indication has also resulted in deep concern being expressed at the fact that the Commission evidently did not feel that this would be a significant increase in the cost of living of all those people who presently reside in rent controlled properties, particularly when account is taken of the fact that the workers of South Africa are being constantly exhorted by the leaders in commerce and industry, as also prominent Government spokesmen, to limit their claims for any improvements in wages and salaries. It is unreasonable to expect the workers' organisations and the workers themselves to limit their demands for wage and salary improvements if rents are likely to increase by anything up to 40% over the next four years in these present rent controlled properties. This particular item of workers' expenditure constitutes a significant proportion of worker incomes, and such increases can thus hardly be considered as trivial in scope or extent.

"Conference was also perturbed about certain Press statements which had indicated that some of the reasons advanced by the Commission in support of its recommendations to abolish rent control were to the effect that rent control could not be "justly implemented". Whilst it is accepted that the Rent Control Act has certain shortcomings, nonetheless it provided a considerable measure of protection for the tenants in rent controlled buildings. Basically, it has always been only the landlords

which have constantly railed against the provisions of the Act. If the Act could rather be amended so that it can be justly implemented, this would remove this reason advanced for the abolition of rent control. In Conference's opinion therefore, steps should rather have been taken to amend the Act in a manner which would allow for the just implementation of rent control, if this was in fact a problem being experienced to any significant degree.

"Conference was also perturbed to learn that, amongst the arguments advanced by landlords, was the claim that they were presently being restricted to a return of 8½% on their capital investment on rent controlled properties. Whilst this might be true in so far as a direct annual return is concerned, that guaranteed return of 8½%, annually is supplemented considerably by the escalating value of the property over a period of years, bearing in mind that property values in South Africa normally increase by anything up to 6 to 10% per annum. The presented argument of the low annual direct return therefore needs to be placed in its correct perspective, in relation to the indirect return.

"Amongst other matters which gave concern to the Conference, was the view of the Commission that no immediate substantial increase in rentals would result from de-control of rents, as also the view that more units for letting purposes would become available through the abolition of control, as a result of the stabilising effect on rentals due to the laws of supply and demand. In the opinion of Conference, any present surplus of accommodation is purely of a temporary nature, since cycles of surplus and shortage occur from time to time. It is also likely that the present surplus will become a shortage in the not too distant future, which will in turn, create a climate allowing for considerable increases in rentals to be introduced by landlords, who will take advantage of such shortages of accommodation, and unmercifully exploit the general public; if rent control is abolished.

"Many other arguments could be advanced as to why rent control should not be abolished in its entirety but rather than detail them in this particular communication, it is suggested that representatives from the Council interview yourself at your earliest possible convenience, in order to discuss this whole question. Such a meeting could perhaps lead to this complex matter being further considered, particularly since no opportunity was afforded to organisations such as TUCSA (or apparently those other interests which can legitimately claim to represent the interests of tenants) to submit relevant evidence to the Commission of Inquiry. Your earliest possible advice regarding the possibilities of such an interview will be appreciated."

Rent control: 500 000 will lose protection

DEREK SMITH Property Mail

The Government appears to have accepted the main recommendations of the Fouche Commission — and as a result 500 000 people can prepare to lose rent control protection which has been a way of life in South Africa for nearly 30 years.

Mr Louis Fouche, chairman of the Commission and the secretary of Community Development, announced yesterday that the matter had already been studied by the cabinet.

The recommendation to phase out rent control is among many made by the Commission.

Mr Fouche said that certain guidelines for implementing the proposals were being discussed with the parties concerned.

• Mr Fouche spoke yesterday at a function in Roodepoort where the advantages of the town were highlighted.

occupied for the first time after January 1960.

• In the second year decontrol of all buildings occupied for the first time after 1955.

• In the third year all buildings occupied for the first time after 1950, and then all the others.

This programme will effectively decontrol all buildings by 1980 - 237 000 houses and flats in which about 500 000 people are living.

In the first years alone, 63 000 dwellings and well over 100 000 people will be involved.

It appears at this stage that the decontrol will be accomplished by ministerial proclamation under section 33 of the Rents Act and that no enabling legislation will be needed. In fact, certain blocks of flats have already been exempted under this section and a general exemption could be gazetted any time.

The reasons which have

years and the law discriminated between landlord and landlord and between tenant and tenant, irrespective of income or other circumstances by the fixing of a date arbitrarily.

Also a substantial percentage of well-to-do tenants enjoyed this protection while many thousands of other tenants and home occupiers had to make ends meet without this protection.

The Commission, he pointed out, had recommended that this phasing-out should be cushioned by a bar on rental increases on controlled premises of more than 10% per year for the ensuing two years.

"The acceptance of this recommendation therefore not result in immediate substantial increases in rentals which may lead to construction of more units for letting purposes," Mr Fouche said.

The taste that's stood the test of time



Castle Lager

Great care in the brewing comes through in the taste

Total opposition to bannings

TUCSA is extremely disturbed at the distorted impressions being created abroad about its attitude to the multiplicity of bannings and detentions imposed by the South African Government, and feels it necessary to put the record straight.

TUCSA, the biggest and most important multi-racial organisation in South Africa, has vigorously, consistently and publically denounced these arbitrary and undemocratic actions over the years.

As our editorial in this issue points out, we were the only organisation in South Africa which took positive action by directly confronting the Minister of Justice, Mr. J.T. Kruger, in respect of the banning and restriction of people involved in labour matters.

What particularly disturbs TUCSA is the kind of communication such as that received recently from the general secretary of the British Trades Union Congress, Mr. Lionel Murray, saying that he expected TUCSA to react vigorously to a recent series of banning orders and detentions.

TUCSA is surprised and worried by statements of this kind from the British labour movement because its public record of opposition to these undemocratic actions by the South Africa Government is known to all South Africans, has received wide press publicity in this country and should presumably be known to the British Trades Union Congress, if it monitors at all what is happening in South Africa.

TUCSA is adamant that it will brook no interference from abroad in either its own domestic affairs, or those of South Africa. This country faces grave problems, but they are our problems, and the solution, if one can be found, will be our solution, one which we, the people of South Africa, must together work out for ourselves.

We welcome international friendship, and we will listen to advice from our friends, given in friendship - but hectoring and harrassment we will not take.

TUCSA is at a loss to know whether the British Trades Union Congress' attitude is due to inexplicable lack of information or to political naivety that has allowed them to be persuaded that TUCSA, a major organisation fighting for civil liberty and human dignity in this country, is in some way acquiescing with the policies of the South African Government which it publicly opposes!

TUCSA's public stance on these issues goes back many years - to be exact 23 years, to the date of its foundation, and it was founded to oppose the very policies it still opposes, and to which it is now being suggested we acquiesce.

To help set the record straight for any who may be in doubt about TUCSA's stance on these issues, we reproduce here a selection of resolutions on these matters taken at annual conferences, as well as Press statements issued from time to time.

TENTH ANNUAL CONFERENCE, APRIL 1964

'Conference notes with grave concern that since the introduction of the General Law Amendment Acts of 1962 and 1963, the freedom of persons to participate in the organisation of labour has been curtailed by means of interrogation, detention and/or arrests and calls upon the Government to adopt a policy of fully recognising the valuable services rendered by the trade union movement and its leaders through collective bargaining and mutual

Following the Government's security crackdown in October 1977, TUCSA issued the following press statement:

"The Trade Union Council of South Africa (TUCSA) is deeply perturbed at the actions taken against certain organisations and newspapers, as also the bannings and detentions of individuals, which took place on the 19th October, 1977

"TUCSA reiterates its long-standing opposition toward these forms of Government administrative action. TUCSA has consistently protested over the years against this practice of banning people and organisations, and detaining people without the benefit of trial in open court

"TUCSA again emphasises its belief that people or organisations should not be banned, nor should people be detained, until such time as they have been charged and found guilty by a court of justice of an offence against the laws of the land"

agreement with employers and their organisations, thus re-assuring the workers of the Republic of their rights to freely belong to trade unions.'

TWENTIETH ANNUAL CONFERENCE, SEPTEMBER, 1974

'Conference endorses the representations made earlier this year by the Council against the banning without trial of four Natal trade union officials, and emphasises its belief that banning without trial is an undemocratic and repugnant principle. Conference is of the opinion that if the banned persons were alleged to be engaged in subversive activities then they should be charged and tried in court.'

TWENTY-FIRST ANNUAL CONFERENCE, SEPTEMBER, 1975

'Conference notes with pleasure that the Minister of Justice has seen fit to cancel the restriction order placed upon one of the young Natal trade unionists banned last year, in respect of whom TUCSA had made representations to the Minister.

TUCSA trusts that this will be followed by the lifting of restriction orders upon other persons who were restricted without trial.'

TWENTY-SECOND ANNUAL CONFERENCE, SEPTEMBER, 1976

'Conference expresses its concern over the further entrenchment in our legislation of the powers of summary detention without trial, in the Internal Security Act, 1976. The draconian powers which the Government has assumed to itself are pre-judicial to the statesmanlike detente policy of the Prime Minister; are a grave embarrassment to all South Africans seeking to improve our international image; and are simply grist to the mill of South Africa's enemies. Whilst condemning terrorism and subversion, Conference at the same time calls upon the Government once again to do away with the repugnant practice of detention without trial and to bring all suspected persons before the ordinary courts of justice.'

TWENTY-THIRD ANNUAL CONFERENCE, SEPTEMBER, 1977

'Conference notes with concern that the Government has continued to make use of its powers of banning and detention without trial. TUCSA reiterates its firm belief that no person should be banned or detained without being charged and found guilty by a court of law of an offence against the laws of the land'

PRESS STATEMENT 1961

A Press statement in connection with the General Law Amendment Bill, which came before Parliament during the 1961 session, was issued and circulated to affiliated unions while the measure was before the House

In this statement the TUC protested against the abrogation of the rule of law contained in the Bill and against the practise of introducing such measures in Parliament before the general publication of their provisions which would enable the public to examine them before they reached the House. The fear was expressed that the new law could be used against the worker even in a legal strike, and the Council's view that the introduction of the law in question amounted to intimidation and provocation and would result in racial disharmony was also emphasised. Reference was made to the Prime Minister's definition of 'disloyalty', as expressed in a public speech, and strong exception was taken to the Government's policy in matters of this kind which, it was pointed out, would inevitably lead to disharmony and disruption and seriously affect the national economy, resulting in unemployment, short-time work and continually rising living costs. An appeal was made to the Government not to continue along the lines indicated, which would lead to economic disintegration and political chaos

The Council also protested to the Government over the banning of the SA CTU meetings on the grounds that the vitally important principle of free speech had been infringed

There are many fine Insurance Companies in South Africa but there is one — and only one — which is owned and controlled by the Trade Union Movement.

Many of our shareholders are members of the Trade Union Council of South Africa; many of our Directors hold — or have held — high office in the Council.

TRADUNA

THE SOUTH AFRICAN TRADE UNION ASSURANCE SOCIETY LIMITED

EDITORIAL COMMENT

Racialism and political opportunism

More than 200 000 workers of all races, Africans, Coloureds, Whites and Indians, belong to TUCSA — because their trade unions believe that a multi-racial organisation such as ours is the only way to achieve racial cooperation and progress in human relations

In the complex world of today race has emerged as one of the most powerful motivating forces in international politics, and is being used both cynically and naively to further the causes of nations, ideologies and politicians

Which explains why even a non-racial organisation such as TUCSA finds itself under pressure or attack from quarters which loudest proclaim their adherence to the ideal of the equality of all mankind

To take a recent example, an attack launched on TUCSA by the president of the International Confederation of Free Trade Unions, Dr P P Narayanan, who in his address to the United Nations World Conference for Action against Apartheid in Lagos, Nigeria, denounced what he called the "so-called liberal Trade Union Council of South Africa" for "betraying the cause of the banned African trade unionists and aligning itself with the Apartheid Minister of Justice, who imposed the banning order for legitimate trade union activities"

Now TUCSA, as all South Africans are aware, has consistently and perhaps more vocally than any other organisation in South Africa attacked the bannings and detentions imposed by this Government and the powers that have enabled the South African Government to act in an arbitrary and undemocratic manner. Indeed, TUCSA was the only major organisation in this country to seek an interview with the Minister of Justice to protest against the banning of the trade unionists referred to

by the ICFTU president

TUCSA took that action in spite of the fact that the African trade unionists in question did not belong to TUCSA, were working on lines directly opposed to our non-racial philosophy, and were committed to the establishment of racially exclusive organisations

One can only wonder at the degree of political distortion and opportunism which enables the main organisation in South Africa working for racial cooperation to come under attack from people who profess to believe in the same ideal. The phenomenon is, of course, indicative of the political forces at work, using South Africa's racial situation for their own ends.

Just as TUCSA as an organisation is subject to such pressures, so will individual trade union members from time to time find themselves under pressure from people seeking to use race as a political weapon.

The middle road is seldom an easy one especially where ordinary people, bewildered by the complexity of the situation, tend to seek simple "black and white" formulae

TUCSA deplors the type of political opportunism displayed by Mr. Narayanan. His attack is both groundless and false: TUCSA's record as a liberal and non-racial organisation is exemplary — indeed TUCSA came into existence because of those two ideals.

To attack TUCSA as anything else is to either demonstrate basic ignorance or to display the opportunist partisanship which unfortunately bedevils the world today, and which serves no purpose other than the harassment of the truly sincere organisations whose only objective is the genuine progress in human relations.

Democracy: Judgement by peers

One of the most controversial resolutions presented to TUCSA's annual conference in Durban in September concerned the extension of the Council's disciplinary powers. It was passed almost unanimously, but not without some heated discussion, and subsequent adverse comment, most of which would appear to stem from a misunderstanding of the Council's powers and intentions

In proposing this amendment to the constitution, the National Executive Committee was not seeking to invest itself with draconian new powers, already written into the constitution was the power to take disciplinary action against any member of the National Executive Committee, or an Officer, or any Area Division, or an individual member of any Committee or Sub-Committee established by the National Executive Committee. There were, however, no provisions for the disciplining of individuals who are not members of the National Executive Committee, or Committees or Sub-Committees of the National Executive Committee, or Officers of an Area Division. The amendment merely sought to extend the powers incorporated into the constitution to cover this latter category

With the adoption of this resolution individuals who are deemed to be acting in a manner contrary to the interests of TUCSA or the trade union movement, may be suspended and prevented from participating in any of the affairs of the Council

This does not affect in any way the individuals relationship with his or her own union, since the domestic affairs of such member unions, and the right to conduct their own domestic affairs in a manner suitable for their own interests, is firmly entrenched into the Council's constitution.

The intention is simply and solely to prevent individuals from member unions from acting in a fashion which is contrary to the interests of the Council, or of the trade union movement.

As far as is possible the individual has been safeguarded from inequitable or arbitrary decisions by the National Executive Committee. No suspension may take place until statements or charges have been submitted to the individual concerned in writing, and until the individual concerned has been given the opportunity of appearing before the National Executive Committee to answer the charges.

In addition there is a further appeal procedure. The individual may make an appeal directly against a decision of the National Executive Committee to an Annual Conference, which may either confirm or reverse the decision of the National Executive Committee. This appeal serves to emphasise that the Council's disciplinary procedures are fair, and uphold the criteria of judgement by one's peers.

The Council has no new arbitrary powers, nor was this resolution proposed and passed with the objective of stifling criticism, as has been claimed. TUCSA is both democratic and much concerned with democracy, and like any other free organisation has a constitution and rules which have been endorsed by the majority of its members. Any organisation, if it is to survive in any meaningful form, must have not only rules but also sanctions to use against those who break the rules or who seek to damage the organisation itself. This is all the Council sought in proposing the controversial resolution, and with its adoption the Council has been given the power to take disciplinary action in a democratic fashion.

Firm "NO" to

boycotts

TUCSA Labour Mirror Nov/Dec 1977

135

TUCSA, the biggest and most important non-racial organisation in South Africa is utterly opposed to attempts to bring about change in this country through boycotts and sanctions from abroad, and is preparing to counter any such moves.

TUCSA is not prepared to condone outside interference in South Africa's domestic affairs, whether by foreign labour organisations or anyone else

Already a cable has been dispatched to the president of the American labour movement expressing concern at support for economic sanctions voiced by some Black exiles who attended the American trade union congress held in Los Angeles at the beginning of December

The Black exiles included Mr Drake Kok, former leader of the Black Allied Worker Union, who is said to have told reporters at the conference that "The best hopes for change are economic sanctions by Western nations. If the Western world is going to fail us, and we support non-violent revolution, we will have no recourse but to take up arms."

TUCSA's general secretary, Arthur Grobbelaar, on learning of this development immediately cabled Mr. George Meany, president of the American Federation of Labour and Congress of Industrial Organisations stressing that those views were not representative of the South African trade union movement, and that TUCSA was in fact strongly opposed to both economic boycotts and violence as a means to solve the problems of South Africa

TUCSA's strong stand on this issue was reflected at this year's annual conference in Durban which passed the following resolution

"This 23rd Annual Conference of the Council reiterates TUCSA's irrevocable opposition to boycotts and sanctions since in the opinion of the Council these actions have a negative effect, seldom are successful, and in the South African context invariably harm those lesser privileged sections of the population whom the instigators of boycotts and sanctions profess to be assisting.

"This Conference also deplores efforts to isolate South Africa in the labour, economic, cultural, scientific, sporting, diplomatic, and political fields, in view of the fact that such attempts have invariably proved to be negative and self-defeating.

"Conference firmly believe that exposure and involvement by and with South Africa are more effective means of exerting influences and effecting changes within South Africa."

TUCSA

wishes

all in

South

Africa

a

peaceful

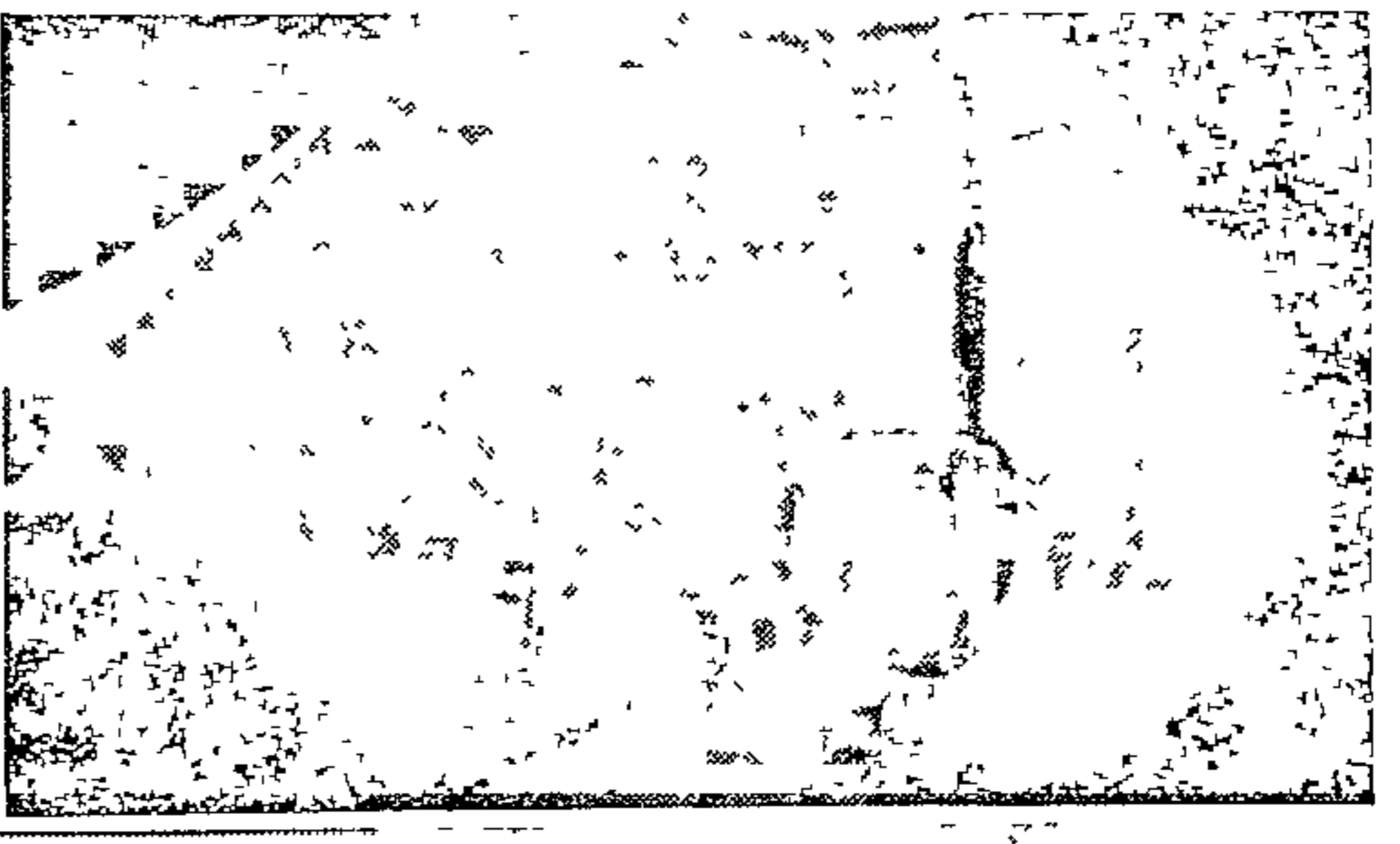
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happy

1978

... budget putted up the cost of living. Tsesa's boss warns: 'We are going all out to recoup our losses'

THE REVOLT



PRESIDENT OF TSESA, Mr. Ronnie Webb



Transport Minister Mr. Lawrence Muller

By Dick Usher and Madge Swindells

LABOUR and employers seem set on collision course this year over wages — especially since the announcement of hikes in rail tariffs this week by Transport Minister Louwrens Muller

The new tariffs will certainly lead to increases in prices of most basic consumer items and higher rail fares which will seriously affect lower paid workers. Already workers—whose wages have been held back in terms of the now-ended anti-inflation manifesto—are thoroughly discontent with the erosion of their standard of living. are likely to hold

out strongly for stiff increases in wage negotiations and many are talking about the necessity of strike action

One sector where the warning signs are already flashing is in the building industry where it is understood the employers' association, the Building Industries Federation, is demanding the scrapping of the "escalation clause" which guarantees workers increases to compensate for rises in the cost of living

start in the Transvaal shortly. But the anger goes back to the anti-inflation manifesto which workers feel cost them dear

While they moderated wage demands in compliance with the manifesto they claim the Government did not play the game while retailers and wholesalers jumped on the bandwagon, increasing prices and making quick profits

An angry Mr. Ronnie Webb, president of Tsesa, said "As far as we are concerned the Railways budget is the last straw. We feel that we are completely released from the bargain that we made with the authorities nearly three years ago when we made a pact to moderate wage demands and not to try to recoup our losses in the future"

Mr Webb points out that rises in wages have lagged far behind the inflation rate over the past three years, and consequently workers pay packets have been badly eroded, their standard of living is becoming appalling and workers are fed up

Last year and the beginning of this year, union leaders have come under heavy pressure from their members. They have been accused by members of selling them out. Fuel was added to the fire when the Minister of Labour, Mr. Fanie Botha, stated that the unions had acted responsibly in the wage negotiations

Says Mr Webb "The workers are right. Of course, we have not taken their best interests first. You must understand that we acted in good faith and did what we thought was right for the economy of the country. We thought that Government and private enterprise would also co-operate, but this was not the result and consequently the workers have been made fools of. "We feel we have let them down, after all their interests are our first priority

"We are now going all out to recoup their losses of the last three years in tough wage demands this year"

But Mr Webb adds: "We are likely to be caught in the crossfire because the economy is still in the trough of the recession and unemployment is increasing. Nevertheless we have pledged ourselves not to give in"

Demands He added that he expected the inflation rate for 1978 to be 11 percent plus, and that would be taken into account in the new wage demands

"As far as we concerned we are released from any commitments in the inflation manifesto," he said finally.

However, industrialists are likely to be equally unbending in the face of lower profits, a depressed business mood and no prospects of an early reflation.

Two leading economists warned this week of the potentially disastrous effects on the economy if trade unions failed to curb demands for higher wages.

The head of the Bureau for Economic Research in Stellenbosch, Professor J. L. Sadle, said a wage and price freeze should be imposed immediately.

He said "further wage increases under current stressed economic conditions could be disastrous"

He emphasised that pay increases for workers that were not accompanied by higher production were "sheer inflation"

Barclays Bank's chief economist, Dr. Johan Cloete, said unrestrained wage demands would cripple efforts being made to control inflation. "They could have a disastrous effect on price levels."

He pointed out recently that the only encouraging trend was the fact that wage increases in the past year fell below 10 percent, but added that it was essential that the gap between wage and price increases be narrowed.

Wage rise ^{slowly} claims of ^{61 3/4%} over 25 pc predicted ⁽¹³⁵⁾

Labour Reporter

Trade union demands of wage increases from 25 percent upwards will be fairly commonplace in the private sector this year, Mr Ronnie Webb, president of the Trade Union Council of South Africa, said today

He said prices had spiralled in spite of wage sacrifices, and the workers had been "made fools of"

"We are now going all out to recoup their losses of the last three years," said the leader of the 230 000-strong multiracial body

Mr Wessel Bornman, secretary of the 200 000-strong white Confederation of Labour, said it would be a tall order for unions to recoup the past three years' losses because that would amount to about 30 percent

ABNORMAL RISE

"We are going to approach the whole of the trade union movement to try to establish a consensus on possibilities of curbing the abnormal rise in the cost of living," he said

"It's no use remedying the situation by means of wage demands alone — some employers simply could not bear the cost"

Mr Bornman said nothing specific had been proposed, but there were "a few possibilities for joint action"

Asked about his attitude towards a wage/price freeze he said "We have to recover some of our losses before we start thinking of a wage/price freeze"

WARNING ON BIG WAGE DEMANDS

Mercury Correspondent

PRETORIA — Excessive wage demands from organised labour could be the last straw for South Africa's ailing economy, the head of the Stellenbosch Economic Bureau, Professor J. L. Sadie, warned yesterday.

He was commenting on demands of up to 42 percent on basic minimum wages which are to be made by trade unions in the metal industry, and on a statement by the president of the Trade Union Council of South Africa, Mr. Ronnie Webb, that demands for 25 percent increases — and more — could be expected from unions.

Professor Sadie said unless unions exercised responsibility and restraint they could drag the economy even deeper into recession and send the inflation rate into orbit.

He stressed that the latest wage demands strengthened his appeal for a wage and price freeze until the inflation rate was brought under reasonable control and the economy brought on to a more even keel.

The Government, he added, had set a strong enough example to the private sector on the issue of wage and salary restraint.

"If we are to get anywhere close to economic stability again then, it is now more necessary than ever that prices and wages should be restrained by the authorities."

Employers 'deceiving themselves'

135
STAR 9/13/78

Labour Reporter
The self-deception of South African employers, relating to their black workers knows no bounds, president of the Trade Union Council of South Africa (Tuca) Mr Ronnie Webb, said today.

He commented on some of the results of an opinion survey conducted by Mr J D Farrell of the Institute of Labour Relations of the University of South Africa.

The survey, reflecting the opinions of 1591 manufacturing firms with 212 603 black workers, showed:

DISTURBANCES

● A full 80 percent of employers felt black workers were satisfied with their wages.

According to figures compiled by the Institute of Race Relations, manufacturing firms were paying their black workers an average R116,59 a month when the questionnaires for this survey were posted — a week before the Soweto disturbances of June 16

And only 44 percent of the employers who replied, thought equal pay

for equal work was necessary for healthier labour relations.

● An overwhelming 93 percent of the employers were satisfied that black workers were being treated fairly in their firms

Yet 89 percent said more could be done to improve working conditions for blacks in South Africa and 63 percent said more could be done in their own firms.

SATISFIED

About 40 percent admitted they were not making full use of the capabilities of their black staff — and 33 percent were unhappy about opportunities for black advancement in their firms.

● Among those employers who did not provide in-service training for blacks (67 percent) — 43 percent nevertheless expressed satisfaction with progress in black training.

"This is absolutely incredible," said Mr Webb.

"These employers are in for a rude awakening if they have not changed their attitudes since this survey was conducted"

However, there are many encouraging trends reflected in the survey. About 60 percent of the black employees involved in the survey did receive in-service training

Tucsa coughs up

135
13

Former trade unionists Loet Douwes-Dekker and Eric and Jean Tyacke may have been barred from trade union work by banning orders served on them in November 1976, along with two dozen other unionists

15.

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2 3 4 5 6

- (a) Ne Arthur Grobbelaar, were settled out of court Grobbelaar and Tucsa agreed to issue an apology and pay each of the three R1 000, as well as their legal costs
- (b) Ve The actions arose out of a widely publicised statement which Grobbelaar signed after discussing the bannings with Jimmy Kruger towards the end of 1976
- (c) Ou
- (d) Ge

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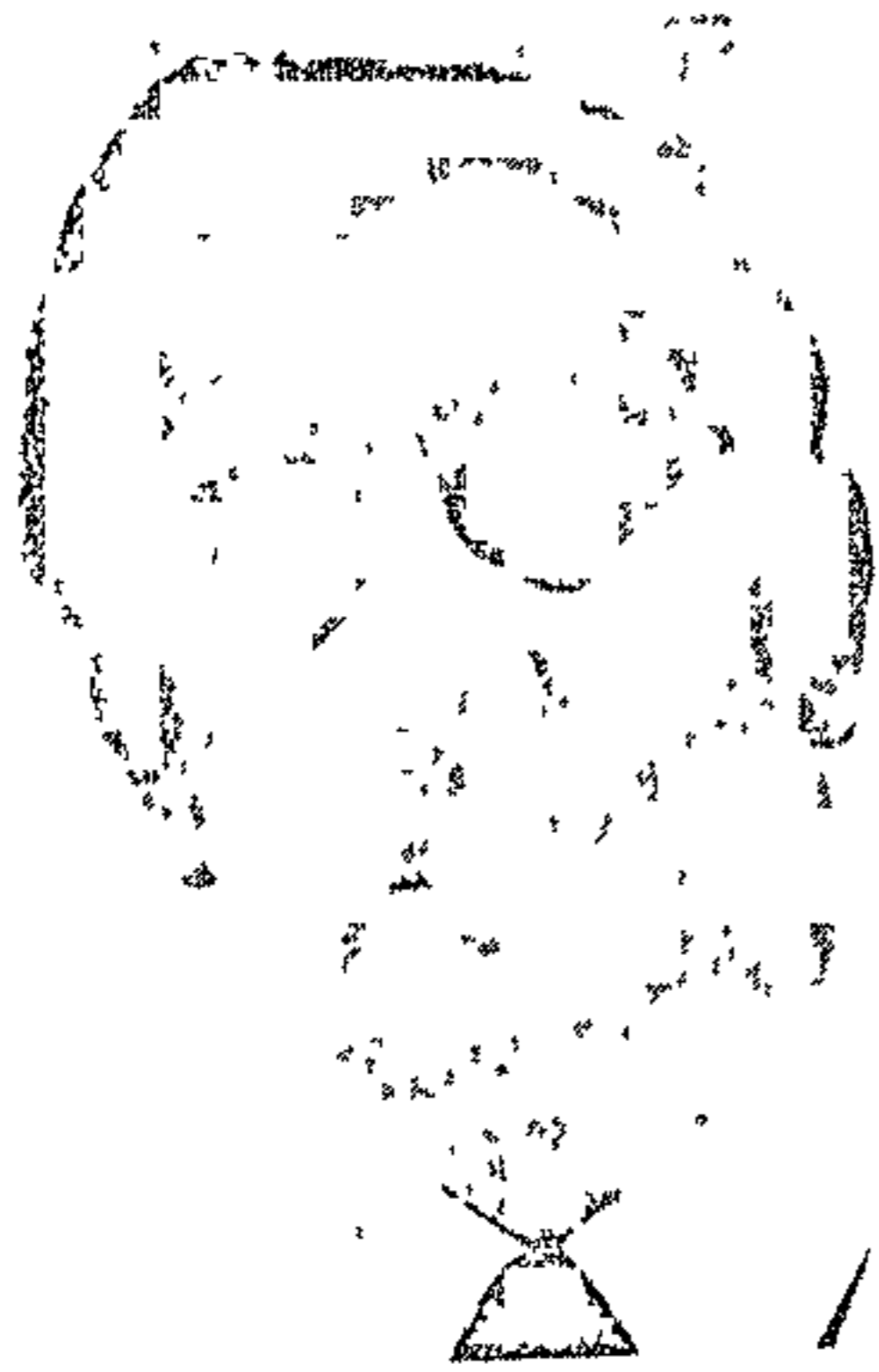
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Tucsa's Grobbelaar . . . a costly retraction

dedicated persons in the trade union movement who sought to protect the interests of working people through lawful channels"

Nor, says Tucsa, did it have any reason to believe any of them were "engaged in activities aimed at endangering maintenance of law and order" Insofar as their statement was understood to say this, Grobbelaar and Tucsa "unreservedly withdraw such allegation and apologise to Mr Douwes-Dekker and Mr and Mrs Tyacke for the damage done to them"

In terms of the settlement, Tucsa is required to hold a press conference to ensure that the apology receives adequate publicity It must also circularise the apology to all bodies to which the original statement was sent This will include not only Tucsa's own affiliate unions, but various international trade union federations as well

According to the apology, Grobbelaar's statement was "understood to mean that the restricted persons, including Mr Douwes-Dekker and Mr and Mrs Tyacke, were persons who had engaged in activities which were intended to endanger the maintenance of law and order"

It continues "Tucsa and Mr Grobbelaar never intended to imply" that the three "were anything other than

136
Canteen boycott

Tribune Reporter

S. Lib
19/3/78

(2)

1. FORTY white artisans at the American-owned Borg-Warner plant at Uitenhage are refusing to eat in the works canteen because three blacks have been allowed to use it.
15. The whites are paid hourly and the blacks monthly.
The whites' union, the Amalgamated Engineering Union, has protested to the management but the com-

pany is determined to let the three blacks eat in the canteen.

Said one white worker: "There is no way the blokes will go back to the canteen. The firm tells us that this is a 'Peanut Carter business' and that is their policy."

"They even want to let the blacks use the same toilets as us"

e op u plaas wer!?

terwyl hulle op u plaas
erhede.

Wat is die waarde aan u van die betalings?

16. Gaan u dieselfde span aanstaande jaar gebruik? Waarom/Waarom
nie?

17. Is daar op die oomblik 'n tekort aan skeerders?

18. Dink u so 'n tekort sal in die toekoms ontwikkel? Indien
wel, waarom?

Hoe gaan u hierdie tekort teenwerk?

Tucsa in 'closed' meeting

Star
21/9/78
135

Labour Reporter
A highly unusual closed conference, called by the multiracial Trade Union Council of South Africa for next month, is arousing widespread interest.

The "special mini-conference" seems to have been called on the assumption that far-reaching social, economic and political changes are in the offing changes to which trade unions need to adapt.

But the general secretary of Tucsa, Mr Arthur Grobbelaar, has declined to confirm this.

CONFIRMED

He confirmed only that the conference was the first unscheduled general meeting since the 1967 crisis which led to Tucsa's expulsion of black trade unions until 1975.

Tucsa's annual conferences are held in September and are open to the Press, unlike the one called for April 5 and 6 at a Jan Smuts Airport hotel.

Two prominent outsiders will address the meeting, according to circulars sent to Tucsa members.

One is the Minister of Labour, Mr S P Botha. He is to open the conference and is expected to reflect Government attitudes towards labour and industrial relations and "other important contemporary issues"

ANALYSE

The other is Mr John Barratt, director of the Institute of International Affairs. He is to analyse external pressures for social, economic and political change in South Africa

Tucsa's vice-president, Mr Andre Malherbe, is to analyse the activities of domestic pressure groups and "developments which can be reasonably expected . . . as a result of Government-initiated action."

One stated objective of the meeting is "to determine action needed by Tucsa and its members to cope with likely future developments"

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Koste aan boer (jaarliks):

(j) Gesondheidsdienste:

Jaarlikse koste aan boer van: doktersrekeninge betaal
medisyne
vervoer na en van geriewe
ander

(j) Totale mediese koste

(k) Pensioenbydrae deur boer (jaarliks)

(l) Versekeringsbydrae deur boer (jaarliks)

UNION DISPUTE

(135)

Minister steps in

FM 21/4/78

SA's largest registered trade union has been told to tighten up its election procedures to prevent polling abuses. What gives the request special force is that it comes from Minister of Labour Fanie Botha.

The union is the 43 000-member Garment Workers' Union of the Western Province. Botha's move is the latest development in a bitter row which has been raging in the union for the past two years over alleged abuses by its leadership.

The row, which has been a talking point among Cape Town unionists for some time, began when disaffected union officials formed an action committee to oppose the union's leadership — in particular general secretary Louis Petersen.

The committee alleges that Petersen has failed to secure any real wage rises for the membership and that he and other union officials have voted themselves extravagant fringe benefits and salaries.

Petersen has hotly denied the charges, saying he has been able to secure jobs for his members. But a battle for control of the union has been raging between him and the action committee.

The battle came to a head last year when the committee nominated a slate of candidates to oppose Petersen's sup-

porters at the union's executive committee elections. Petersen's slate won handsomely — too handsomely, says the committee, which responded by collecting affidavits charging vote-rigging by the official slate.

The affidavits were submitted to the Industrial Registrar, who conducted an investigation into the union's electoral procedure late last year. Hence Botha's urging of the union to tighten up on its electoral procedures.

Action committee sources are disappointed that Botha declined to overturn the results of last year's election. Botha said he was loth to "interfere in the domestic affairs" of the union. But the action committee regards his current intervention as at least a partial vindication of their position.

"Petersen's in trouble now. We're waiting to see whether he's going to comply with the Minister's request and what specific changes he's going to make. We're prepared to take the matter to the Supreme Court if necessary," warns action committee man Ted Frazer.

For the moment, the registrar adds, Botha is only suggesting that the union change its constitution. If the request is ignored, "the minister will no doubt take a stronger view." However, says the registrar, "the union has already discussed possible changes with us."

Petersen confirms that discussions are under way. Neither he nor the registrar will give details of what is being discussed, but Petersen claims the changes "are very minor." He says he has no intention of ignoring Botha's request.

Petersen rejects suggestions that Botha's action reflects on the running of last year's election. "The registrar cleared us of all the charges. And the

membership backed the union fully at last week's agm." For his part, the registrar won't reveal what his findings on the running of the elections actually were.

135

Protection' rejected

BY HOWARD LAWRENCE

COLOURED trade union leaders in the Cape this week unanimously rejected the Government's policy aimed at making the Western Cape a "Coloured labour preferential area".

They were reacting to the Government's decision not to extend property rights being offered to Blacks in Soweto, to Blacks in the Western Cape.

The policy was announced in Parliament this week

people. Some Nationalist MPs felt that Blacks were taking away jobs from Coloured people. The Coloureds, they said, should be "protected".

But union leaders, representing over 60 000 Coloureds, have come out in total opposition to this policy. They felt that Blacks were entitled, as

South Africans, to live and work anywhere, as well as be entitled to own their own homes.

Mr Norman Daniels, national secretary of the Textile Workers Union, said:

"It's fallacious to say the Coloured workers will either be worked out of their jobs if Africans stay here, or that they will

benefit in any way from the bar on Africans.

"On the contrary, we stand to suffer if any big labour force is moved out, because the Western Cape will lose its competitiveness in the open market.

"In our trade there are many Coloured people working under Africans, and there's no friction. We

must be careful that the employers don't take their factories away from the Western Cape to the areas of cheaper labour," Mr Daniels said.

Mr Jack Heeger, secretary of three unions and a member of the national executive of Tucsca, said: "As a trade unionist I believe that all workers, irrespective of race, should be allowed to sell their labour to the highest bidder."

Such competition will do our economy good," he said.

Govt urged to help black jobless

RJM
13/5/78

135

135

Pretoria Bureau

THE Government was warned yesterday unless it moved swiftly to launch a programme to relieve unemployment among black youth it would run into serious trouble.

The warning came from the president of the Trade Union Council of South Africa, Mr Ponne Webb and the Progressive Federal Party's financial spokesman, Mr Harry Schwarz, MP.

They were commenting on the findings of a survey by the Southern African Labour Development Research Unit at the University of Cape Town that more than half of urban black unemployed were under 25.

Mr Schwarz said black unemployment was serious enough, but when it affected most black youth it became explosive in the unstable environment of urban townships.

"It's our most urgent problem. New labour is pouring into the economy every month, aggravating a situation which should be causing serious concern at Cabinet level."

The problem was not unique to South Africa. However, in Europe and the United States special programmes had been started to alleviate it. In any case more adequate social benefits were available to the workless in Europe, he said.

The Government's economic strategy had caused unemployment and it had a special responsibility to assist those affected, he said.

Mr Webb said the country's most urgent problem was to find jobs for the estimated 150,000 young blacks who came onto the labour market every year.

"The dangers are so obvious, if unemployment continues to rise, that it is astounding that no government programme has been put together to counter them," he said.

Pay row—Press

135
banned
4/5/78 RDM

Staff Reporter
THE PRESS was barred from the Transvaal Municipal Employers' Association meeting attended by representatives of 22 Transvaal City and town councils at Springs yesterday.

The meeting was held to thrash out councils' opposition to the controversial 5% salary increase for municipal employees recently announced by the association.

After four hours of discussion between councillors and TMEA representatives behind closed

doors in the new Civic Centre, a terse announcement was read to the Press, saying this was a household matter.

Mr J M Griffiths, TMEA chairman, read the statement prepared by himself and Mr Hannes Visagie, MPC and chairman of Nigel Town Council's Management Committee.

It said "We have had fruitful discussions and every councillor who wanted to participate was given the opportunity to do so.

"Councillors will report

back to their council. No decisions were taken. Matters that have not been cleared up will be discussed at a further meeting in Pretoria on June 9."

Five councils — Benoni, Nigel, Boksburg, Potchefstroom and Koster — have already resigned from the TMEA in protest against proposed increases.

They claimed that the TMEA had approved the increases without first consulting them to establish whether they could afford it.

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UNIONS

What's in it?

FM 19/5/78

(135)

Not even the intervention of Minister of Labour Fanie Botha has ended the bitter power struggle in SA's largest trade union, the 43 000-member Garment Workers Union of the Western Province. The battle has been raging for over a

year now between the leadership of the union, in particular general secretary Louis Petersen, and an "action committee" led by ex-officials of the union, which charges that the leadership has done little to improve wages and has received extravagant fringe benefits, meeting fees and subsistence allowances for attending conferences.

The issue has already led to the withdrawal of three unions from Tucsa (because of their secretary Ted Frazer's involvement in the action committee) and is leading, say some Cape sources, to rumblings of dissatisfaction in other Cape trade unions.

The present dispute revolves around democracy in the union and was sparked off by an election last year in which the action committee put up a slate of candidates to oppose the leadership in the union's executive elections. The official slate won, but the action committee countered by charging electoral irregularities and by requesting an investigation by the Industrial Registrar.

The Registrar rejected a committee request to overturn the election results though Minister of Labour Botha did urge the union to change its constitution to tighten up election procedures.

The proposed changes — to be put to a union meeting on Tuesday — have enraged the committee.

Broadly, they confine election to the executive to candidates who have been members for specified times. "This simply allows the existing leadership to perpetuate itself. It's the end of democracy in the union," charges Frazer.

Retorts Petersen. "Other unions already have this system. Their members have never complained. There's nothing undemocratic about electoral qualifications. Even the city council has them."

He is confident that his members will accept the changes. "There is no action committee. This is simply a one-man vendetta by a man who was fired from the union. My members appreciate what we've done for them — including negotiating a 25% wage hike in the midst of the current recession."

The Industrial Registrar tells the *FM* he has not seen the proposed amendments and will have to approve them before they are included in the union's constitution.

Tucsa man warns on jobless

DURBAN — The present unemployment situation is a national disaster, generating a host of social problems which could prove to be explosive if the necessary steps are not taken immediately.

Mr. R. Webb, president of Tucsa, said this yesterday in his opening address to the National Union of Distributive Workers' biennial conference.

"For unemployed persons, the present economic climate means poverty and deprivation," he said. "It is a personal tragedy and a national disaster generating a host of retrogressive social problems.

"Blacks at the bottom of the ladder are hardest hit," he said.

It was imperative that South Africans got together to hammer out a positive blueprint in which all people were integrated into the life of the country.

Welcoming the introduction of the sales tax system, he nevertheless saw serious faults in the recent draft Bill.

Mr. Webb said there should be a Government subsidy on all basic foodstuffs to compensate for the four per cent tax on foods.

He called for a rapid expansion of job advancement programmes, extension of equal education facilities and removal of restrictions that hampered national growth. — SAPA.

ADM 6/6/78

Unions get tough over food tax

By GERALD REILLY
Pretoria Bureau

THE country's two largest trade union organisations representing nearly 500 000 workers, have made a joint demand that essential foods be exempt from the General Sales Tax.

The 4% tax will be imposed on all commodities and services from July 3.

Vice-president of the Trade Union Council of South Africa, Mr Steve Scheepers, and president of the SA Confederation of Labour, Mr Attie Nieuwoudt, appealed yesterday to the Minister of Finance, Senator Horwood, to exempt essential foods such as mealie meal, milk and bread.

Progressive Federal Party financial spokesman Harry Schwarz is to ask Senator Horwood, when the enabling measure comes before the Assembly, to consider the social consequences if appeals for these exemptions are rejected.

The manager of the Milk Board, Mr Awie Visser, is seeing Senator Horwood in Cape Town today to ask him to exempt milk.

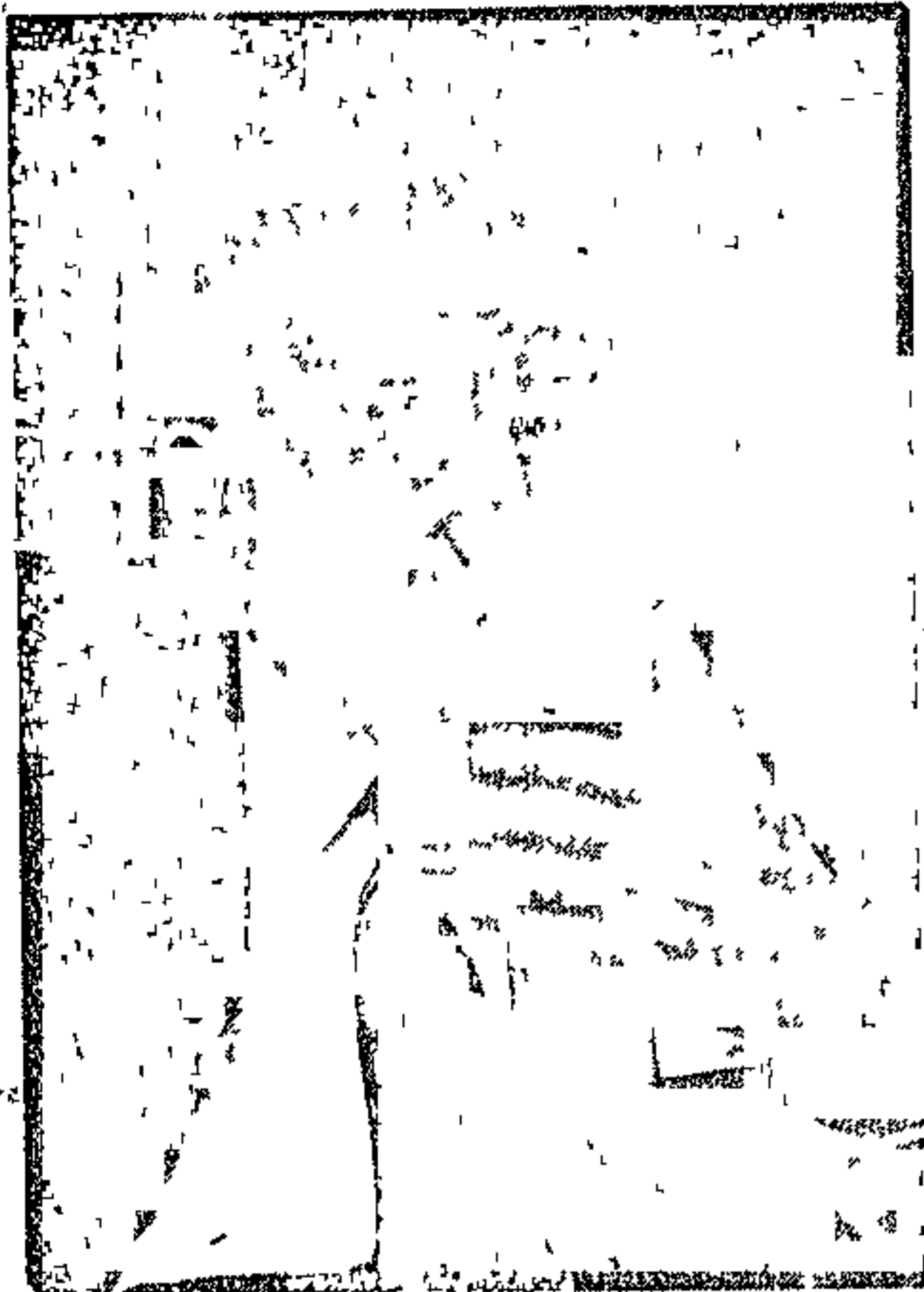
His motivation, it is understood, is the feared effect on demand if the tax is added to a milk price raised only a few weeks ago.

Yesterday the president of the Federated Chamber of Industries, Mr J P Cronje, and the president of the Association of Chambers of Commerce, Mr J van Eeden, said there would be no exemptions.

"Once you grant exemptions," they said, "where do you stop?"

Mr Nieuwoudt said there was a limit to the extent to which prices of essential goods could be increased — "surely it has now been reached".

The chairman of Johannesburg's Management Committee, Mr Francois Oberholzer, estimates the tax will add R5-million to Johannesburg's costs.



Frame . . . bypassing the union

workers is R23,08 for men and R18,47 for women" Daniels says the increase offered by the employers would not compensate union members for CPI rises. He claims solid shop-floor backing for the 15% demand.

Two "deadlock" industrial council meetings have already been held and a third is due later this month. If that meeting fails to secure a compromise, the council could break up.

This will leave the blanket industry without any wage regulating machinery. The employers have rejected the intervention of a government mediator or arbitrator. The union has rejected a strike, however. "We're too weak without African members and believe there are other ways of settling disputes," says Daniels.

In the likely event of the council remaining deadlocked, the Minister of Labour could possibly step in, through the Wage Board. Daniels says, however, that the union will ask the minister to instruct the industrial tribunal to arbitrate in the matter. "We would accept an award they made."

The association appears to be unconcerned about the union. Says a spokesman: "At the end of last year we decided to give an increase of 10% to all paid workers and 7,5% to the higher categories despite the prolonged recession and the critical situation in the blanket industry. As far as we are concerned, there is no dispute in the industry. The workers themselves are satisfied and appreciative, and the wages being paid are higher than those specified in many industrial council agreements and wage determinations," he claims.

He also denies that the Frame group is undercutting the rest of the industry.

"A substantial number of Frame workers are earning above the minimum and all workers have been given the increases including those whose earnings are already above the increased wages."

So employers seem quite prepared to bypass the union and the council. How workers on the shop floor will react remains to be seen.

Manufacturers' Association (NTMA). The association is offering workers in the "blanket industry" a 7,5% increase and the union is demanding 15%. Union secretary Norman Daniels argues that the Frame group is behind the employer refusal to grant 15%.

"The employer association is dominated by the Frame group. Philip Frame is the association's chairman and Frame employee Selwyn Lune is its spokesman. Frame is powerful and no-one wants to get in his hair," says Daniels.

He claims that the Frame group is the only textile employer which sets its pay at around the minimum wage laid down in the industrial agreement. "Other employers are paying more than double Frame. He wants to keep the minimum down so that he can undercut them," adds Daniels. The dispute itself could break up the industry's industrial council. Employers want the union to accept a 7,5% increase for the top grades and a 10% increase on the minimum in the lower grade. Workers earning more than the minimum would receive only a percentage increase based on the minimum, rather than their actual pay.

The union says its members find it impossible to live on "their present very low wages, and points to the low minimum provided for in the agreement. The highest weekly minimum for shop-floor

WAGE DISPUTES
Frame's web?

FM 12/5/78

135

The Frame group is slap bang in the middle of a labour dispute again — and once again the issue is wages.

Officially, the dispute exists between the registered Textile Workers' Industrial Union (TWIU) and the National Textile

... we mean we are Jan 11 by our press

(135)

Business and Labour leaders warn of dangers of foreign interference in industrial relations

THE GOODE OF CHAOS

Harry Oppenheimer

ment imply that legislation will be passed to enforce the Code if it is not voluntarily adopted

The British and Canadian multinationals are also advised to reject all similar codes of employment drawn up in South Africa.

The British Government, the first EEC member to become officially involved in an attempt to enforce the Code, requires British companies with subsidiaries in South Africa to submit for its scrutiny annual progress reports on the implementation of the approved Code

Although the South African management of British and Canadian subsidiaries are reluctant to comment on what they describe as "a hyper-sensitive issue," they claim they are doing their

A British Government white paper published in London and a similar document produced by the Canadian Govern-



By ESMOND FRANK

best to desegregate and improve black working conditions without infringing local legislation

Charles Lintner, regional co-ordinator in Southern Africa for the Bata Shoe Company, which has its international advisory centre in Canada, told the SUNDAY TRIBUNE that his company is doing what it can to improve the lot of its black workers within the framework of the law

He says that while there are no officially recognised black trade unions in South Africa, Bata management at Pinetown has regular liaison sessions with black management advisory teams at its four factories

Lintner claims that black Bata employees are offered the same employment opportunities as whites and that office and canteen facilities at three of the company's factories have so far been desegregated.

Although he admits he is under pressure from Canada, Lintner does not believe that foreign employment codes can be forced on Bata in South Africa because it is a locally-owned, private company.

While John Starkey, the managing director of ICL, the British computer giant in the Republic, was not available for comment, the company's managing director in the United Kingdom, Dr Chris

Wilson, said in Johannesburg recently that promotion in the company was based on a corporate policy of merit and equal opportunity regardless of race, colour, sex or religion

Harry Oppenheimer, chairman of Anglo American Corporation, says that while the foreign codes have a real value and have been accepted by the more progressive South African companies, he doubts whether the insistence on higher minimum wage levels has taken into account the historical background of the situation in the Republic or what the country can, in fact, afford

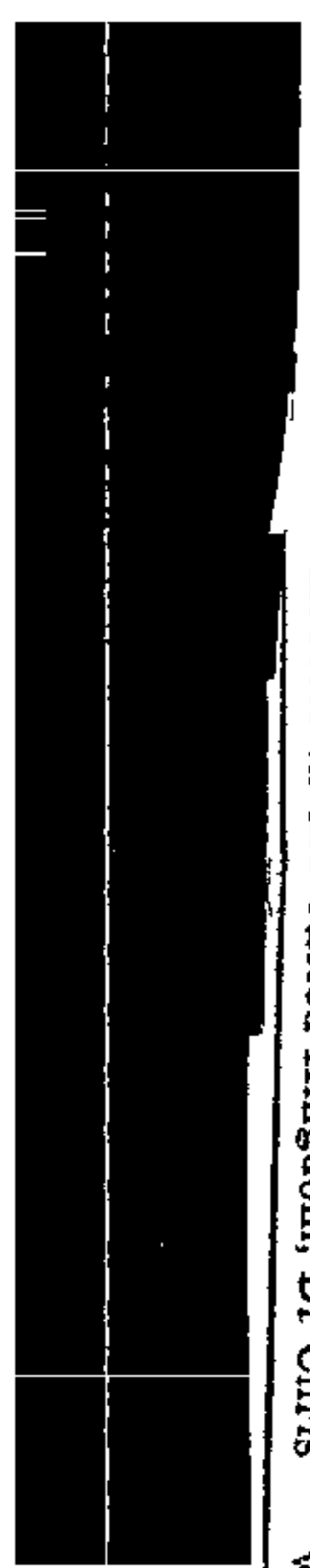
It will, he observes, be irresponsible to insist on the universal acceptance of standards which, in many industries, would not at present be economic and which would lead to further closures and

an increase in the number of unemployed.

"It is better, surely, to live below the so-called minimum living level than to starve with no work or income at all"

Atte Nieuwoudt, president of the powerful South African Confederation of Labour, warns that uninformed foreign tampering in the Republic's complex labour situation is likely to lead to industrial and political chaos and increase polarisation between blacks and whites at factory floor level

Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucs), slams the EEC and Canada for singling out the Republic Codes of employment, he maintains, should be applied universally and not only to South Africa



Plea for RDM 07/8/78 higher (135) subsidies

Pretoria Bureau

THE Housewives' League is to see the Minister of Agriculture, Mr Hendrik Schoeman, later this month to plead for a heavier subsidisation of basic foods.

The league is particularly concerned with the possibility of another bread price increase which may be imposed from the start of the new wheat season in October.

In their plea the league has the full support of the country's two biggest trade union organisations, The Trade Union Council of South Africa and the SA Confederation of Labour.

Mr Schoeman told the "Mail" last month that a rise in the price of bread from the start of the new season had to be seen as a strong possibility.

Tucsa's solution to Red threat: a free society ^{8/27 17/8/78} (136)

Labour Reporter

The only way to counter the threat of communist imperialism in southern Africa is to create a just and free society in South Africa, says a resolution drawn up for the annual conference of the Trade Union Council of South Africa (Tucsa).

The draft resolution, calling on the Government for sincere and meaningful change, is echoed in many other resolutions to be put before the meeting in Port Elizabeth next month.

One of the most significant proposals facing the conference is a call on all member unions of the 230 000-strong organisation to work towards "single non-racial unions"

All Tucsa unions should encourage and assist with the organising of workers of all races in their respective industries, the motion states.

Other resolutions

● An expression of hope that the Wiehahn Commission will produce a blueprint for equal participation and opportunity

in industrial relations

● Calls for the abolition of the Group Areas Act, influx controls which prevent workers from selling their labour for the best price and the best conditions, and legislation which hinders the free utilisation of all manpower

● An urgent appeal that all basic items of food be exempted from sales tax, noting that the tax on maize, milk and cheese is "inequitable"

● The expression of deep concern at the rapid cost increases of all basic foods and the detrimental effect these have on the quality of subsistence diets.

● A request for legislation limiting hire purchase payments to fixed percentages of wages so that consumers do not overcommit themselves

● A call for the urgent implementation of the basic proposals for a national contributory pension scheme, expressing concern that little progress appears to have been made with this

135

Star
28/8/78

SA now almost friendless - Tucsa

By Sieg Hannig,
Labour Reporter

South Africa's awareness of the double standards applied by the outside world does not provide an escape route for South Africans, according to the multiracial Trade Union Council of South Africa (Tucsa)

"Nor can it ever serve to excuse our behaviour," the 220 000-strong organisation's national executive committee states in its annual report

"Procrastination, intransigence and resistance towards removing these (social and economic) disparities can only speed the destruction of all of

our peoples and our country itself."

In summing up the "alarming" increase in external pressures and South Africa's lonely position, the report said. "If not completely hated, we can best be described as virtually friendless."

The world's nations, including former friends of South Africa, were not prepared to tolerate institutional and statutory discrimination any longer.

The solution to this problem was "solely dependent upon our desire and ability to conform to the non-discriminatory norms laid down by the Western world," the report said

co-operatively, they would build up production to a scale where they can secure a marketing contract outside the village.

8 Introduction

PART II

However, the majority of people in an area would earn too little from their limited...

Justify the 1... cover their still retain become and s increase, an stable produc market is not

Tucsa to name foreign firms

By RIAAN DE VILLIERS
Labour Correspondent

Because of the co-operatives function, and are generally people for their

Whether or not occurs, new tech introduced into perhaps in consum communal gardens the richer people the gap between

THE Trade Union Council of South Africa (Tucsa) will this week publish the names of all subsidiaries of British, United States and Canadian firms operating in South Africa.

This will form part of Tucsa's campaign announced at the weekend for local and foreign codes of employment practices applicable to firms in South Africa.

Tucsa has called on its membership of 230 000 in 61 unions to report back on employment conditions.

It will bring pressure to bear on firms who do not measure up to the standards laid down by the code to which they subscribe.

Mr Arthur Grobbelaar, general secretary of Tucsa, said yesterday it would publish the names of all US firms which are signatories to the Sullivan code, as well as the names of the companies which have not yet signed.

In the case of Britain and Canada, the names of all firms active in South Africa would be published as they had all been com-

mitted by their governments to the European Economic Community code.

No South African firms had indicated whether they had subscribed to the Urban Foundation's code for South African companies.

"But we are working on the basis that all the major employer organisations are signatories to the code.

"We will check whether individual firms belonging to any of these organisations — and if they do, we will expect them to observe the code," Mr Grobbelaar said.

The list of names will be published in Tucsa's newspaper, Labour Mirror. Comprehensive circulars will also be sent to all Tucsa affiliates.

Tucsa's move was not related to attempts to monitor other organisations — including Chief Gatsha Buthelezi's Inkatha movement.

The codes applied to a highly sensitive and technical area and should be dealt with by the labour movement — not by organisations which probably knew little about labour affairs, Mr Grobbelaar said.

section of this paper, I have looked at structural features of the reserve projects from being able to succeed.

and restrictions I have discussed are, means the only factors which influence t of projects. It is extremely unlikely

legal restrictions on blacks removed and any resources made available, the

or people would immediately take any resources made available, the

Europeanese factors and profit from projects Economic Community code.

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also how in many cases, it is dealt with by the labour movement — not by organisations which probably knew little about labour affairs, Mr Grobbelaar said.

Even if a government tries

4/19/78

(135)

Tucsa plans to fight discrimination

JOHANNESBURG. — South Africa's largest trade union organisation, the Trade Union Council of South Africa (Tucsa), is to launch a campaign to pressure employers into complying with recently announced foreign and domestic labour codes of conduct

Tucsa's general secretary, Mr Arthur Grobbelaar, said yesterday the council — representative of 61 unions, with a combined membership of 230 000 workers of all races — was calling on its members to report to it on how their employers measured up to the standards set out in the various codes.

Included in the list of codes, which basically aim to counter race discrimination in employment in South Africa, are the Sullivan Code, to which 103 United States companies are signatories, the European Economic Community's code; the Canadian Government code; and South Africa's own code drawn up by leading local employer organisations

"The companies at which the various codes aim now cover more than 90 per cent of the work force in the private sector," Mr Grobbelaar said

"The principles embodied in the codes — non-discrimination in every aspect of employment — are principles Tucsa has fought for over the past quarter of a century

"As a result of various pressures, a large number of companies, particularly foreign-owned concerns, have officially endorsed the codes

"Tucsa's aim is to police these codes to ensure that such sanction is not mere lip-service, to ensure that the codes are followed in letter and spirit — and not only by signatory companies, but by all companies in which Tucsa members are employed, which means almost every employer in the private sector in South Africa"

Tucsa's newspaper, Labour Mirror, would carry full details of all the codes this week, together with lists of the companies concerned with each code and guidelines for use in the assessment of an individual company's performance

The council is urging all its affiliated members to use these guidelines to take a hard look at their employers and report back. Information received in this way would be analysed and checked by Tucsa, which would then

move to bring pressure to bear on those employers who failed to measure up.

"Tucsa believes that the implementation of the principles contained in the codes could do much to help foster a better climate of labour relations and inter-group relations in South Africa and is therefore determined that the codes are not allowed to become another case of fine words, but no action," Mr Grobbelaar said

He said all four major codes of employment practice were similar

The principles were non-segregation of races in eating, comfort and work facilities, equal and fair employment practices for all employees, equal pay for equal work and the elimination of discrimination based on race or colour, the initiation and development of training programmes to achieve black advancement, non-discrimination in promotion policies, an employer's social responsibilities, non-discrimination in fringe benefits

The EEC, Sullivan and Canadian codes call specifically for the recognition of trade union rights for black workers — SAPA

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More monitors.

FM 8/9/78

Employers must be confused about codes of employment practice. Not only are there lots of codes — there are now two organisations which have pledged to monitor them.

Hard on the heels of Inkatha's announcement that it plans this, the Trade Union Council of SA (Tucsa) says it plans to hold employers to the code which affects them, particularly where union recognition is concerned.

It is unclear at this stage, however, how Tucsa proposes to go about its task. President Ronnie Webb tells the *FM* no detailed strategy has been worked out yet: "We've obviously got the bare bones of a plan — but we haven't discussed the issue in depth yet."

Why Tucsa should have taken this de-

Financial Mail September 8 1978

cision now is as unclear as how it plans to tackle its campaign. Tucsa men argue that, as a trade union body, it is better equipped to handle the task of monitoring compliance with codes than an "interloper" like Inkatha. They add that most of the points contained in the codes have been Tucsa policy for years.

But why now? Most of the codes have been around for over a year and Tucsa has shown little interest in trying to monitor them up to now.

Which suggests that Tucsa is reacting directly to the Inkatha move by attempting to neutralise what it sees as "political" influence on the shop floor.

Not so, says Webb. "Our decision had nothing to do with Inkatha's. It's natural that we, as a labour organisation, should be involved in monitoring a labour code."

A key question-mark hanging over Tucsa's decision is its relations with the unregistered unions which have no links with it. These are at a low ebb, and monitoring the codes is likely to bring Tucsa into situations where it will have to act with, or on behalf of, these unions.

Webb says Tucsa hasn't discussed the issue with the unions, nor yet decided whether it will, but he concedes that Tucsa "would most probably" take up the cudgels on behalf of the unions —

whether or not they are linked with Tucsa.

The unions themselves are not saying anything about the Tucsa move yet — but they are likely to greet it warily.

Many an employer, of course, is likely to welcome the Tucsa move. They will probably feel more at home with a fairly moderate labour outfit like Tucsa than with a mass black party like Inkatha.

But the effectiveness of Tucsa's move will depend on the confidence it evokes from black workers on the factory floor. An attempt to secure the co-operation of their unions is an obvious key step in that direction.

Probe into pensions one-sided — Tucsa

135
300
Star
11/9/78

Labour Reporter

The 220 000 strong Trade Union Council of South Africa today expressed concern that the inquiry into improving the South African pension system makes no provision for participation by contributors

The announcement of the inter-departmental committee of inquiry said merely that the committee would negotiate with representatives of the pension and provident fund industry.

"It's the contributors' money that's involved," commented Mr Arthur Grobbelaar, general secretary of Tucsa.

"And the contributors should take part in the decision making process"

A five man committee of inquiry has been appointed to investigate pension matters following a statement made during the last parliamentary session by the Minister of Social Welfare and Pensions, Mr F W de Klerk.

The committee, under the chairmanship of Mr J W Louw, registrar of financial institutions of

the Department of Finance, will investigate

① The compulsory preservation of pension rights by means of transferability or otherwise

② The commutation of part of lump-sum benefits into annuities.

③ The provision of satisfactory pension benefits for that section of the community not enjoying such coverage at present.

The committee will negotiate with representatives of the pension and provident fund industry regarding these three aspects

It will make recommendations and submit draft legislation on the first two aspects during the first stage of its work, says a joint statement issued by the ministers of Social Welfare and Pensions and of Finance

The second phase of its work will be devoted to the third aspect.

People who have made commitments in anticipation of receiving lump-sum benefits have been assured that these will not be overlooked by the committee when considering the commutation of pension benefits

When a person has been sick for a long time, and the doctors and the amarrira have been unable to help, he might be advised by a person who had the same ailment who was helped by the Zionists to come

US objective is 'peaceful' change

The Argus Correspondent PORT ELIZABETH. — The objective of American policy in Southern Africa is how best to encourage peaceful change, the regional labour officer of the United States, Mr Frank Gohno, said here today.

Speaking at Tucsa's annual conference he said: "We have been gratified to note Tucsa's renewed commitments to be in the forefront of the struggle to eliminate discrimination in South Africa and to work towards a society which holds out equal opportunity for all."

His Government strongly believed that the US corporations in South Africa can and should be a positive force for peaceful transition towards a more equitable system through enlightened labour practises.

Also at the conference, the British labour attache in South Africa, Mr W J Vose, said the British Government would foster normal collective bargaining for all sections of the population — leading to equality of terms, conditions and opportunity of employment.

He said: "Trade unionism, as a form of representation, is given emphasis by the code in the belief that a normal employer/employee industrial relationship in accordance with internationally accepted principles, will through the medium of negotiation, regularise other terms and conditions of employment."

He specified that he used a medicine (izivasho), coloured cords, bathing, sacrifice, specially shaped sticks and dreams. The technique used depended on the person's problem and on what he is told by the spirit. His concept of sickness is obviously different to the usual Western concept and included, for instance, a person who is unable to secure employment after a long period. Such a person would be given a medicine to cause vomiting and another medicine to hang around his neck. The "patient" will also be given a coloured cord to wear around his head.

The sacrifice of an animal is undertaken in response to the ancestral shades "because most of the peoples ancestors want them to do something". The coloured cords appear to play numerous roles in healing, they may represent

bands of spirits, they may be tied round specific or head "enemies". interpreted as specific plant in the but his views He replied: ord which we ch 1 hany "patient". nch start ene. The one o talk. When s wild and starts rap it round the "patient".

Tucsa chief warns of catastrophe

The Argus Correspondent PORT ELIZABETH. — A call for rapid orderly change to avert a disastrous racial conflict and the 'catastrophic' results of economic sanctions was made today by the president of the Trade Union Council of South Africa, Mr Ronnie Webb.

Tucsa unequivocally opposed sanctions and disinvestment, Mr Webb said at the start of the 220 000-strong organisation's annual conference here.

"But can we just feebly challenge the cause of motivation which we ourselves have provided?" he asked.

'SELF-DEFEATING'

South Africans alone — Government employees and organised labour — possessed the means to defeat those who desired to destroy them.

The Governments continuing failure to move meaningfully towards racial co-operation had galvanised even our tradi-

tional international friends and trading partners into action against us.

He added: "Our internal policies and practices are indeed self-defeating and more responsible for our present predicament than any punitive measures which an increasingly hostile world is contemplating."

"Such punitive measures are a direct result of our own internal laws, policies and practices."

The R250-million Government allocation towards housing was welcome but woefully inadequate said Mr Webb.

Soweto needed 20 000 houses a year, but only 768 were built in 1976 and 355 in 1977.

A massive shortage also existed in coloured and Indian communities, where the Group Areas Act had created a shortage amid a surplus of unoccupied accommodation in white areas.

In the Zion Church, we have special kinds of sticks and if the spirits tell us to put them across his shoulders, then we do what we are told to do, then the evil will come out.

Sometimes, we mix a medicine (isivasho) and a short red cord and give it to the patient to drink. That cord is going to look around inside and see what it comes across which is evil.

Efficacy of Treatment:

As yet, there has been no systematic research on the

Multirace code adopted by Tucsa

135

Star 19/9/78

Sieg Hannig, Labour Reporter

PORT ELIZABETH — The multiracial Trade Union Council today un-
animously adopted its own code of conduct to which all Tucsa unions are
to subscribe

The annual conference of Tucsa was told by its president, Mr Ronny Webb, the code contained principles new to Tucsa but required reaffirmation and fresh commitments to the organisation's long standing policies

He stressed the emphasis in the code lay in Tucsa's monitoring of its implementations

The last clause of the code, urges all Tucsa unions to report annually to Tucsa on the steps taken to implement the objects

THE CRUNCH

"This is the crunch, colleagues," Mr Webb said. "This is where you will be judged"

The code sums up Tucsa's constitutional aims and urges its affiliates to

- Press employers and Government to recognise the right of the African worker to the same trade union and collective bargaining rights presently enjoyed by other workers
- Encourage and assist African workers in their industries to organise themselves into a trade union
- Pursue the ideal of eliminating race and colour discrimination wherever it presently exists in the employment situation
- Promote sound relations between employees of all races

- Promote the creation of employment opportunities for all races at civilised wage levels
- Report annually to Tucsa on implementation

CREDIBILITY

Mr R H Botha, general secretary of the Mine Surface Officials Association, said the credibility of Tucsa was at stake when he called for unanimous acceptance of the code

He was seconding the proposal of the code introduced by Mr Ray Altman, General Secretary of the National Union of Distributive Workers

- Some black wages shock—Page 11.

Calculation of Staffing Ratios cont.

WEIGHTINGS

Staff-course Ratio

Course symbols:

A: each member responsible
B: "
C: "
D: "
E: "
F: "
G: "
H: "
I: "

| Staffing Est. X | Staff Weighting | Staff for s/c |
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Tucsa code of conduct adopted

AR645 19/9/78

135

The Argus Correspondent

PORT ELIZABETH.—The multiracial Trade Union Council of South Africa today unanimously adopted its own code of conduct to which all Tucsa unions are to subscribe.

The annual conference of Tucsa was told by its president, Mr Ronny Webb, that the code contained no principles new to Tucsa, but required re-affirmation and fresh commitments to the organisation's long-standing policies.

He said the emphasis in the code lay in Tucsa's monitoring of its implementations.

The last clause of the code urges all Tucsa unions to report annually to Tucsa on the steps taken to implement the above objects.

"This is the crunch, colleagues," Mr Webb said. "This is where you will be judged."

SUMS UP

The code sums up Tucsa's constitutional aims and then goes on to urge its affiliates too:

- Press employers and Government to recognise the right of the African worker to the same trade union and collective bargaining rights presently enjoyed by other workers.
- Encourage and assist African workers in their

industries to organise themselves into a trade union.

- Pursue the ideal of eliminating race and colour discrimination wherever it presently exists in the employment situation.

SOUND RELATIONS

- Promote sound relations between employees of all races on one hand and management on the other.

- Promote the creation of employment opportunities for all races at civilised wage levels.

- Report annually to Tucsa on implementation.

Mr R H Botha, general secretary of the Mine Surface Officials' Association, said the credibility of Tucsa was at stake when he called for unanimous acceptance of the code.

He was seconding the proposal of the code introduced by Mr Ray Altman, general secretary of the National Union of Distributive Workers.

FACULTY OF ARTS

CALCULATION OF STAFFING RATIOS

CYPHER:

3. RATIO INDICES 19 - 19

2. STUDENT NOS. 19 - 19 (as at end March)

DEPARTMENT:

STAFFING ESTABLISHMENT

1.

Some black wages shock

Star 2/19/78

135

By Sieg Hannig,
Labour Reporter

PORT ELIZABETH

Minimum wages for unskilled labour — described as shocking — were cited yesterday at the annual conference of the Trades Union Council.

Some of the wages laid down in wage determinations prescribed by the Wage Board were well below half of the Household Subsistence Level — R150 — for a black family of six formulated by the University of Port Elizabeth for areas such as Johannesburg.

The minimum wages were cited by Mr. Morris Kagan, veteran shopworker's unionist of the Reef. He said Determination Number 351 for soap and candle manufacture laid down monthly minima of R64,95 for adult men and R51,96 for women.

Determination Number 298 for stocking manufacture set wages of R56,29 and R45,03 respectively. In the highest paid area of that determination the wages were R77,94 and R62,35, respectively.

LONG LIST

Mr. Kagan named two more determinations of this kind, saying these were "a few of the more astonishing ones." There was a long list of others.

"It is a shocking state of affairs that a Wage Board should prescribe such minimum rates of pay in the year 1978," Mr. Kagan concluded.

The council is to approach the Minister of Finance to seek a single system of general sales tax — the add-on system.

The decision was taken by an overwhelming majority.

Adding-in was just a camouflage for excessive price increases, said Miss Christine du Preez, who introduced the resolution.

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7

Tucsa code promises help to black workers

By RIAAN DE VILLIERS
Labour Correspondent

PORT ELIZABETH. —

The Trade Union Council of South Africa (Tucsa) yesterday unanimously adopted a code of conduct for affiliate unions at its annual conference being held in Port Elizabeth this week.

Various speakers on the code said it was aimed at restoring Tucsa's credibility locally and abroad.

The code urges unions to:

- Press employers and the Government to recognise the right of black workers to the same trade union and collective bargaining rights now enjoyed by other workers.

- Insist that the enterprise committee system could not replace genuine trade unionism.

- Help black workers to organise themselves into trade unions in their industries, pending the time when they could become

members of registered unions.

- Pursue the ideal of eliminating race discrimination in employment — including equal pay, equal fringe benefits, equal training and education — and no discrimination in the work-place.

- Promote the creation of employment opportunities for all South Africans irrespective of race or colour.

The unions are to report yearly on steps taken to implement the code.

Introducing the motion, Mr Ray Altman, General Secretary of the National Union of Distributive Workers and author of the code, said there were considerable misconceptions about Tucsa abroad. They often concur code would help to counter, there he said.

African labour is not available. Therefore the ones most easily accessible to contractors are the ones most easily accessible to contractors. A factor which also keeps other African workers out of the industrial colour bar especially as it is controlled by employers' associations and registered unions on closed shop agreements that keep non-occupations.

1.3 Wages

All the earnings provided below were provided by the respondents themselves. Sometimes the interviewers were allowed to see the respondents' pay slips. Weekly earnings ranged from R10 to R72 with an average of R26 (+ R9).

A wage of R72 was exceptionally high because:

| | | | | |
|-----|----------------------|-----------|-----|--------|
| 95% | of the sample earned | less than | R45 | a week |
| 75% | " " " " | less than | R30 | " " |
| 50% | " " " " | less than | R25 | " " |

These amounts refer to the total net weekly earnings. That is, attendance bonus and overtime bonus and overtime earnings have been included while income tax and U.I.F. (Unemployment Insurance Fund) have been deducted.

The wages paid by the dairy industry and the night watch and security firms were particularly low: the averages were R17 (+ R1) and R20 (+ R3) respectively. State, Provincial and Municipal workers did not earn better wages: with the exception of a few very highly paid workers in State employ, the average for all three institutions was about R23 (+ R4). Averages for the building industry, iron and steel manufacturing, and baking and confectionary were the same, namely R27 (+ R9). The workers in commercial

Once the cause should then institutional employment. has effective some privileged restraint on African workers growth had been local and national workers such infra-structure. Grossly inadequate homelands, the about employment either single Cape Town at indicate that for Africans Transkei it land families offset by raising agricultural productivity, but there are limits to which this could be done.

Influx control denies basic rights—Tucsa

PORT ELIZABETH — The Trade Union Council of South Africa conference yesterday called on the Government to abolish influx control

The motion, submitted by the National Union of Clothing Workers, was passed unanimously by the 187 delegates.

It was said influx control hampered the free flow labour within the country, causing an artificial labour situation which contravened the basic right of workers to sell their labour for the best price and at the best conditions. It harmed industries which were deprived of selective labour.

The conference also passed two motions dealing with the organisation of black workers into unions and the formation of non-racial trade unions.

Speaking on the organisation of non-racial unions, Mr George C. George of the National Union of Commercial and Allied Workers said sectionalism bred mistrust and suspicion

"We cannot delay. Eventually we may find that certain groups who had been willing to form non-racial unions have lost interest"

Dr Anna Scheepers of the Garment Workers Union said it was imperative that existing unions start now to help black workers organise themselves into trade unions.

"We must make friends

now to ensure that if black unions receive Government recognition, antagonism does not intrude in the unity of the workers."

The conference also adopted a motion under which Tucsa would explain to employers' organisations that although black trade unions were not recognised, they were perfectly legal.

- DDC

comes for migrant workers' families in the the labour bureaux as sources of information and the substantial proportion of workers who, and children, come to work illegally in ought and fined or imprisoned, all serve to seriously rethink their residential policies growing populations in the Ciskei and the per capita subsistence income of home-her. This falling trend could be partially

The only logical solution to the problem is to allow African labourers from the rural areas to settle permanently at their place of work and to allow them to bring their families with them. Such a change in policy will put even more pressure on the housing requirements especially family housing needs. However, this is not an unbridgeable problem as the housing need can be supplied with careful planning and co-ordination. One plan suggests that African workers should be granted family accommodation by stages starting with those Africans who are most qualified in legal terms to reside permanently in Cape Town and ending with those who are least qualified.⁵⁷ A change in attitude to squatter housing on the part of both local and national authorities to see squatter accommodation as part of a solution rather than part of a problem will also help to alleviate the pressure on family housing.⁵⁸

56. See G. Ellis, D. Hendrie, A. Kooy and J. Maree (1977), pp.87-93 for more detailed arguments and suggestions about employment creation.

57. See G. Ellis, D. Hendrie, A. Kooy and J. Maree (1977), pp.83-87 for the finer details of this suggestion.

58. Ibid., pp.62-70, 73-77.

Tucsa adopts new code of conduct

CAPT. TIMES 20/9/78 135

Own Correspondent

PORT ELIZABETH — The Trade Union Council of South Africa (Tucsa) yesterday unanimously adopted a code of conduct for affiliate unions at its annual conference being held here this week.

Various speakers said the code was aimed at restoring Tucsa's credibility locally and abroad. The code is to serve as a guideline to unions, including during negotiations with employers.

The code urges unions to:

- Press employers and the government to recognise the rights of black workers to the same trade union and collective bargaining rights now enjoyed by other workers
- To insist that the enterprise committee system could not replace genuine trade unionism
- To help black workers to organize themselves into trade unions in their industries, pending the time when they could become members of registered unions
- To pursue the ideal of eliminating race discrimination in employment, including equal pay, equal fringe benefits, equal training and education and non-discrimination in the work-place
- To promote the creation of employment opportunities for all South Africans irrespective of race or colour

No 10 SOP, TENOR, AND BASS SOLOS AND CHORUS.

3: KEY C. *Andante* M.=100.

7/8 Measures Instrumental.

mf TENOR SOLO. *mf* TENOR SOLO.

The King of Love

1 : t | l | l | : d' | : t | : s | s | : s | : s | : s | l f e

good - ness fail - eth nev - er ; I noth - ing lack

1 : t | : - | r' | d' | : t | l | : - | s | : s | t | : - | d' | r' |

He is mine for ev - er. Where streams of liv -

1 : t | : - | d' | t | : l | l | : - | s | : s | l | : - | l | s | d' | d' | : r' | m' | d' |

ran - som'd soul He lead - eth, And, where the ver - dant pas - tures grow, With

rall. *mf* *mf* *p a tempo.*

1 : t | l d' | : r' | t | : - | l d' | : m' | m' | : - | m' | m' | l | : l | s e | : - | s e

food ce - les - tial feed - eth. Per - verse and fool - ish oft I stray'd, But

1 : t | l d' | : r' | d' | : - | t | t | m' | : - | r' | r' | t | *rall.* d' | : l | f | f |

yet in love He sought me, And on His should - er gent - ly laid, And

m' | : - | m' | l | s e | l | t | m' | m' | m' | m' | m' | m' | m' | m' | m' | m' | m' |

home, re-joice - ing, brought me, In death's dark vale I fear no ill, With

m' | m' | s | : - | s | c | : - | l | t | s | l | f | s | m' | m' | m' | m' |

Thou, dear Lord, be - side me, Thy rod and staff my com - fort shall, Thy

CHORUS.

mf a tempo primo

1 : s | : s | The King of Love my Shepherd is, Whose

1 : s | : s | The King of Love my Shepherd is, Whose

1 : s | : s | The King of Love my Shepherd is, Whose

1 : s | : s | I noth - ing lack if I am thus, And

1 : s | : s | I noth - ing lack if I am thus, And

1 : s | : s | I noth - ing lack if I am thus, And

1 : s | : s | t | : - | d' | r' | m' | l | : m' | r' | m' |

er: Where streams of liv - ing wa - ter flow, My

1 : s | : s | t | : - | d' | t | d' | r' | d' | t | t

er: Where streams of liv - ing wa - ter flow, My

1 : s | : s | l | : - | l | s | d' | d' | r' | m' | d' |

lead - eth, And where the ver - dant pas - tures grow, With

1 : s | : s | l | : - | l | s | d' | d' | r' | m' | d' |

lead - eth, And where the ver - dant pas - tures grow, With

mf a tempo primo

1 : s | : s | Thou spread'st a Ta - ble s | : f | m' | m' | m' | m' | m' |

1 : s | : s | Thou spread'st a Ta - ble s | : f | m' | m' | m' | m' | m' |

1 : s | : s | Thou spread'st a Ta - ble s | : f | m' | m' | m' | m' | m' |

TUCSA FM 22/9/78
Looking blackwards



✓

135

Most of the registered trade union movement is preparing to make a concerted pitch for African worker support. That's the clear implication of discussions at the week's Tucsas conference.

The FM was not there — Tucsas,

apparently piqued at the FM's previous coverage of its activities, disinvited this newspaper — but sources straight from the conference indicate that Tucsas is more concerned than at any time in recent years to establish its credibility with African workers.

Together with Tucsas's decision to monitor codes of conduct, there came the adoption of Tucsas's own code. A recurrent theme in the debate on this code, the FM learns, was a call to Tucsas member unions to assist and encourage African workers to join unions. The need for Tucsas to re-establish its credibility was also stressed.

Tucsas officials would no doubt point out that it has been Tucsas policy to organise Africans for the last five years. But that doesn't explain why Tucsas men see the need to restate the point now. Or why Tucsas should now concede — at least by implication — that its credibility hasn't been all it could be.

The cause of the new urgency is, of course, the impending report of the Wiehahn Commission, which is expected to allow Africans to become members of registered unions. These are becoming painfully aware of the fact that they represent less and less of the work-force as African participation in the economy grows. This weakening of influence will be put to the test if Africans are allowed registered union membership and many registered unions realise that they need substantial African membership to survive.

Indeed, a key issue in the post-Wiehahn labour situation will be whether Africans plump for the existing registered unions or go for their own organisations. There's little doubt that the registered unions are banking on the former. So too are many in authority who see the existing registered unions as a possible "moderating" influence on African workers.

But will it happen? Tucsas must have some doubts or it would not be seeking to sell itself to African workers. There's a good deal of substance to those doubts.

Support

Tucsas's credibility in the African union movement is low and has been for some time. Part of the cause, significantly, is the feeling that Tucsas's "parallel" African unions are being organised in order to bring African workers under the control of the registered unions. There's also been a feeling that Tucsas is more concerned with its image than with African workers, and that it has done nothing to help the unregistered unions which do not have links with it.

This week's initiative is obviously designed to tackle the latter issue. But its aim is presumably to further precisely the objective which is the original cause of the discontent — to bring Africans into

the registered union fold.

If this objective is to be achieved, Tucsas will have to demonstrate that it is genuinely concerned about African worker rights. There's one way it could do that now.

At this week's conference, a commitment was reportedly made to assist all unions, whether they're involved with Tucsas or not. If Tucsas is prepared to follow up this commitment by offering no-strings-attached support to African unions who are independent of it — something it has not done in the past — it could go some way towards healing the breach.

Eighteen trade schools or sections of schools, all in the Homelands, provide trade training for youths. Most courses, e.g. concreting or bricklaying and plastering, require Standard VI. as an entrance qualification. Courses requiring a higher degree of skill such as motor mechanics require Standard VIII. The following table shows the number of passes in

Table 11.

It continues by arguing, however, that an unrestricted flow of people to the cities would have a number of harmful effects, among which would be the depression of wages in the cities. This could be prevented, says Tucsca, by the application of vagrancy laws. These would enable the authorities to remove from the cities people who were not in employment or in possession of a work-seekers card, which would be issued at a local employment bureau. In other words, people who did not have work or were not actively seeking work would not be entitled to live in the cities. That view is unlikely to win Tucsca many African friends. Whatever the merits of its proposal, the view that allowing people into the cities depresses wages is both economically dubious and anathema to most Africans who see that argument as a rationalisation for the pass laws. The system could also be open to abuse. Whatever legal safeguards are attached to the issuing of work seekers' cards, the decision as to who would be issued with them would be left up to an official — and the abuse of the work-seeker card in the case of African workers up to now has been well documented. While Tucsca may not intend this, the proposal could allow officials to distinguish between "undesirable" and "desirable" workers. The former could then become "vagrants" and be denied the right to live in the cities.

Source

The following roughly outlines the trend continuing rapidly into 'normal' June 16, 1976.

Table 12. Matriculation and Senior Certificate and S.W.A., 1965-1974.

| Year | Full time students | Supplementary exam. & part-time candidates | | |
|------|--------------------|--|----|-----|
| 1965 | 827 | 318 | 1 | |
| 1966 | 871 | 418 | 1 | |
| 1967 | 96 | 616 | 1 | |
| 1968 | 1 26 | 354 | 1 | |
| 1969 | 1 742 | 766 | 2 | |
| 1970 | 1 856 | 871 | 2 | 727 |
| 1971 | 2 388 | 893 | 3 | 281 |
| 1972 | 2 911 | 1 416 | 4 | 327 |
| 1973 | 3 226 | 1 042 | 4 | 308 |
| 1974 | 3 441 | .. | .. | .. |

Source: Department of Bantu Education, Annual Reports.

PM 22/9/78
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TUCSCA VIEWS

Tucsca's hopes of re-establishing its credibility with African workers (see page 1060) are hardly likely to be helped by Tucsca's evidence to the Riekert Commission on the pass laws.

Tucsca's proposals — which, the FM understands, have some influential support in official circles — were a source of some controversy at its annual conference this week. Indeed, the conference voted on a proposal that the evidence be referred back to Tucsca's National Executive Committee for further consideration. That proposal was defeated, but there was reportedly a good deal of dissatisfaction with Tucsca's proposals to the commission on the issue.

Tucsca begins its evidence by making the point that the reference book system is hated by Africans and argues further that "Bantu" should carry the same identity documents as whites. It also argues that any prohibition on prospective workers entering the cities should be non-racial, and that the present influx control system should be abolished.

That is more or less what many Africans believe has been happening up to now in many cases. So they are likely to see Tucsca's proposal, however well-meaning it might be, as an attempt to resurrect the old system under a new name. And even if none of these objections are valid, there will be many who will see Tucsca's proposals quite simply as an unwarranted infringement on the principle of freedom of movement.



22/9/78

135 (25)

Tucsa calls for urgent action on jobless crisis

PORT ELIZABETH — Tucsa called on the Government yesterday to take urgent action against the alarming jobless rate in South Africa

Unemployment had reached crisis proportions, especially among blacks, and social stability was now threatened, according to a resolution adopted at Tucsa's conference here

The conference called on the government to further stimulate the economy.

Remove all artificial barriers in economic growth, job training and advancement,

Implement work programmes to provide relief for the jobless, and

Introduce legislation providing for a maximum 40 hour week throughout industry and commerce to encourage greater employment

The conference also expressed concern at the lack of reliable unemployment statistics

Introducing the resolution, Mr Lief van Tonder, general secretary of the South African Typographical Union, said there was a mistaken belief that there would be a return to full employment once the recession was over

South Africa would have to create job opportunities for 8,5 million men in the next 20 years — some 1 500 a day

"We would be very optimistic to believe we can solve this problem," he said

He hoped solutions would be found for South Africa's political problems. Only foreign capital could save the country

He warned the labour movement would have to provide a major contribution towards a solution

The conference appealed to the Minister of Plural Relations to scrap provisions in terms of which blacks unemployed for 122 days may be declared "idle" and endorsed out of urban areas

Introducing the motion, which was passed unanimously, Mr Des Rose of the National Union of Commercial and Allied Workers said people who could not find work through no fault of their own had the threat hanging over their heads of being sent away from urban areas even if they had lived there since birth

The question of loss of rights in terms of Section 10 of the Act was "highly explosive"

Speaking on a motion for the Government to implement the basic proposals for a national contributory pension scheme, Mr Van Tonder said the idea of a state-controlled national contributory pension fund was killed by insurance companies who saw their business threatened

The motion was passed. Mrs D Hartwell of the National Union of Distributive Workers said the department's plans as they were set out in recommendations made in 1976 had been torpedoed

by the insurance companies

The Tucsa president, Mr Ronnie Webb, said the motion called for the implementation of the basic principles of the department of Social Welfare and Pensions' recommendations and did not specify that the national contributory pension fund should be administered by the state or by the insurance companies and independent pension funds

Mr Andre Malherbe, first vice-president of Tucsa and a member of the National Union of Banking Employees, said the state pension scheme was a dead duck

It was likely legislation would be introduced that would make it compulsory for employees to provide workers with pensions

This made it possible for insurance companies to compete for the provision of such schemes "In this way we are sure to get a good deal," he said.

The general manager of Liberty Life Association, Mr M Hilkowitz, told the conference the Government should make it compulsory for every employee to provide a pension fund for its employees.

The existing social welfare pensions were only for the destitute. At present the onus was on the employer or the individual to provide for his retirement. If contribution to a pension fund was made compulsory it would be better to leave the administration of such funds to insurance companies

These points are not verbatim minutes for historical study. All complaints gooch, waste very uneven distribution, more tableaux of

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GENERAL NEWS

Tucsa wants action on the jobless crisis

22/9/78 (135) R.D.M

By RIAAN DE VILLIERS
Labour Correspondent

PORT ELIZABETH. — The Trade Union Council of SA (Tucsa) yesterday called on the Government to take urgent action against the alarming level of unemployment in South Africa

The general secretary of the SA Typographical Union, Mr Lief van Tonder, told Tucsa's 24th annual conference in Port Elizabeth, South Africa would have to create job opportunities for 8 500 000 men in the next 20 years

— about 1 500 a day. He said there was a mistaken belief there would be a return to full employment once the recession was over.

Tucsa adopted a resolution that unemployment had reached crisis proportions, especially among blacks, and social stability was now threatened

The conference called on the Government to

- Stimulate the economy more;
- Remove all artificial barriers to economic

growth, job training and advancement;

● Implement work programmes to provide relief for the jobless;

● Introduce legislation stipulating a maximum 40-hour week throughout industry and commerce, to encourage greater employment.

Mr Van Tonder, who introduced the resolution, said it did not go far enough. If the Government did everything asked, it would relieve the position but not solve it

"We would be very optimistic to believe we can solve this problem," he said bluntly.

Only foreign capital could save South Africa, he said.

"Half a continent is on the brink of starvation because of the whims of politicians," he said.

"A Southern African economic market could be a solution, but it sounded absurd in the present political climate.

economic grounds. The higher the wage and earners the more sheep are owned by the farmer. The number of cattle is influenced relatively suggesting that cattle are held for many and viewed as a form of economic investment. This also partly explain why the number of cattle the wage levels of workers.

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2.10 Goats, Pigs and Chickens

The distribution of goat ownership is indicated in Table 18. It shows that workers tend to keep less goats than sheep. Sixty-four per cent of the families kept no goats at all while 97% had 20 goats or less. It appears that goats were not as important as cattle or sheep to workers with rural links.

Tucsa stumbles over politics

Skon 23/9/98
125

Sieg Hannig,
Labour Reporter

PORT ELIZABETH — An attempt to avoid South African politics this week set back the efforts of the multiracial Trade Union Council of South Africa (Tucsa) to make headway against the boycott lobby abroad.

It also hit Tucsa's chances of winning ground in the much-divided black labour movement at home — a crucial factor affecting its credibility abroad.

CROSSROADS

The controversy which marred the 24th annual conference of the 22 000-strong organisation this week indicated the pitfalls which this broadly based body of moderates faces in a polarising South Africa.

Political sensitivities within Tucsa were bared when Mr R.H. Botha, gene-

ral secretary of the Mine Surface Officials Association (13 000 members) objected to the raising of police raids on the Crossroads squatter camp in Tucsa's debate on human rights. (Mr Botha was elected one of Tucsa's six deputy vice-presidents).

DIVIDED

The conference supported his call by a large majority and diplomatic observers from major foreign embassies showed open displeasure by joining in a round of applause for the thwarted speaker.

And one of the black delegates said in an interview that blacks "were perturbed" by the event.

Some of the damage was repaired in the subsequent housing debate when the conference decided to suspend standing orders and the previously thwarted speaker was able to have his say.

It appeared as if the South African labour movement would enter the new era following the report of the Wiehahn Commission as divided as ever.

Four years after reopening its ranks to black trade unions, Tucsa's black membership has stabilised at seven unions, accounting for 23 756 workers

It was also widely felt that the controversy was likely to make it more difficult for Tucsa to combat the "malicious" campaign of the hostile anti-South African labour movements abroad.

Tucsa's hopes of luring blacks shaken

sum. Trib.
24/9/28

(135)

ANY HOPES that the Trade Union Council of South Africa (TUSCA) might gain ground from feuds in the divided black labour movement were shaken this week by political sensitivities in its own ranks.

According to its latest directory, released at its annual conference this week Tucsa has seven black trade unions in its ranks which account for 23 756 black workers. The directory lists 23 black unions with 55 606 workers throughout the country.

This week's blow came from a controversial ruling that police raids on Cape Town's Crossroads squatter camp were not to be raised in the human right debate at the conference.

Damage

A full airing of opinions granted on the subject of Crossroads during the conference's human rights debate later on was unable fully to repair the damage. The set-back came barely a week before a scheduled meeting to form a Johannesburg branch of a proposed federation designed to further the interests of black unions.

The majority of the black labour movement in Johannesburg is not affiliated to Tucsa. It also opposes the proposed federation which some unions view as a

If this feud had enhanced Tucsa's chances of winning new black membership, this week's controversy would have countered them.

Foreign diplomats were taken aback when the multi-racial conference voted 56 to 22 against airing Crossroads under human rights.

One diplomat described the position as "incredible" in a private conversation.

Objected

The controversy arose when Mr R. H. Botha, general secretary of the Mine Surface Official's Association, objected on a point of order that the Crossroads raids were irrelevant to the debate.

Mr Botha, whose 13 000-strong union joined Tucsa only a year ago, was elected one of Tucsa's six deputy vice-presidents during the conference.

Mr Ronnie Webb, re-elected president, upheld Mr Botha's objection. Despite protests from Miss Dulcie Hartwell, a veteran Natal unionist and another delegate, a vote confirming the ruling was taken.

Tucsa waits for the big shake-up

"WE'RE not ready for the revolution we've been asking for. We must get our house in order."

These remarks by Mr Steve Scheepers, veteran trade unionist, summarise the issues which dominated the 24th annual conference of the Trade Union Council of South Africa (Tucsa), the largest trade union coordinating body in the country, held in Port Elizabeth last week.

More than 200 delegates from 61 affiliated unions, representing more than 200 000 workers of all races, expressed themselves on a wide range of social, economic and political issues. But the proceedings were overshadowed by the impending report of the Wierhahn Commission of Inquiry into SA's labour laws, due in about five weeks' time, and its possible impact on organised labour.

The conference reflected growing optimism that the commission's work could result in a far-reaching new deal for all South African workers and that Tucsa could at last see some of its ideals realised.

But it also reflected the growing realisation that the anticipated changes could be SA's established labour organisations to the a realisation to the commission's Prof Nic Wierhahn added momentum. He warned that it had for drastic threats to

not

spelled out explicitly, the basic issues which dominated the conference were the possibility that full trade union rights might be extended to black workers, the way in which these rights could find expression, and the impact this could have on the established labour movement.

One resolution expressed the hope that the commission would provide a new blueprint which would guarantee equal participation to all workers in the industrial relations system.

But the conference noted that although Tucsa unions had been urged to unionise blacks in their industries, the vast majority of blacks were unorganised and there had been no improvement in the numbers of blacks enrolled.

Unions were urged to make renewed efforts to organise black workers as a first step towards the new dispensation likely to arise out of the commission's work.

Another resolution urged affiliated unions to work towards the formation of single non-racial unions wherever possible.

Miss Christine du Preez, senior office-bearer, said Tucsa was hopeful the ideals it had held for so long would be realised, including the extension of full trade union rights to blacks.

Referring to the statement by a previous Minister of Labour that black unions

would be "bled to death", she said "We have persevered, and the black unions did not die but are ready to take their place under the same conditions in terms of the law as the other unions."

Mr Scheepers agreed Tucsa could see ahead the changes it had advocated for a long time. "But assuming we get all we've asked for, many of us are going to be caught on the wrong foot — not only Tucsa unions, but others as well, he said."

A black unionist, Mr Tom Mashini, said "We must start organising black workers immediately. By waiting we're asking for trouble."

Another delegate asked "We say we have been as non-racial as the Government has allowed us to be. Is that the whole truth?"

The debate brought a strong rejoinder from Dr Anna Scheepers, president of the Garment Workers' Union, which has the National Union of Clothing Workers, the largest black union in the country, as its parallel union.

"We have been organising blacks in our industry for 40 years. We have nothing to fear — we have friends and not enemies in our ranks."

Closely linked to the anxieties about Tucsa's future, was concern expressed by delegates about the organisation's image and credibility.

ity both inside SA and abroad.

One delegate noted that Tucsa had had a chequered career, but this was a characteristic of an organisation seeking to steer a middle course. It had proved different race groups could work together successfully. Among the charges Tucsa faced were that it was a Government stooge, and white-controlled.

"We must refute these charges or lose credibility," the conference was told.

Mr Arthur Grobbelaar, Tucsa general secretary, attacked "malicious elements" both inside SA and abroad who were seeking to undermine Tucsa.

Mr Robbie Botha, general secretary of the Mine Surface Officials' Association, agreed that Tucsa was often unfairly criticised. But he warned that Tucsa had to examine itself to see whether some criticism was not justified.

Tucsa is to become tougher towards its detractors. The conference charged the organisation's international affairs committee with the task of seeking out local and foreign opponents and countering any statements which reflected a false image.

In a more positive move the conference also adopted a non-discriminatory code of conduct for affiliated unions which according to its originator, Mr Ray Altman of the National Union of Distributive Workers, could help to restore Tucsa's credibility.

In a later interview, Mr

Ronnie Webb, Tucsa president, expanded further on the problems which had concerned the delegates.

"It is one thing to advocate certain reforms — and another to realise those aspirations in practice. One may suddenly find one is unprepared for what may prove to be revolutionary changes."

"That is why we saw it as important that affiliated unions should be made aware of the implications of the changes and reforms which are so obviously in the offing."

Mr Webb also touched the core of Tucsa's anxiety — whether the extension of union rights to blacks would strengthen non-racial unionism or whether blacks would find their interests as workers did not coincide with the presently registered unions.

"Tucsa favours non-racial unions. We feel unions formed along ethnic lines would be a continuation of the process of racial polarisation in society which has been developing for a number of years."

"This could assist in developing black consciousness in the union movement, which we feel is undesirable. The union movement is divided enough as it is."

"But our dilemma is this — we see the possibility that, given the present circumstances and the apparent importance of race exclusivism, blacks will rather opt for separate black unions."

Also, while Tucsa would

step up efforts to unionise blacks, there would also be a new thrust by everybody else.

However, black workers should not be denied the right to establish separate unions if they wished to do so.

"We just hope they steer clear of politics and are not averse to consultative arrangements with other unions in the industries concerned to ensure concerted collective bargaining."

Mr Webb ascribes many of Tucsa's credibility problems to pressure from conservative white unions in the past. This had led to critical situations, including the amendment of Tucsa's constitution to exclude non-registered unions.

This decision was eventually reversed and black unions were readmitted, but some black unions were alienated because of what they saw as double standards on Tucsa's part — "they did not recognise the difficulties Tucsa was faced with."

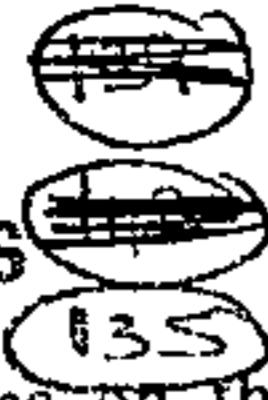
During a closed debate on a blueprint for the future, the conference agreed that Tucsa had to expand to achieve its objectives, and authorised an in-depth investigation into the possibilities of expansion.

According to Mr Webb, Tucsa will aim at becoming more effective and assisting its affiliates in a more positive way.

"In this way we hope to contribute to the labour movement as a whole," he said.

UNIONS

New groupings



Unregistered trade unions on the Reef are undergoing a realignment which is likely to have crucial effects on SA labour relations

The most immediate effect has been the expulsion of two unions and a section of a third from the Reef based consultative committee of black trade unions. A second is likely to be the imminent form-

ation of a new union federation, with the unregistered unions and some of the registered (coloured and Asian) motor unions as members.

The new federation will take on added importance because of the forthcoming report of the Wichahn Commission. It is likely to become a home and an organising base for those unions unwilling to align themselves with Iucsa and other registered unions which are now seeking to organise African workers.

The federation is thus likely to be in direct competition with Fucsa in the battle to recruit African support and its formation is a response by African unions to what they see as registered union attempts to control African workers.

Virtual certainty

It is also a response to many employers who have preferred African unions to have close links with the existing registered unions in the belief that these links will ensure that the African unions remain relatively conservative.

The federation's formation became a virtual certainty at the weekend, when five Reef unions agreed to form a regional committee which will meet with committees from the Eastern Cape and Natal on October 21 to consider a draft federation constitution. A date for the federation's formal launching is likely to be announced at this meeting.

Among the five were two unions — Glass & Allied Workers and Paper, Wood & Allied Workers, and a section of a third, the Engineering & Allied Workers Union, which have up to now been members of the consultative committee and associated with the Urban Training Project (UTP), a Reef-based organisation which offers educational, administrative, and financial services to a number of Reef African unions.

The consultative committee is opposed to the formation of a federation at this stage and has been for some time. The decision of some of the unions within its fold to back the new grouping is thus something of a breakthrough for the federation's initiators.

The issue has also brought to a head simmering tensions within the consultative committee. For some time the union general secretaries who make up the committee have been under attack from some of their members and executives who charge they are not taking an active enough lead in union issues or informing union members of decisions.

The federation issue has brought these differences to a head and the consultative has now expelled the dissenters. In addition, they have been asked to appear before the UTP on October 15 to answer charges of disloyalty to the other unions or face losing UTP backing.

Henry Chipeya, president of the Com-

mmercial Catering & Allied Workers' Union tells the *FM* the 7 remaining consultative unions believe the dissenters have defied a consultative decision to have nothing to do with the federation among other consultative unions and have been canvassing support.

He says the consultative committee remains opposed to joining the federation at this stage because it has not received assurances from the federation's initiators on a number of points — among which is the fear that the federation will duplicate some of the activities of consultative unions.

Nevertheless, while the dissenters are apparently willing to attend the meeting with the UTP, they are certain to stick by their support for the federation. They're thus likely to sever all links with UTP.

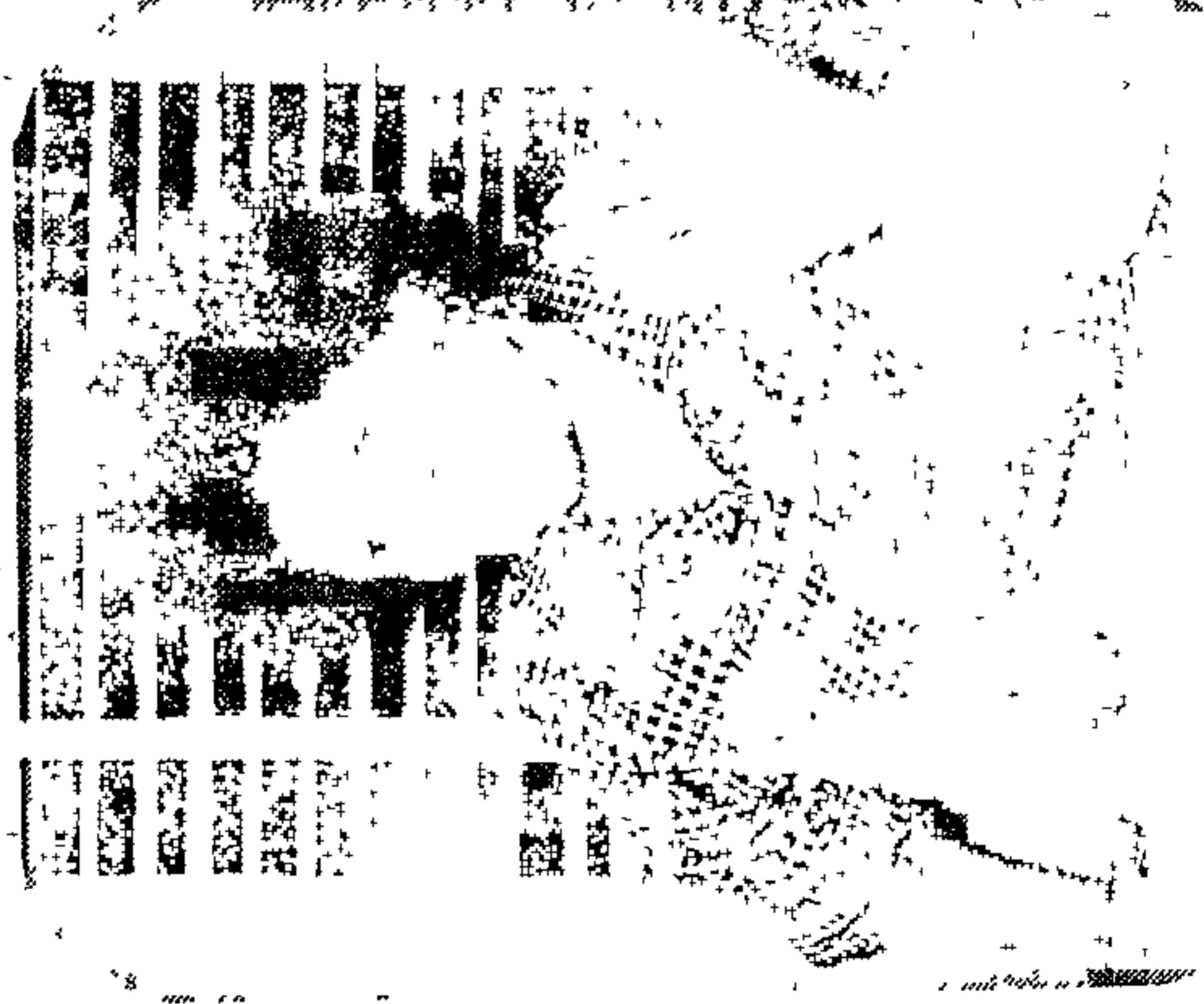
Other consultative unions could follow them into the federation. Two other unions whose secretaries are opposed to the federation move, Commercial & Catering, and Sweet, Food & Allied, are committed to putting the idea to their members at a general meeting.

It's not yet clear which way they'll go. What is clear is that both existing registered unions and employers are due to be faced with a new and powerful union voice.

WOMEN

10/11/78 Sat 135

She's the force behind clothing workers



SARAH CHITJA-KHALI — appointed to the executive committee of Tuusa this year, is only the second black woman to achieve this distinction.

Sarah Chitja Khali has devoted a lifetime fighting for official recognition of South Africa's fifth largest trade union.

This year Mrs Khali became the second black woman, in the 24-year existence of the powerful Trade Union Council of South Africa (Tucs), to be elected to the executive committee.

Mrs Khali is assistant general secretary of the 23 000-strong National Union of Clothing Workers, which represents 85 percent of all garment workers.

No say

"I was elected because of my long association with trade unions. Trade unions can only survive if all workers, black and white, work together.

"However, by depriving black workers of collective bargaining powers the economy of the country suffers. Blacks can't be motivated if they have no say in their future," Mrs Khali said.

She was born in Vrededorp, and her schooling was sparse, as she had to work as a shepherdess for her grandfather. She

stopped her schooling after completing her Std 6.

Mrs Khali was a clever pupil, however and was later asked to do school teaching. She did this for a time before being employed as a skilled table-hand in the clothing industry.

Initially most workers in the clothing industry were men, but World War 2 changed that.

In 1952, the National Council of African Women was formed in Sophiatown to promote the interests of African women clothing workers. Mrs Khali was a founder member.

On scene

She was involved in the first wage board sittings in 1958 to upgrade the wages of rural garment workers.

Later the NCAW amalgamated with the men's association to form the NUCW.

When workers strike, Mrs Khali is rapidly on the scene. She liaises with police and has discussions with employers and worker to try to solve the problems.

Mrs Khali was the first black trade unionist in-

vited to attend a three-month study course in Israel three years ago. In the same year she was a representative at the International Women's Seminar in Tel Aviv.

Last year she graduated with a diploma in Labour and Co-operatives after a course in Israel. She also travels to Europe and America on business tours.

Creches

In between fighting for the rights of her workers and for Government recognition of her large union, Mrs Khali does considerable community work.

She was a founder member of the Zenzele Young Women's Christian Association in Soweto in the 1940s.

Mrs Khali is joint chairman of the African Self Help Association, which she helped start 24 years ago while still a factory worker. She started with a creche in her home and now supervises 32 creches under the auspices of the Association in Soweto.

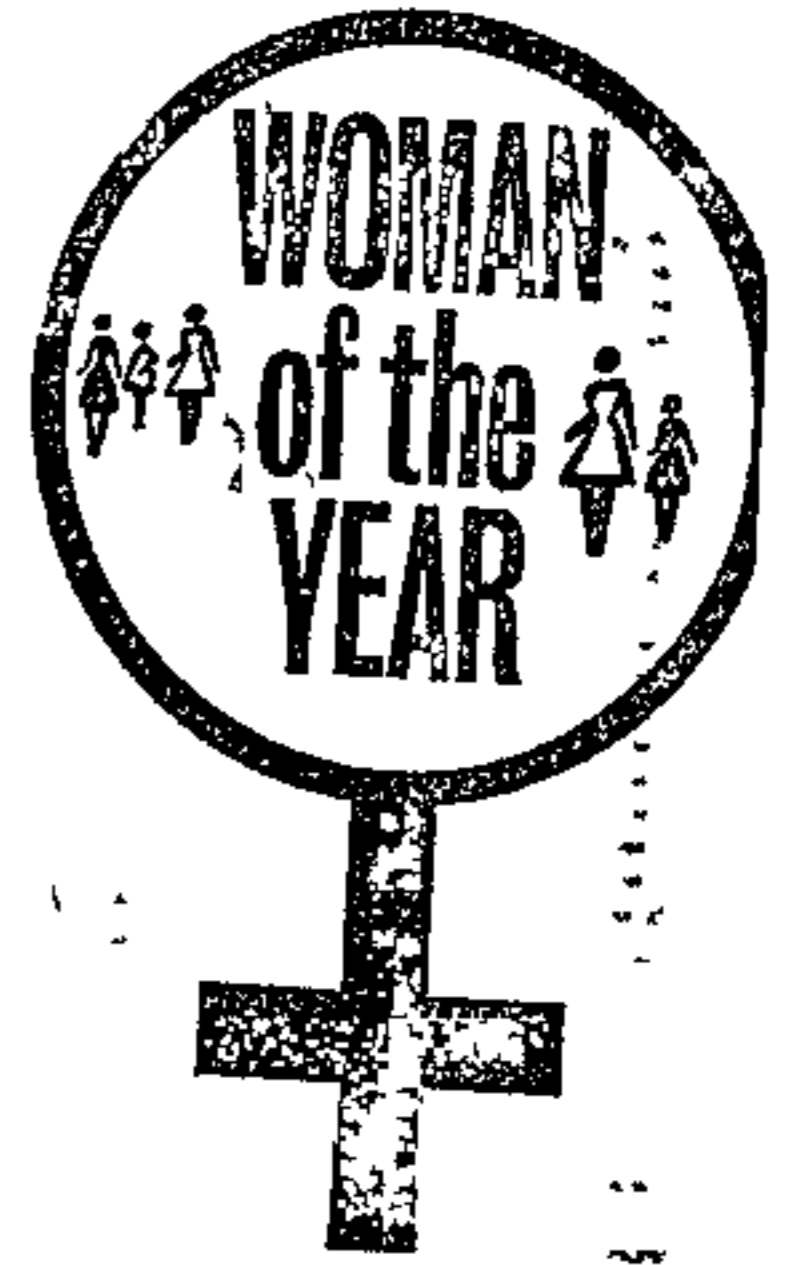
She is an executive member of 'Woman for Peace' and is on the executive committee of the Women's Legal Status Committee.

Today we feature the fifth set of women nominated by senior editorial staff of The Star for some noteworthy achievement during the current year.

CHARLENE BELTRAMO interviewed them.

When stories on the 21 women selected have appeared, you will be asked to vote for the one whom you consider to be most deserving of the title of Woman of the Year, and to give your reason for doing so.

We suggest you cut out the interviews as they appear to help you in your



final selection. The result of the readers' ballot will be announced at the Woman of the Year luncheon which will take place at a Johannesburg hotel on December 6.

Interviews with the next two Woman of the Year candidates will be published on Monday.

Experts praise her road plan

Flo Bird has spent five years constructively campaigning for better town planning in Johannesburg.

This year she produced an alternative road plan for Parktown hailed by experts as "unquestionably superior" to the original plan drawn up by the Johannesburg City Council.

The council's plan had threatened to turn Johannesburg into a massive road junction.

Mrs Bird, who is secretary of the Parktown Residents' Association, consulted town planners, landscapers and traffic engineers, among others before drawing up her plan.

Mrs Bird is a former school teacher and has no planning background. But her determination to spare Johannesburg and historic Parktown in particular from "shoddy town planning" spurs her on.

The Johannesburg Council sees town planning from the viewpoint

of traffic only. When the planner has a map in front of him he just draws his road plan. He might not know that there are beautiful, historic buildings in the way."

Mrs Bird made her road plan skirt Parktown and items of historical or aesthetic interest.

The Parktown Residents' Association was initially started to save Parktown West when plans for the building of the College of Medicine were being mooted, she explains.

The association, Mrs Bird says, was born in despair — a feeling that has increased the more it learns about "bad town planning in Johannesburg."

"When Johannesburg was first planned there were six parks in the city, now only the Market St park is left."

Mrs Bird is fighting for a proper forward planning scheme for Johannesburg.

"The one the council is at presently working with is dated 1946. We don't

need to keep repeating old mistakes," she exclaims.

She gets incensed when she discusses a Guide Plan for the Central Witwatersrand being drawn up by the Government. "The Johannesburg City Council had only two suggestions for the next 50 years — do they think there won't be any progress here?" she asks.

Mrs Bird is intent on preserving Parktown, which she regards as "an important mining museum."

"The mining magnates and early pioneers built lavish homes here. But South Africans are so crude. They sit back while history is demolished."

The row of houses Mrs Bird lives in used to be a mining village called Eksteen Compound. She is determined that none of the houses will fall to the demolisher's hammer. Her biggest fight she says is to stimulate public participation in town planning and to fight dictatorial bureaucracy.



FLO BIRD — with her road plan experts hailed as "unquestionably superior" to one drawn up by the Johannesburg City Council, that threatened to turn Parktown into a massive road junction.

'Acuface' is in

By Cheetah Haysom in New York
Mankind's desire to retain the look of youth persists and in New York hundreds of men and women are now having "face-lifts" by a method that leaves no scars — acupuncture.

Acupuncture is the ancient oriental science rooted in the philosophy of the duality of human beings — that their positive and negative forces create energy.

Sickness in humans is the result of an imbalance of these forces, which is corrected by inserting hair-fine needles into the body at nerve points.

As the use of acupuncture for diagnosis and therapy has grown in the West, so has the popularity of cosmetic surgery — and the willingness of people to admit they have had it.

At least 1 000 men and women in this city have now submitted their droopy jowls, sagging skin and wrinkles to cosmetic

acupuncture — a process that lasts about 15 treatments of about 30 minutes each.

The treatment involves the insertion of 36-gauge stainless steel needles into various parts of the body — not necessarily the trouble spots. The process is almost painless.

Dr Thomas Lee, president of the American Acupuncture Association, said that the needles cause a contraction of the derma (the skin and tissue) and tightening of the face muscles, which has the effect of lifting the skin.

The stimulation of the nerves by the insertion of the needles also brings circulation to the area, filling out hollows, improving muscle tone and helping counteract dryness, which contributes to wrinkling.

The number of treatments required depends on the individual. Some patients notice little improvement from cosmetic acupuncture, some find it very slow and others find it very effective after only a few sessions.

WIEHAHN COMMISSION

On April 7 and 14 we reported a speech by Tucsá's Arthur Grobbelaar dealing with the Wiehahn Commission. Tucsá complained to the press council that our reports contained inaccuracies. This matter has been settled by the parties.

The complainant accepts that the publication of the *FM* of June 23 affords him redress. For its part the *FM* expresses its regret to the complainant for inaccuracies contained in the original *FM* reports of April 7 and 14.

(135)

FM 10/11/78

Tucsa calls for action on jobless

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23/11/78 R.D.M

By RIAAN DE VILLIERS
Labour Correspondent

THE FINDING by the Department of Statistics that 103 000 Coloureds are jobless was "absolutely staggering", a Coloured trade union leader this week

Mr Ronnie Webb, president of the Trade Union Council of South Africa (Tucsa), said the finding revealed a much higher Coloured unemployment figure than he had dared to imagine.

He said unemployment had obviously not eased with the economy's recent

recovery

"Something drastic has to be done to alleviate unemployment. We simply cannot allow this state of affairs to continue," he said.

He called on the Government to stimulate the economy and step up its housing programmes.

He said the Unemployment Insurance Fund should be used to help

The survey — the first direct Government investigation of Coloured unemployment — was released by the department on Tuesday.

It found that 11.9% of the

economically active Coloured population were jobless, placing Coloured unemployment on approximately the same percentage level as that for blacks.

The finding is based on a monthly current population survey conducted by the department since July, similar to the survey of the black population started in October last year.

The survey shows a dramatic increase over the figure for registered Coloured unemployed, which stood at 14 655 or 2.6% in September.

But a Department of Labour spokesman said yesterday no problems were experienced in placing registered Coloured unemployed, especially in the Western Cape where he said there was actually a shortage of Coloured labour.

The department granted "thousand of permits" for black labour every month when Coloured labour was not available.

"The jobs are there, especially manual labour. The problem is that Coloured workers are too choosy," he said.

Back Eveready workers — union

23/11/78
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Rid. of

By RIAAN DE VILLIERS
Labour Correspondent

THE TRADE Union Council of South Africa (Tucsa), which is one of the two largest labour co-ordinating bodies in the country -- was called on last night to throw its weight behind the National Union of Motor Assembly and Rubber Workers in their dispute with Eveready SA in Port Elizabeth.

Eveready is a subsidiary of Berwick, a British company.

At a meeting last night, the Witwatersrand branch of the National Union of Distributive Workers, a Tucsa affiliate, called on the body to lend its "full moral and financial support to the struggle of Eveready workers and their union for recognition by the company".

The meeting noted with dismay the company's refusal to recognise the union and its dismissal of 160 striking union members and declared its support for all steps taken by the union and its members to safeguard their interests.

In another development, five of the group of coloured women who went on strike at Eveready three weeks ago, were arrested in Gelvandale yesterday and

charged with littering.

The charges relate to the handing out of pamphlets setting out the background to the dispute and calling on workers to boycott Eveready products.

A union spokesman said yesterday a group of about 30 women were taken to the Gelvandale police station where five were eventually charged. They were released on bail of R50 each and are expected to appear in court this morning.

Colonel Marcus van der Merwe, divisional criminal investigating officer for the Eastern Cape, confirmed the arrests.

Meanwhile, the union's boycott campaign has got off the ground in several centres. A union spokesman said large stores in coloured areas in Port Elizabeth had stopped stocking Eveready products and had taken them off their shelves.

In the Western Cape, an Athlone business association has asked affiliate traders to boycott Eveready products. The association includes two large supermarket chains.

The spokesman added other unions which had pledged their support were also distributing pamphlets calling on workers to join the boycott.

UNIONS
More action

Five more banned people who were associated with the African trade union movement have instituted defamation actions against Iucsa and its general

a refusal to accept
However, where the Af

secretary, Arthur Grobbelaar
The five, who are represented by three attorneys (two based in Durban and one on the Reef) allege that they were defamed by a statement made by Grobbelaar after he and a Iucsa delegation met Justice Minister James Kruger in December 1976

The Iucsa delegation met Kruger to discuss the banning, the previous month, of 27 people connected with the black labour movement

An earlier defamation action arising out of the same statement was settled out of court earlier this year, banned unionists Loet Douwes Dekker, Eric Tyacke and Jean Tyacke each receiving an apology and R1 000 in damages

The action by the five has not yet been concluded

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3 846 African workers. These were usually settled by Bantu Labour Officers. A further 115 disputes, where work stopped, but which could not be regarded as strikes occurred and these involved 22 744 Africans. There were also 246 strikes in which 67 338 Africans took part.²³

It would not be unfair to infer that the alternative system of labour relations imposed upon Africans by the State was inadequate and that when it was subjected to stress it cracked. African workers eschewed it, employers showed a marked reluctance to use it in a meaningful way, and even the State implemented it without vitality.

THE BANTU LABOUR RELATIONS REGULATION ACT (NO. 70 OF 1973)

During the 1973 labour unrest the Government moved quickly to overhaul the system and published a draft Bill embodying its aims in this regard. Its proposals, in the words of the Minister of Labour "... evoked wide interest, and comment as well as proposals for its improvement were received from most of the major employers' organisations, from trade unions, individual employers and other bodies".²⁴ As a result the authorities altered the original Bill and later introduced the Bantu Labour Relations Regulation Amendment Bill.²⁵

The new machinery retained the three-tier system, which had operated for twenty years, with certain important differences.

23. Ibid.

24. Hansard 17 column 8390, 6 June 1973.

25. Some of the comment elicited by these Bills is recorded in: Muriel Horrell and Dudley Horner. A Survey of Race Relations in South Africa, 1973. Johannesburg, S.A.I.R.R., 1974 pp.276-281 and 286-291.

Tucsa's concern

1351
PM 12/1/77

Sir — The Trade Union Council of South Africa (Tucsa), contrary to what you implied in "Codes of conduct — More monitors" (*Current Affairs* September 8), is indeed very aware that there may be confusion over the codes. It

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was for this reason that we published and clarified all the codes which had appeared to date, in an issue of our *Labour Mirror*, as long ago as December 1977. We have also published details of the codes in the latest edition of our *Trade Union Directory*.

There are no indications whatsoever that many employers are likely to welcome Tucsa's move to monitor the codes. If anything, there might well be some apprehension on the part of many of them

Our concern with the codes is nothing new. In fact, in the *FM* of last November 25, I am quoted as saying: "The trade union movement was never consulted in drawing up the (Urban) Foundation's Code. To draft a code without consulting the people it is aimed at, the workers, seems crazy to me."

The last paragraph in the same article states that: "Grobbelaar points out that monitoring the code will require substantial resources. He therefore suggests that a joint union/management body be established to monitor performance and regularly publish the results."

You are therefore wrong and unfair to suggest Tucsa's concern is recent, and that it is "reacting directly to the Inkatha move by attempting to neutralise what it



In the factory . . . Tucsa does care

sees as 'political' influence on the shop floor." While we firmly believe, for a number of reasons, that Inkatha should not be involved in this matter, we have never labelled it an "interloper."

There are a number of perfectly straightforward reasons why Tucsa was not able to give closer attention to the codes at an earlier stage. While the EEC

code was approved by the foreign ministers of the Nine in September 1977, it was not until May of this year that it received the official sanction of the British government. It was only during June of this year that I had talks with the British government in this regard, and was presented with a copy of the White Paper

The Canadian code was not released until the end of April 1978, and it was not officially handed to me until July 18

The Sullivan code was not revised and amplified until July of this year. Until then it had omitted mention of trade union rights.

Following the developments outlined above, the July/August 1978 issue of our *Labour Mirror* was used to fully detail the various codes. This was the first available opportunity we had to launch our campaign.

I would further point out that Tucsa — which is not an "outfit" as you say but SA's premier trade union co-ordinating body — expressed its concern about the codes and their implementation in the November/December 1977 issue of *Labour Mirror*, and again the May/June 1978 issue of that publication.

Arthur Grobbelaar, general secretary, Tucsa