

Mining
- Labour

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1969

Gold Mines - Labour

500 MINERS OUT IN TRANSVAAL, O.F.S.

FIVE HUNDRED WHITE MINERS at four gold-mines in the Transvaal and the Free State are out on strike, the acting president of the Chamber of Mines, Mr. T. Reekie, said in a statement to Sapa today.

The strike at Winkelhaak in the Eastern Transvaal was a continuation of one which started on December 29, he said

"There was a new strike at Leshe this morning which appears to be in sympathy with that on Winkelhaak. Strikes have also occurred at SA Lands and President Brand, the reasons for which appear to be unrelated to those given in the Evander area," he said

"Mine managements concerned have kept the Department of Labour fully informed and the chamber has been in touch with the president of the Mineworkers' Union in an endeavour to bring the strikes to an end as soon as possible

ILLEGAL

"The matters in dispute are capable of being dealt with in accordance with the normal conciliation procedures and there is, therefore, no justification for illegal strike action

"The mining industry welcomes the clear statement issued by the Secretary for Labour that the action of the striking men is illegal, for this should remove any doubt that might exist among mine employees

"In the interests of the country and the mining industry—including the men themselves—it is essential that the strikers return to work without delay and thus permit the recognized procedures for the settlement of disputes to be brought into operation"

The Winkelhaak strike is due to unrest over the discharge of

a White miner who is allegedly "unable to work in harmony with Africans on his shift"

As far as could be ascertained this morning, the strike at President Brand is due to "tough treatment" meted out to a White miner who was discharged just before Christmas

On Christmas Eve mine officials armed with a court order, evicted the discharged miner, his family and furniture from his home on the mine property, without waiting for the result of a conciliation board for which the Mineworkers' Union had applied immediately the man was discharged

Gold Miners - Labour

300 MINERS STRIKE ON FIVE SHAFTS

A ABOUT 300 MINERS went on strike on gold-mines this morning, five shafts being involved.

At Winkelhaak, in Evander, 30 miners on No 3 Shaft joined the 60 miners on No 2 Shaft who have been on strike all through the week.

At President Brand in the Free State, about 200 miners on all three shafts did not go underground this morning.

There are reports of "minor unrest and dissatisfaction" at several other mines at which, however, there has been no appreciable stoppage of work.

The Winkelhaak strike is due to unrest over the discharge of a White miner who is allegedly

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EVICTED FROM HOUSE

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Gold Mines - closure

60 miners still on strike

Industrial Correspondent

THE strike by more than 60 White miners continued at the No 2 shaft of the Winkelhaak Mine in the Evander district yesterday. Only one miner went down.

A spokesman for the Union Corporation, which owns the mine, said yesterday afternoon that the position appeared to be unchanged. The spokesman said that the strike was completely illegal and that the men had normal channels through which to express their grievances in terms of the Industrial Conciliation Act.

The stoppage occurred over the sacking of a White miner who, according to the mine management, was not able to work with Africans. A spokesman for the Mine Workers' Union said yesterday that the union remained committed to its policy that no White miner should be sacked over a difference with an African.

Several of the men yesterday demanded that the single miner, who refused to join the strike at the shaft, should be sacked. These men said they would not return to work until the sacked miner was re-engaged and the miner who went underground was sacked.

Gold Mines - Labour

**Miners are
still out**

The strike by about 60 White miners at the Shaft of Winkelhaak Mines at Evander continued today. It started yesterday over the alleged wrongful dismissal of a miner.

Mr Maurice Meiring, president of the Mineworker's Union, visited the mine today to investigate the circumstances surrounding the strike.

Yesterday the 60 men on the morning shift refused to go underground and they refused again today when it became evident to the strikers that the management had not taken steps to reinstate the man.

A spokesman of the mine said no discussions could be conducted while the men are on strike.

Production has so far not been hampered by the stoppage but a continuation of the strike will inevitably result in a loss of output.

Gold Mines - Labour

Sacking— so miners refuse to go down

Industrial Correspondent

WORK almost came to a standstill at the No. 2 Shaft of the Union Corporation's Winkelhaak Mine in the Evander area yesterday morning, when 60 White miners refused to go underground.

A spokesman for the Mine Workers' Union said afterwards "We can afford to hang up this shaft for a year."

The men concerned had nothing to lose because they had already lost their long service privileges through being forced to sign on again after being involved in the widespread "wildcat" strikes late last year.

The dispute has arisen over the sacking of one of the miners. The union spokesman said the management had first stated that the sacked miner had assaulted an African. Later the management had said that he was sacked because there had been bad reports about him and it appeared he could not work with African labour.

DISCUSSIONS

A statement by Union Corporation said the correct procedure to be followed had been brought to miners' attention. The Divisional Inspector of Labour and the Chamber of Mines had been informed and discussions were proceeding to get the men to return to work.

I understand that the stoppage was not called by the Mine Workers' Union. But the union has not yet made a move in the dispute. The president, Mr Maurice Meiring is expected to visit the mine tomorrow to discuss the matter.

Gold Mines - Labour

Package deal offer to miners

THE new pay proposals submitted to mineworkers yesterday by the Chamber of Mines embody the principle of "productivity bargaining" — a remedy for revitalizing "sick and ailing industries."

Mr R S Cooke, president of the Chamber, told Pressmen in Johannesburg last night that the gold mining industry in South Africa was indeed ailing.

This was the result of a pegged gold price, increasing production costs and inflation.

"In order to go some way towards meeting increased pay demands, the industry is forced to seek new ways to offset rising production costs through increased productivity."

It was hoped that the principle of productivity bargaining, contained in the latest proposals, would provide the answer. It had already done much to help struggling industries in Britain and America, Mr. Cooke said.

The proposals, in the form of a "package deal" entail an offer to mineworkers of monthly instead of daily pay, with improved benefits, in return for higher productivity in the mines.

These proposals were submitted to the Federation of Mining Unions yesterday, he said, and negotiations would resume early in the New Year.

It was now up to the Federation to discuss the proposals with its own executives and with the nine individual unions.

As far as the mineworkers were concerned, Mr Cook said, monthly pay was something that they had wanted for a long time. The Chamber had postponed the issue for some years only because of the heavy cost of a complete changeover.

However, increased productivity would offset these costs. "The benefits to the mines of monthly pay are obvious, involving a cut in administration costs," he said.

"They are also obvious for the mineworkers, whose income fluctuates widely under the day pay scheme."

With monthly pay, a single lump sum would cover basic

rate, consolidated benefits and overtime. Actual overtime worked might be reduced, he said, though not eliminated. Under the scheme, mineworkers' basic incomes would be increased. The increased productivity sought by the mines in return would be achieved in three ways. "The employers believe that, particularly in the case of the mechanics' unions, some old established inter-trade customs concerning 'which tradesman does which job' could be relaxed. "They believe that certain of these customs are out of date, particularly underground in mines, where conditions are so different from those in surface workshops. It is not intended that there should be any encroachment on the normal demarcation of trades."

Gold Mines - Labour

New pay proposals a

COST THREAT

Spiral is crippling — Cooke

By DEREK SMITH
Industrial Correspondent

THE Chamber of Mines yesterday submitted its new pay proposals to mine-workers amid mounting concern that spiralling costs are rapidly crippling the gold mining industry.

The president of the Chamber, Mr R S Cooke, told a special Press conference last night that the current cost increases would cut the life of the gold mining industry by one-third, unless there was an increase in the price of gold.

Later, he told me in an exclusive interview that if the mining companies discovered another area similar to the new East Rand today they would consider it hardly worth exploiting.

Whereas a production limit of four pennyweights used to be economical, the figure is now 10 pennyweights, he told me. There were companies who knew of gold which could be mined economically on the old basis, but now they considered that it was not worthwhile.

Costs had risen prior to 1964 by 3 per cent, he said. Last year these had risen to 4 per cent and this year the figure had reached 6 per cent.

"You can well imagine the effect it will have if we allow costs to go on rising," said Mr. Cooke.

Calculation

"Our calculations indicate that if costs continue to rise without an increase in the price of gold, it will cut one-third off the life of the gold mining industry."

Mr Cooke was explaining the situation in which the Gold Producer's Committee of the Chamber of Mines had put forward its proposals for benefit and pay increases to a greater of the nine trade unions.

re submitted

TO MINES

cerned are represented by the Mine Workers' Union. The proposals also contain suggestions for greater productivity on the mines. These suggestions, said Mr. Cooke, consisted mainly of changing trade union traditions in some cases and in placing underground working on a more practical basis.

Bargaining

The trend in Britain and America today between employers and trade unions for productivity bargaining, said Mr. Cooke, was the main one which the Chamber had in mind. It would be, he said, dishonest to say that the productivity proposals were the original "mines" experiment which caused so much controversy two years ago.

The latest productivity scheme would leave the control of African workers under the control of the miners who would designate the gangs to do certain work without the supervision of the Chamber.

The old experiment had received the approval of producing a "Black man" in an African mine. The Chamber had designated the gangs under the proposal would be under the control of the

miner. The proposals were similar to those suggested by the Action Committee of the Mine Workers' Union in the Free State (the "rebel" group which was then still seeking power).

Guarantee

Although the scheme envisaged that there would be an eventual reduction in the number of White miners, the Chamber had undertaken that nobody would be retrenched. It was also unlikely, due to the current manpower shortage, that the job opportunities for men wanting to join the industry would be lost. At the moment there were vacancies for 2,000 men in the industry, said Mr. Cooke.

In exchange for these guarantees the men — including members of the Mine Workers' Union and members of the other eight unions represented on the mines — have been offered monthly salaries with benefits.

Terms

Monthly pay, according to a joint statement issued by the Chamber and the unions, would mean:

- More take-home pay for the average employee.
- Improved pension benefits.
- Sick pay which they do not get at the moment.
- Better accident pay.
- Higher status.
- Altered leave arrangements.

RDM
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ments to permit earlier retirement.

The new pay rates proposed are based on a complicated system but they consist basically of a monthly salary comprising 26 times the present basic daily pay plus about two hours a day overtime. Extra overtime would still be paid.

Still hope

Mr. Cooke said the proposals were very much closer to the demands by the unions in the Federation of Mining Unions. The Chamber had not yet given up hope that all unions — including the Mine Workers' Union — would use the proposals for an agreement. Asked if agreement could be reached with eight unions and without the Mine Workers' Union, Mr. Cooke said: "We will have to cross that bridge when we come to it."

He added: "I am still hopeful that there can be general agreement with the Federation. The Federation appreciates the serious position which the industry is in."

He said that if the Mine Workers' Union succeeded in its demands several mines would have to close down immediately.

- Package deal for unions

— SEE PAGE 3.

Gold Mines - Union

'Package deal' offer made to mining unions

THE Transvaal and Free State Chamber of Mines yesterday offered the Federation of Mining Unions a "package deal" which will, if accepted, result in employees getting monthly pay, improved pension benefits, sick pay, better accident pay, higher status and altered leave arrangements, according to a statement issued jointly by the federation of Mining Unions and the Chamber.

The "deal" will also mean that there will be higher productivity in the mines and a simpler pay system.

The scheme will now be discussed by the individual members of the Federation of Mining Unions and the Federation will reply to the chamber on the offer.

A decision is not expected before early next year.

If the scheme is adopted, skilled artisans and other highly-trained daily-paid men will be freed from many of the minor or routine jobs that require no particular skill, the joint statement said.

"They will, thus, be able to give all their attention to the skilled work for which they have been trained."

The statement added: "These proposals are based on a concept of productivity bargaining. This means seeking the co-operation of employees at all levels in eliminating wasteful or illogical working methods to achieve smoother, more economical production."

"The resulting increase in productivity will enable the employer to increase the workers' earnings without having to put up the price of his goods — and possibly price himself out of business."

SUCCESS

"Judging from reports received, productivity bargaining has had remarkable success in Britain and the United States in some of the older industries which were struggling, in the face of rising costs and repeated demands for increased wages, to sell their goods in highly competitive world markets."

The South African gold mining industry was in a similar, if not worse, position. Mining costs had risen dramatically, particularly in the last two years.

The lives of all gold mines were constantly being shortened by inflation.

"If — because of the increased cost to live — the industry now had to meet substantial pay demands without an increase in productivity, the resulting increase in working

costs would be most damaging to all our gold mines and to the country's economy.

ment on the normal demarcation of trades. "As in the case of other skilled White men, underground workers would be freed from numerous simple tasks and unnecessary travelling about underground to give them more time for the special work for which they are trained."

SAME WORK

"There would be no change in the status of Bantu. They would continue to do the same work as in the past."

"The only difference would be that the White miner or supervisor may have control of more 'Boss Boys' and Bantu than in the past and that his supervision would be of a more general nature. Safety would not be prejudiced."

The proposals now before the Federation and executive committees of the trade unions were in accord with recent urgent Government appeals to combat inflation by increased productivity, the statement said.

According to the statement the employers (the Chamber of Mines) believed that some old-established inter-trade customs concerning "which tradesman does which job" could be relaxed.

"It was not intended that these should be any encroach-

Gold Mines - Labour

NEW EVIDENCE IN MINE UNION DISPUTE

Contempt case is postponed

STAFF REPORTER

A REQUEST by Mr. Eddie Grundling, deposed general secretary of the South African Mine Workers' Union, to have Dr. L. J. E. "Ras" Beyers and Mr. Maurice Meiring, the union's president, committed for contempt of court was postponed by Mr. Justice Ludorf in the Rand Supreme Court yesterday.

In new papers before the court, Mr Grundling — apart from asking for the committal of both men—asked for the annulment of an executive committee resolution, dated December 3, and a general council resolution dated December 13.

After hearing legal argument, Mr Justice Ludorf postponed the new application to January 11.

A further ruling made by the judge will result in the whole dispute being heard on that date.

Some orders sought by Mr. Grundling in an application to Mr Justice Trollip earlier—including his reinstatement in the post of general secretary—were postponed.

Operative

Other orders—including the suspension of Dr. Beyers and Mr. Fred Short, the new general secretary — were granted then.

In terms of yesterday's order the suspension of Dr. Beyers and Mr. Short is now operative until January 11, when the dispute will be heard.

Affidavits in reply to Mr. Mr. Grundling's original allegations have been filed by Dr. Beyers and Mr. Meiring.

In yesterday's application, Mr Grundling alleged that Dr Beyers, in conflict with the order suspending him and prohibiting him from interfering with union affairs, had visited the headquarters of the union in Johannesburg on December 15.

'Interfered'

He also alleged that Dr Beyers had circumvented the court order and was still interfering with the union's administration—by telephone.

Mr. Short was also present in union offices after his suspension order. He had also attended a management committee meeting, Mr Grundling alleged.

On December 3, the executive committee had adopted a resolution that it would make no decision without first consulting Dr Beyers.

was attached to the papers Mr Grundling submitted that the union's management committee, its executive committee as well as Dr Beyers and Mr. Short, were in contempt of court.

He alleged that the union's head offices were "temporarily" moved to Dr Beyers's residence, which was given as Lydiana, Brummeria, Pretoria.

Meetings of the executive committee had taken place in the afternoon and evening of December 3 at the temporary head office Dr Beyers and Mr. Meiring were present, said Mr. Grundling.

Publicity

Mr Grundling alleged that his dismissal received great publicity, and Mr Meiring had been quoted in the Press.

Mr. Grundling said he occupied important public positions, which were prejudiced as a result of his dismissal as general secretary.

His dismissal would also affect him financially, as there was a service bonus of R600 due to him next year. This was forfeited by the dismissal.

Mr Grundling in his application yesterday also asked for leave to subpoena certain people said to be unwilling to make statements.

Meeting

In a supporting affidavit, Mr. A M van Wijk, a Welkom miner, said he was the founder of an action committee in the Free State in 1965. This committee had been formed to protest against a monthly salary for miners experiment.

In April, 1965, Dr Beyers had attended a 750-strong miners meeting — without being invited — and was introduced to him.

Dr. Beyers—who then was still an advocate—had been introduced to the meeting as "Doctor Advocate Beyers". This made a deep impression on the miners. The South African miner was not a person with high educational qualifications, said Mr Van Wijk.

The Jews

Dr. Beyers had received a great ovation from the miners. He had told them the mine-

outsider could be appointed to the post of general secretary. He had also told him he was a member of the Ku Klux Klan.

Mr W G Muller, S.C., assisted by Mr D O Vermoeten, instructed by A Ehlmar, appeared for Mr Grundling. Mr Gert A Coetzee, S.C., assisted by Mr Abraham P Kruger, instructed by Perelra and Potgieter, appeared for the defendants.

it must wake up and show its teeth at the Jews. The capitalistic Jews were in alliance with the English in the Chamber of Mines, Dr. Beyers had told the crowd. By striking, miners would get higher salaries. They had to earn a minimum of R500 a month, Dr Beyers had said. Continuing his allegations, Mr Van Wijk stated that Dr Beyers, before the union's general election in November, had already decided who would be in the general council and he had also decided that Mr Maurice Meiring would be the union's president. Mr Van Wijk said Dr. Beyers had told him the union's constitution would have been altered so that

On December 18, Mr Meiring was reported in "Die Sondagstem" as saying that "a disaster" would hit South Africa if there was any more interference with Dr Beyers. He had also stated that a petition would be circulated by the union to have Dr Beyers reinstated on the Roll of Advocates. Mr Grundling stated. A copy of the Press report

Gold Mines - Labour

Outright 'no' by miners predicted

STAFF REPORTER

THE executive committee of the Mine Workers' Union would reject the new wage proposals for White mine workers outright, the president of the union, Mr. Maurice Meiring, predicted last night.

He said in an interview that negotiations between the union and the Transvaal and Free State Chamber of Mines would be discussed by the executive committee at its meeting today.

The management committee of the union had already instructed him not to continue with the negotiations.

"The management committee decided yesterday that we won't have any further discussions with the Chamber of Mines or bargaining over productivity until the court order has been lifted.

"The court order bars our two key men from office — which means that they cannot be in on the negotiations."

The new wage proposals had not yet been officially drafted, he said. The Chamber of Mines had undertaken to draft them and submit them to the Federation of Mining Unions later this week.

NO MORE

The proposals had been rejected, even before details had been released, because of the scheme to increase productivity.

The Chamber of Mines appeared to feel that there could be no further pay increase without an increase in productivity.

The mineworkers, said Mr. Meiring, felt that they could not be expected to produce any more than they were already doing.

"We're producing twice as much as we did two or three years ago," Mr. Meiring said, "and we're not being paid any more for it."

The two "key officials," Dr. L. J. ("Ras") Beyers (adviser) and Mr. Fred Short (general secretary) were suspended by a Supreme Court order earlier this month.

Gold Mines - Labour

MINES WILL DRAFT NEW PROPOSALS

AFTER A SERIES OF MEETINGS between the Chamber of Mines and the Federation of Mining Unions both have agreed that the chamber will draft new proposals for higher pay and benefits and increased productivity.

The federation and the execu-

tive committees of the constituent unions will then examine the proposals and the federation will later meet the chamber again to discuss embodying in a new agreement such of the proposals as are acceptable to the unions

The chamber's proposals will include an offer of monthly pay and other benefits for the 22,000 daily paid men. The other part—the method of increasing production—is still secret.

The unions represented on the federation have been campaigning for many years for monthly pay. The Mine Workers' Union, largest of the constituent unions, has said it will not be satisfied with less than R300 a month for beginner miners and more for experienced men.

It has also consistently rejected proposals for increasing productivity by means of any scheme which will reduce the number of White miners, or transfer duties traditionally done by them to non-Whites.

Soll Mines - Weloam

Chamber wants

NEW OFFER

Monthly pay plan for gold mines

By DEREK SMITH
Industrial Correspondent

DAILY-PAID White mineworkers are to be offered more pay. This was announced yesterday by the Chamber of Mines, which added that new proposals were also being prepared to increase productivity on the gold mines.

The offer is still to be worked out but it is expected to fall far short of the demand by the Mine Workers' Union for R300 a month basic minimum for beginner miners and more for men with experience

The offer, now being framed by the Gold Producers' Committee of the Chamber, will include a proposal to place "day's pay" men on a monthly salary basis. The various unions represented on the gold mines have been campaigning for this for several years.

The terms of the proposals will be submitted to the Federation of Mining Unions—comprising nine organisations—for consideration. A further meeting is planned at which attempts will be made to reach final agreement.

Even before the proposals are drafted, however, the Mine Workers' Union, the most powerful union in the Federation, has flatly rejected any suggestion that certificated miners should be called upon to increase productivity

The union president, Mr Maurice Meiring, said last night that the union had already rejected the recent proposals by the Chamber for a modified "mines experiment"

"We are not interested in any other schemes they might have for increasing productivity," he said "We claim that the mineworker already bears the economic burden of the whole country on his shoulders. He already produces far more than his fair share."

Rewards

"He must get his proper rewards and the only way this can be achieved is for the Government to forego some of its exorbitant taxation from the gold mines and for the members of the Chamber of Mines to forego some of their exorbitant profits"

Mr Meiring said the union would not "budge one inch" from its claims "It may take a little time, but we are going to win in the end. We are going to win even if we have to break them. I am determined to do my utmost to fulfil the promises made to the men before we took over office"

Mr Meiring's rejection of any attempt to introduce a scheme for increased productivity has left the impression in mining circles that the dispute between the union and the Chamber will drag on.

The Chamber of Mines has been striving to introduce an acceptable scheme which would cut wasted manhours, increase gold production and add to the life of the marginal mines.

Fears

The unions representing all workers on the mines have rejected the latest proposals from the Chamber. The Mine Worker's Union has now rejected in advance any suggestion of increased productivity. The fear is that any scheme would have to mean the advancement of Africans

creased productivity

TO MINER

Gold Mines - Latoom

100 plan strike at Sallies today

Industrial Correspondent

PLANS were made last night for a work stoppage by more than 100 miners on the South African Land and Exploration (Sallies) Mine at Boksburg this morning.

Strike talks in two other parts of the country—the Western Transvaal coalfields and Okiep, in north-western Namqualand—subsided last night after the Mine Workers' Union claimed to have received satisfaction in both cases.

The Sallies strike has been called in protest against the continued employment of a shift boss who is alleged to have sworn at his men. The miners want the man sacked or transferred from the mine.

BACK AT WORK

In Okiep, striking members of the Mine Workers' Union have returned to work.

According to the mine manager, Mr D O Pearce, the men returned to work after the management had agreed to submit to normal conciliation procedure over their demands for the sacking of another shift boss.

But the president of the union, Mr Maurice Meiring, said he had received word yesterday morning that the shift boss concerned had been transferred from the mine.

"We got what we wanted," he said. "That is why the men have gone back to work."

The Okiep copper mines belong to an American company and do not belong to the Chamber of Mines. Some miners are not members of the Mine Workers' Union as the closed shop agreement does not operate there.

Gold Mines - Labour

Men go down after row

Industrial Correspondent
MORE than 400 miners refused to go underground at the S.A. Land and Exploration (Sallies) Mine in Brakpan yesterday after a row involving a shift boss. The interim secretary of the Mine Workers' Union, Mr G. P. Murray, discussed the men's grievances with the mine manager, Mr. H. G. Denby.

By 7 a.m. all the men had gone underground. They had demanded the sacking of the shift boss concerned. A spokesman said that the men expected a decision soon.

Gold Mines - Labour

NEW MINES EXPERIMENT: TALKS GO ON

INDUSTRIAL CORRESPONDENT

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ALTHOUGH a new "mines experiment" has now been firmly rejected by all nine unions involved in the mining industry, discussions are continuing with the Chamber of Mines and there are still hopes that an agreed settlement can be reached.

The Federation of Mining Unions, comprising the nine unions concerned, continued the talks yesterday with the gold producers' committee of the chamber. An agreed statement issued later said that further talks had been arranged to discuss ways of increasing the earnings of White "days pay" employees and productivity.

The Mine Workers' Union, the most powerful union in the federation, believes that the Government should meet at least a large portion of its demands for increased pay.

OLDER MINES

A leading member of the union said yesterday that it was well known that the Government had taken more from the mining industry in the last three years than had the shareholders. "The position is untenable," he said.

"We realise we should not interfere with the entrepreneur or chase away the overseas investor. But if we are to get a fair share for the miner, the Government will have to forego some taxation."

Other possibilities which are being seriously considered by the union are a revised underground scheme which was first mooted in the Free State by the "rebel" Action Committee, and a suggestion to the mining companies that older mines would be centralised under single managements to cut costs.

LOSE HOURS

The scheme which is now being discussed again in the union would allow a White miner to nominate an African in his gang to take the team into a blasting area for checking purposes.

Officially the White miner now must take in the gang and, in theory, each gang he controls has to wait doing nothing

while he completes supervising each process.

In fact, the White miner often sends in the gang without supervision. It has been estimated that if he worked strictly to regulations, the mining industry would lose tens of thousands of man-hours a year. The Free State scheme now

under discussion differs from the former experiment, known as the "Grundling scheme," because the position of gang leader would be given out by the White miner day by day and the mine management would have no say in his appointment.

CUT COSTS

Previously, the management of the mine was able to appoint an African gang leader and his position would become permanent. This, the present regime in the union felt, would have endangered the security of the White miner.

The proposal to cut costs in the industry by pooling certain marginal mines in the same area under a single management, has already been put to certain companies, I was told last night. Some companies have taken steps to do this.

In spite of these proposals, said a union source last night, the Government would have to give up some of its taxes if the miner was to receive the increased wages he was seeking.

Gold Mines - Labour

Hopes of labour exper MINERS REJ

Sacking of Grundling endorsed

By DEREK SMITH
Industrial Correspondent

IN a series of dramatic decisions, an emergency meeting of the general council of the Mine Workers' Union yesterday dashed all hopes of agreement over a new labour experiment on the mines and endorsed the dismissal of the former general secretary, Mr. Eddie Grundling.

The council — the miners' "parliament" — also instructed the union to counter-claim against the recent court application brought by Mr. Grundling. The court hearing is expected to take place next Monday.

In a show of union unity, the council passed a unanimous motion of confidence in the executive — including Dr. Ras Beyers who has been suspended from his duties as "clerk" or "legal adviser" by a court order.

The same order suspended the interim general secretary, Mr. Fred Short. Attempts to have the order rescinded are expected to be made on Monday, according to the union president, Mr. Maurice Meiring.

He said that the general council had passed another resolution threatening a countrywide disaster if any harm came to Dr. Beyers.

The main decisions taken by the general council, he said, were:

- The proposals by the Gold Producers' Committee of the Chamber of Mines for a new labour rationalisation scheme should be rejected completely. The council felt that the present proposals presented a greater danger to the White

miner than did the original mines experiment."

Pay claim

The union, however, would press forward with its claims for a monthly wage (R300 a month minimum for beginners).

- The suspension and dismissal of Mr. Grundling should be upheld.

- Plans should be made to enter a return appearance in court as soon as possible in an effort to have the restrictions lifted from Mr. Short and Dr. Beyers (the application is expected on Monday).

- Dissident miners, including former Action Committee leader from the Free State, Mr. A. I. van Wijk, and four new "rebels" from the West Rand, should be given an opportunity as soon as possible to put their complaints before the executive.

- Representatives now negotiating new pay demands with the Coal Owner's Association should be instructed to demand a minimum wage of R300 a month for all coalminers.

On strike

Mr. Meiring also announced that an undisclosed number of miners in the Okiep district had gone on strike over a dispute concerning alleged mistreatment by a mine official.

The management committee would consider the question shortly and it was possible that Mr. Meiring would personally fly to the area to investigate, he said.

periment shattered

ECT PLAN

UNIONS AND MINERS

BEGIN

See also

Trade
Unions - Miners
Workers' Union

VITAL PAY TALKS

Costs threat to unmined gold

VITAL TALKS on the wages and services conditions of 35,000 White mineworkers started in Johannesburg today between the Gold Producers' Committee of the Chamber of Mines and representatives of the Federation of Mining Unions.

Workers' representatives have already rejected one set of proposals by the Chamber and, according to one spokesman today, they are waiting to hear what the Chamber is now prepared to offer

The unions concerned are the Engine Drivers' and Firemen's Association, the Reduction Workers' Association, the Boiler-makers' Society, the Electrical Workers' Association, the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers, and the Ironmoulders' Society — representing about 16,000 skilled craftsmen in the gold mining industry and the Mineworkers' Union, representing 17,000 mineworkers.

REJECTED

The Federation of Mining Unions has already rejected the proposed new labour experiment involving monthly pay and higher productivity

The Mineworkers' Union general council also rejected the scheme yesterday and is likely to press its demands, reported to be a starting minimum of R300 a month

The federation wants a straight R1 a shift increase

The discussions are taking place against a background of

rising costs in the gold-mining industry. It is pointed out by mining men that R1,000-million worth of gold has become uneconomic to mine in the past five years due to rising costs

Another part of the background is the recent take-over of control of the Mineworkers' Union by the former "rebel" group. The new leaders immediately made known that they will press their pay claims

RETURN DATE

It is also likely that the union will anticipate the return date of the recent interdict forbidding Dr Ras Beyers, legal adviser of the union, to involve himself in the union's affairs and suspending the interim general secretary, Mr Fred Short, who was appointed by the executive after the suspension of Mr A E Grundling

STAR

Gold Mines - Labour

MINES: MONTHLY PAY

THE Gold Producers' Committee of the Chamber of Mines and the Federation of Mining Unions met in Johannesburg yesterday to discuss the possible introduction of monthly pay for European daily-paid employees in the mining industry, coupled with measures for increased productivity on the mines

The Gold Producers' Committee and the Federation, which represents the nine trade unions

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The unions represented on the Federation are the Amalgamated Engineering Union, Society of Woodworkers, Building Trade Workers, the Iron-moulders' Society, the Mineworkers' and Welders' Society, the Electrical Workers' Association, the Engine Drivers' and Firemen's Association, and the Reduction Workers' Association

See also

Trade Unions - Mine Workers' Union

Gold Mines - Labour

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see also

Trade Union: Mine Workers' Union

Gold Mines - Labour

LABOUR UNREST

South African gold output cut predicted

From Our United States Representative
New York, Wednesday.

SOUTH AFRICA faces a period of mine labour unrest, strikes and lower production, just at a time when the world needs all the gold production it can get.

This is the assessment of a staff reporter of the "Wall Street Journal," America's leading financial newspaper, in a report from Johannesburg published today

The writer, Ray Vicker, says racial clashes as well as industrial warfare are possible as a result of right-wing extremists gaining control of the executive of the Mineworkers' Union

He describes the extremist group as "anti-Black African, anti-Semitic, anti-English and pro-high wages"

Monetary authorities around the world have a vital stake in the new development, the writer says, as any interference with South African gold production could stimulate hoarding of gold, placing pressure on such currencies as the British pound and the US dollar

Increased hoarding of gold would make it harder for the US to fight the dissipating of its gold reserves that has characterized the past few years

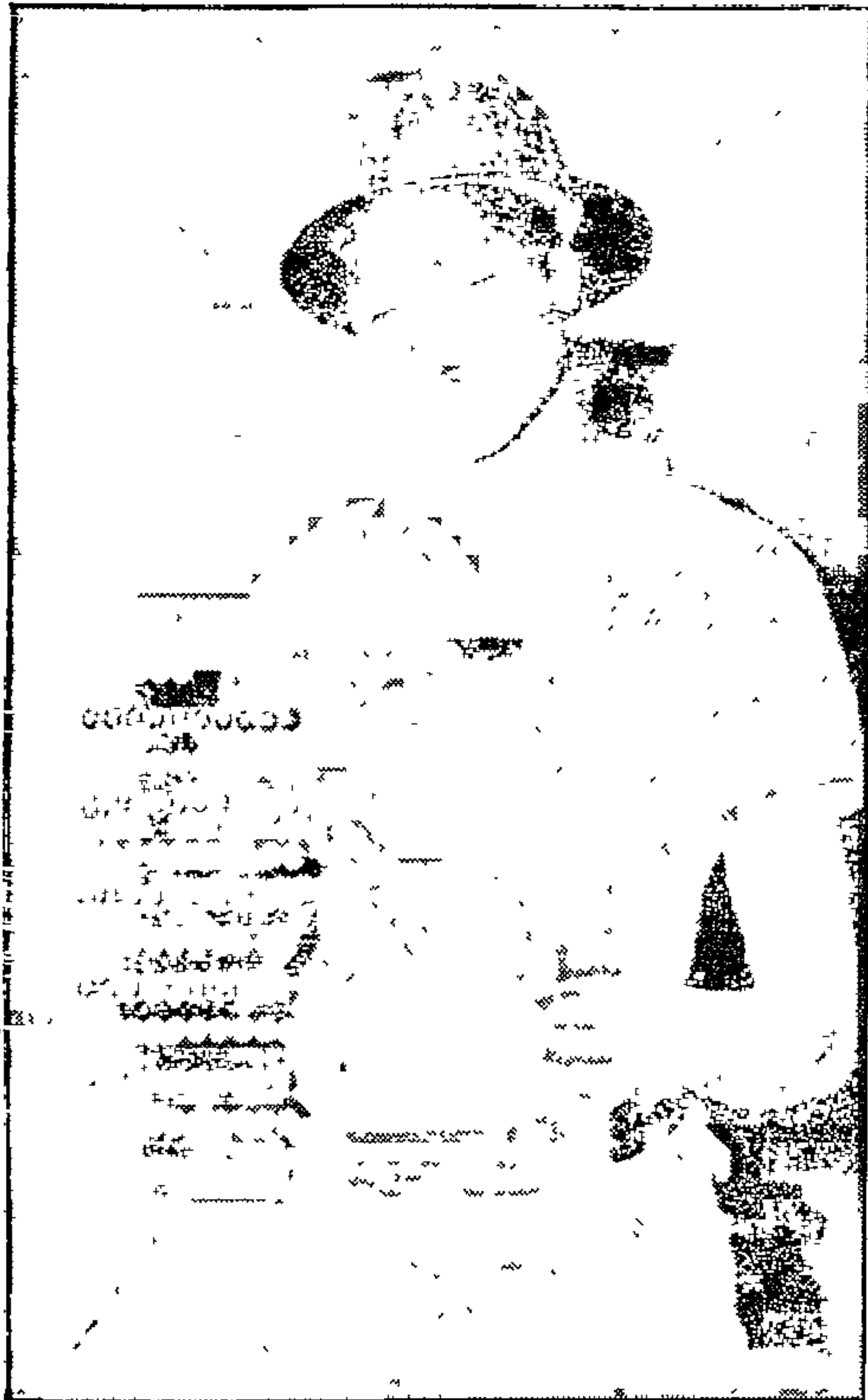
"Even the record production of new gold coming from South Africa's 57 mines isn't adding much to gold reserves of various countries because so much gold already is going into private hoards

"In the first nine months of this year, for instance, 1,400-million dollars (R1,000-million) of new gold was added to the world's total but only 30-million (R21,430,000) went into monetary reserves

"Hoarders accounted for 1,000-million dollars (R714-million), while arts and industry took another 350-million dollars (R250-million) of it"

Bossboys: elite corps on mines

Star 30/1/66



By a Staff Reporter

FILIPE MIUMBO is a brave man. Some people might call him a hero. He belongs to that freemasonry of White men and Brown men who work together far below its surface to force the earth to surrender its gold. His story is legion...

Filipe saved two men's lives down there, at peril of his own. Today he wears the golden helmet which the grateful mining industry gives to men like him—men who show initiative, quick-thinking and courage in the face of danger.

When the occasion arose, he was equal to it. No one was really surprised. A year ago he was chosen as being, potentially, a person who would be just that. Filipe is a "bossboy," one of that hand-picked corps who are the elite of all the Africans who come to work on the mines.

They are the top third of the 30 per cent of recruits who are assessed as being mechanically minded. Their course is not an easy one. Some fall by the way—but 70 per cent succeed.

Their training has become a talking point from Washington to Bonn, from London to Rio, of its kind, its a world phenomenon. You've only got to look at the Visitor's Book at any mining training school to see

What fires the imagination of visitors from overseas is the almost unbelievable speed at

which they learn. In a maximum of six weeks, often less, these almost 100 per cent illiterate men have memorized a host of mining and Government regulations and safety precautions that would fill pages and pages of any text book.

They can repeat any instruction relating to any one of a score of given situations, word perfect and with complete understanding, all done from memory. And experience has proved that they can apply what they have learned.

CALCULATIONS

They learn to add and subtract, to read a clino tape, a watch and a rule, and to record their readings. There are various short cuts to quick calculation—eg on a tape which is not calibrated a trainee will measure using his thumb as an inch, his little finger as $\frac{1}{2}$ inch, the length from elbow to fingertip as 18in and so on.

Elementary, perhaps, but the fact remains that much of the

Golden helmet



WORLD-FAMOUS TRAINING SCHOOL

arithmetic which takes school children three years to learn is taught them in as many weeks—or less.

Officials point out that the comparison falls down when the fact is taken into account that these are adults concentrating on this to the exclusion of everything else. Be that as it may, it remains cause for marvelling. It's all from scratch. Take fingers, for example.

These are adult fingers which have never learned to hold a pencil or a pen, have never practised the loops and curves which children learn in the Grades.

And so, to start with, everything is done as squares—an "O" is a single square, an 8 is two squares, one on top of the other. Gradually, as they progress, the class learns to round off the edges, to make curves automatically.

In one group of 24 final examination candidates, only four had had any schooling at all, and of them only one had gone beyond Standard 2. But they passed with flying colours, word and memory perfect.

"Give us No 2 rule of Section 3 on Page 5." The reply was unhesitating.

CORRECT

"What is 18, 999, 23 less 15,010,22?"—slowly and laboriously, holding the chalk in unaccustomed fingers, the man, selected at random, worked out the problem on the blackboard. It took time—but the answer was correct. Watches, clino tape readings, measurements—the result was the same.

Because bossboys are the leaders and supervisors of their fellow African mine workers, they must be able to receive instructions and to give them, clearly and unambiguously. They are expected to show initiative, dominance, organizing ability and perseverance.

And they must be acceptable to the group below them and cooperative with those above. It's no mean order.

No African is selected until he has had underground experience. Some show outstanding ability from the outset, others are selected as a result of three monthly merit ratings done by trained observers underground.

And the time might come, at any minute in any day, when he will have to show disciplined courage, quick thinking and initiative in the face of emergency—when other men's lives may depend on what he does, on how he applies his hard-gained knowledge.

As a man he already had the qualities of a leader. As a trained efficient part of a highly organized functioning machine he has learned to use those qualities with the maximum effectiveness.

Like Filipe Mumbo. A bossboy whom some people might call a hero.



Star 30/11/66

A crash course in three Rs

Top left The first week trainees learn to count in tens ("shumps") on abacus frames. The initial training is academic. Later, they must be able to count forwards and backwards round the class, do lengthy addition and subtraction sums on the blackboard. The man in the picture is young, but ability, not age, is the criterion. The speed at which the trainees learn is almost unbelievable, and visitors come from many parts of the world to marvel at these unique methods of training.

Learning to add and subtract

Above: Arithmetic they learn in as many weeks what it takes schoolchildren three years to learn. Men in the picture failed at the end of the first week. Here they are getting their second chance. They learn to add and subtract, to read a clinometer, a watch and a rule, and to record their readings. They can repeat any instruction relating to any of a score of given situations with complete understanding.

PSYCHOLOGIST

In that case, after a man has had years of experience and worked consistently well, he may be sent up for Boss-boy training.

After the initial aptitude tests which are done by all recruits, the potential bossboys must undergo "Leaderless Group" tests.

Under the eye of a psychologist and an instructor, they are faced with a practical problem. How they tackle it and whether they solve it is a vital factor in the decision as to whether they will be likely to graduate to the ranks of the coveted brass "Boss-boy" badge.

It is as much a test of character as of practical ability — the too-impulsive who rush in with more enthusiasm than thought are marked down, the man who has more brawn than brains goes the same way. As often as not it's the quiet man who has stood and watched his fellows make mistakes who finally steps in and solves the problem — and there's your bossboy!

KEY FIGURE

The turn-over is high. Twenty-five permanent staff bossboy instructors working for one of the mining groups have trained 35,000 bossboys in the last ten years — an average of 140 a year each.

The need is continuous. Mine contracts last anything from six to 18 months. At the end, the Africans may go home for years at a stretch or they may decide to try another mine on their return.

Refresher courses are compulsory at the start of each new contract. Where every detail has had to be memorized, this is understandable. It could, as easily be forgotten.

And the bossboy may not forget. In his way he is as important as any other key figure on the mine. At best his wits must be about him all the time if the work underground is to run efficiently and safely.

STAR

29 NOV 1949

Gold Mines - Labour

Policy is crippling mines

By the Mining Editor

POLICIES WHICH FRUSTRATE the full use of the workers' energies and skills are crippling the gold-mines in their fight against inflation, said Mr. D. A. B. Watson, a leader in the mining industry, in Johannesburg this morning.

Mr Watson, in his chairman's statement at the annual meeting of Johannesburg Consolidated Investment, warned the country that a lag in general prosperity was the price it would pay for these labour policies

"Within the mines the most significant contribution that can be made to controlling costs is the more effective use of manpower — and some progress is being made in this direction

"If further real progress is to be made, however, the sensible use of labour in the industry remains a vital factor"

Mr Watson emphasized the key role of the mines in generating foreign exchange and developing economic activity within the country

R200-MILLION WAGE BILL

Last year the gold mines paid out R200-million in wages, salaries and allowances. In addition they spent R260-million on supplies and equipment produced in South Africa

If working costs continue to rise while the price of gold remains unchanged the prospects for opening new mines will become very dim. The alternative would be to give new projects some very real and substantial assistance

And a continued rise in working costs will mean that existing mines will close more quickly — the gold output will be reduced at an "ever-increasing tempo"

'REBEL' SPLIT OVER BEYERS

New doubt over future of union

By DEREK SMITH
Industrial Correspondent

CONFUSION returned to the Mine Workers' Union yesterday as the triumphant "rebel" movement — fresh from its victory on Friday — split wide open and threw the future of the union back into the melting pot.

Physical control of the union offices was in the hands of Dr "Ras" Beyers and interim general secretary, Mr. Fred Short. But in the Free State, a new wave of resentment swept the mining communities and former "rebel" leaders were pledging a "fight" to the death to rid the union of Dr Beyers, adviser to the Mine Workers' Union.

Free State opponents decided at a meeting in Odendaalsrus last night to approach the Minister of Labour, Mr. Viljoen, and claim that Dr. Beyers's appointment in the union was not constitutional.

Earlier the president of the union, Mr. Maurice Mearns, issued a statement saying that Dr. Beyers had decided to renounce his controversial R19,600-a-year salary with allowances and accept "a miner's pay".

Mr. A. T. "Al" van Wyk, who once led the Action Committee together with Dr. Beyers in opposition to Mr. Eddie Grundling, told me he would also consider an approach to the Industrial Registrar to prevent Dr. Beyers sitting on the union executive.

Free State representatives on the executive council have been rapped for failing to oppose Dr. Beyers' appointment as general adviser to the union.

Free State miners vow 'fight to death'

New wage

plan in mining industries

KAM 29/11/66

Industrial Correspondent

DR. RAS BEYERS, adviser to the Mine Workers' Union, said last night that a full statement on the dispute about his appointment would not be issued until after the executive committee meeting tomorrow.

In the meantime, he would like to say that his appointment was quite constitutional.

Mr. Van Wijk was fighting shadows, said Dr. Beyers, who stated he felt it was a case of "sour grapes" because Mr. Van Wijk had hoped to become general secretary.

Dr. Beyers said he had no connection with any political party. He knew, however, that Mr. Van Wijk had canvassed for a political party.

CHALLENGE

Referring to a challenge issued to him by Mr. Van Wijk to appear with him on a public platform, he said: "I will appear with him on any platform as long as he is prepared to make an exception and talk sense."

As far as his pay was concerned, it had been pointed out that he had offered to serve in an advisory capacity. The figure of R19,600 a year with allowances was the ceiling figure which had been set by the management committee after it had refused to accept his services free.

He had told the committee that he would not accept the money and would allow the union to retain most of it. He would accept a "miner's pay" which was about R160 a month (although some miners earn R600 a month).

Dr. Beyers pointed out that he would have to pay R1 for every R2 in income tax if he accepted the salary. He said he was not a poor man. His property interests amounted to R240,000.

No confidence

The Free State committee of the union also decided last night to pass a motion of no confidence in the president, Mr. Mering, for allowing the appointment.

From the confusion of yesterday's events, emerged this picture:

Elements in the old "rebel" ranks believed that Dr. Beyers would not be given a permanent post in the union. The most he would get, they believed, was a temporary post as adviser on a co-opted basis. They have also questioned his motives for joining the union.

In a hard-hitting exclusive statement yesterday, Mr. Van Wijk said:

More power

"Dr. Beyers has now taken over the union with more power than any secretary ever had. This is exactly what we have been fighting all along."

"The appointment of Dr. Beyers is not what the Action Committee was formed for; it is not what was promised to the men. Last Thursday — the day before he was appointed — I was promised that the constitution would be changed and that Dr. Beyers would serve only in a co-opted capacity."

"I want nothing to do with him. If I am summoned to give evidence in the court application which I understand Mr. Grundling is to bring, I will gladly give evidence against him."

Formed

"The people in the Free State want to form their own union. In fact the union is already formed and will be allied to the Amalgamated Mining Workers' Union. It is waiting now for registration."

"The men feel that Dr. Beyers has hidden aims in taking a job in the union. We cannot fathom out what those aims are. He has admitted to me that he has been approached to lead the new Democratic National Party."

"We will also make sure that everything possible is done to stop the general council of the union from ratifying the appointment when it meets in a couple of months."

Mr. Van Wijk confirmed he had been offered the job of organising secretary in the union.

"I will never accept a job under Dr. Beyers," he said. "I am afraid he may eventually prove the downfall of all trade unionism."

Staff Reporter

THE Gold Producers' Committee of the Chamber of Mines and the Federation of Mining Unions met in Johannesburg yesterday to discuss the possible introduction of monthly pay for White day's pay employees in the mining industry coupled with measures for increased productivity on the mines.

Yesterday's meeting was a follow-up to the undertaking given several months ago by the Chamber that it would investigate a request by the Federation for monthly pay for its member unions.

ADJOURNED

The Gold Producers' Committee and the Federation, which represents the nine trade unions whose members work in the mining industry, announced in a joint statement issued last night that the meeting had been adjourned to enable detailed proposals to be submitted in the next few days for study by the representatives of the Federation of Mining Unions.

"Afterwards the parties will meet as soon as possible", said the statement.

The unions represented on the Federation of Mining Unions are The Amalgamated Engineering Union, Amalgamated Society of Woodworkers of South Africa, Amalgamated Union of Building Trade Workers of South Africa, Iron-moulders' Society of South Africa, Mine Workers' Union, South African Boilermakers', Iron and Steelworkers', Shipbuilders' and Welders' Society, South African Electrical Workers' Association, South African Engine Drivers' and Firemen's Association and the South African Reduction Workers' Association.

FRED SHORT'S BEEN 31 YEARS FIGHTING

INDUSTRIAL CORRESPONDENT

THE new general secretary of the Mine Workers' Union, Mr. Fred Short, is a quiet-spoken, pipe-smoking grandfather of six who has been fighting for mineworker rights since 1935.

Mr. Short, 63, who was born in Greytown, Natal, tried farming and police work before finally joining Crown Mines as a skipman in 1935.

Since then, he has kept in the forefront of the struggle for mineworker benefits and was one of the two foundation members of the Action Committee which provided the new regime in the union.

If there is an ultra-political motive behind the takeover, Mr. Grundling says a new party named the Democratic National Party will come from the coup — Mr. Short knows nothing about it.

He will stay on as interim general secretary while the constitution of the union is changed to make the election of the general secretary a matter of individual vote by every one of the 17,000 members.

He does not know yet whether he will make himself available for election. Mr. Short, equally at home in English and Afrikaans, took his Junior Certificate at a Durban school he remembers as "Malsgrave Road School" and then went to learn farming on his parents' farm in the Greytown district.

He joined the police as a young man but bought his discharge to go back to the land. He lost everything farming. He joined everything farming. He lost everything farming. He joined everything farming.

Beyers says no chaos in M.W.U.

By DEREK SMITH
Industrial Correspondent

takeover

LEADERS of the Right-wing coup in the Mine Workers' Union intend to adopt a more responsible attitude now that they have power and are no longer "in opposition."

This assurance came yesterday from Dr. "Ras" Beyers, new R19,600 a year general adviser to the union. He also dismissed speculation that there would be any immediate chaos in the mining industry.

"We are hoping to negotiate peacefully with the Chamber of Mines. Only if the Chamber fails to accede to our reasonable demands will we begin to turn the screws."

As far as the Government is concerned, we are hoping that our dealings with them will also be on the most friendly terms. In fact, contrary to reports at the weekend, the Government hardly enters the picture at all.

Reports that he intended to smash the Broederbond, the Government and the Chamber of Mines were unfounded. He had no authority to take such a course. "I am a servant of the executive," he said, "and we agreed only on Saturday that there would be no politics in the union."

There would be a campaign, however, to rid the union of the influence of the Broederbond. This had already been agreed by all concerned.

I am extreme

Right-winger

Ras Beyers

DR. RAS BEYERS
oppose to liberalism.



MR. EDDIE GRUNDLING

OUSTED

GRUNDLING

TO APPLY

TO COURT

Staff Reporter

MR. EDDIE GRUNDLING, 45, who was ousted last week as general secretary of the Mine Workers' Union, will make an urgent application to court today on his suspension by the newly-appointed executive committee of the union.

Quiet, genial Mr. Grundling reached the top in the administration of the Mine Workers' Union in July, 1963, when he succeeded the dynamic Mr. Daan Ellis, who died earlier in the year after a long career as one of the toughest fighters among leaders in South Africa's labour movement. At the time of Mr. Grundling's appointment he had been acting general secretary since December of the previous year.

On his appointment he promised to seek divine guidance each day to protect the interests of the mine workers. He is an elder in the Nederduitse Gereformeerde Kerk and a father of six. His eldest daughter is 23 and his youngest child 14.

Mr. Grundling has been able to combine big business with religion and civic leadership with trade unionism. He owns four dry-cleaning plants on the West Rand and an hotel in Carletonville, as well as several other valuable properties. He was Deputy Mayor of Westonaria in 1960, and Mayor of Carletonville from 1959 to 1961. But he was also a member on strike. After a while, he was at

STAFF REPORTER

DR. LOURENS JOHANNES ERASMUS DE BEER BEYERS, 40, the key figure behind the takeover of the 17,000-strong Mine Workers' Union last week, has long been a controversial figure.

On his own admittance, an extreme Right-wing Nationalist, he once acted as legal adviser to President Moise Tshombe of Katanga and was at one time official legal adviser to the South African Witchdoctors' Union.

He is an arch enemy of the Broederbond and, as Transvaal leader of the now-defunct Nationaliste Bond, virulently attacked the South African Broadcasting Corporation two years ago for elevating "kaffirs" to "Mr" and "Mrs" instead of "keeping the savages in their place."

SCHEME

Ten years ago he proposed a Government - subsidised scheme whereby urban Africans would have been enabled to buy radios at R2 each, and also urged a State-controlled radio programme for Africans.

As one of the youngest officers in the Ossewa-Brandwag during the war years, Dr Beyers had to flee the country at the age of 17 when things were getting "too hot." For nearly four years he roamed the Central African bush, earning a living as a big-game hunter.

While big-game hunting, he occasionally worked on mines

in the Congo, Angola and Rhodesia where he had his first taste of participating in and organising strikes.

Besides English and Afrikaans, Dr Beyers has a command of several African languages as well as French.

A brilliant law student, he was one of the youngest ever to be appointed head of a university department when, at the age of 27, he became professor of mercantile law at the University of South Africa in the early 1950s.

He obtained his doctorate in law at the University of Leyden, Holland.

Priding himself on being "someone from the 17th century whom the French and the Industrial Revolution has passed by," he admits he is radically opposed to communism or any liberal tendencies in his political philosophy.

'REBELS'

Last year the Pretoria Bar Association succeeded in an application to have Dr Beyers removed from the roll of advocates.

The first "triumph" which Dr Beyers engineered on behalf of the rebel miners' action committee came last year when, as honorary legal adviser to the "rebels", he succeeded in forcing the Government to scrap the labour experiment in the mines whereby African miners were given more responsible work.

On many occasions he has threatened to expel Mr Eddie Grundling from his job as secretary of the Mine Workers' Union.

Two weeks ago Dr Beyers announced that a "rebel" action committee had been formed among the country's 80,000 steel and allied trades workers with the help of the Right-wing "Hertzog-group." This, he said, was the "revolt of a large section of the workers against Leftist tendencies of the unions' executives and against the Broederbond influence in the unions."

WIFE

He then also had discussions with dissident members of the South African Engine Drivers' and Firemen's Union, 3,000 of whose members worked on mines as winding engine drivers and hoist operators. Many of the union's members at the time expressed a desire to link up with the Mine Workers' Union.

Dr Beyers's 38-year-old Canadian-born wife, Leshe-Ann, died in September last year leaving him with four small children.

Oudtshoorn, the Crown Mines training school in 1939. After various underground jobs the mine strike of 1947 persuaded him to turn to the politics of the workers. His first public success, however, was in civic administration when he became a councillor in Westonaria and later the town's deputy Mayor.

HIS OBJECT

He started to take a keen interest in business, studied office administration and economics, and began to invest in property in Carletonville. Today he is one of the town's biggest single property owners.

He joined the Mine Workers' Union administration in 1953 at Krugersdorp, before he settled in Carletonville.

The economic security of the mine worker has always been his avowed primary object.

Last year, Mr Grundling, as general secretary, faced and weathered a full-scale revolt within the ranks of the union, the result of the far-reaching "experiment" on several mines, relaxing the colour bar to allow African workers to do jobs traditionally reserved for White miners.

On many occasions he has contemplated resigning his position, but certain vital schemes affecting the welfare of the country and of the miners kept him at the helm.

In stead of being intimidated by the pressures put on to him by his job and by the internal dissensions within the union he always claimed that he was saddened by the attacks, on him and on his union executive.

RAM
28/11/66

Sold Miners - Labour - ~~Labour~~

It's all politics, says miners' ex-leader

GRUNDLING IS SUSPENDED Dramatic takeover by 'rebels'

By DEREK SMITH
Industrial Correspondent

In a day packed with drama, the new executive committee of the Mine Workers' Union yesterday suspended the general secretary, Mr. Eddie Grundling.

Plans for a police escort for the executive were dropped after Mr. Grundling announced yesterday morning that he had taken legal advice and would be prepared to allow the executive to use the union offices.

It is understood that Mr. Grundling will challenge the committee's action in the Supreme Court on Monday. He was with his lawyer most of yesterday.

Accept new union— Viljoen

Mr. Grundling would make no comment when he left the union offices after 8 p.m., but the president of the union, Mr. Maurice Mearns, announced shortly afterwards that Mr. Grundling had been suspended. He said that Mr. Grundling would be allowed to use union transport and would have access to the union offices so that the administrative side of the union's affairs could be handed over in an orderly manner to the new general secretary.

The new general secretary of the union will be a 63-year-old grandfather of six, Mr. Fred Short. He told me last night that he would sign a declaration that he was not a member of the Broederbond and that he would not become a member of the organisation. A statement by Mr. Grundling in the union's newspaper, *the Anglo-Transvaal*, said: "I am a member of the Broederbond."



THE Minister of Labour, Mr. Viljoen, yesterday called on Grundling to resign.

Grundling would make no comment when he left the union offices after 8 p.m., but the president of the union, Mr. Maurice Mearns, announced shortly afterwards that Mr. Grundling had been suspended. He said that Mr. Grundling would be allowed to use union transport and would have access to the union offices so that the administrative side of the union's affairs could be handed over in an orderly manner to the new general secretary.

The new general secretary of the union will be a 63-year-old grandfather of six, Mr. Fred Short. He told me last night that he would sign a declaration that he was not a member of the Broederbond and that he would not become a member of the organisation. A statement by Mr. Grundling in the union's newspaper, *the Anglo-Transvaal*, said: "I am a member of the Broederbond."

He said in an interview in Pretoria that the mineworkers, like good democrats, must accept the decision of the majority.

He hoped the union leaders would carry out their duties in a responsible manner and in the interest of the workers, the industry and the general economy of the country.

NO INTERFERENCE

The new Mineworkers' Union Executive was a lawfully elected body. The Government had always granted mine workers the right to make their own choice and would not interfere in their future.

Mr Viljoen said the Government had always stood outside domestic differences among union members.

"I had discussions with the union under the leadership of Mr Eddie Grundling," he said. "I also had discussions with mineworkers who had Dr Ras Beyers as their legal adviser."

suspension was announced.

Political

In the statement Mr Grundling said the union was being taken over for political purposes. He said a new political party would be formed after the new regime was entrenched in the union. It would be called the Democratic National Party.

"It has now finally become clear that there are people who want to use the powerful M.W.U. and its funds to attain political power in the country.

"These people could do nothing in the existing political parties and therefore they are now trying to exploit the reasonable wage demands of mineworkers to further their political aims.

"The officials of the M.W.U. and the members of the executive council could not fathom during the last two years what the dispute was about. We knew that some keen and loyal members of the M.W.U. were supporting the Action Committee, but we could not understand why

Pattern

"But gradually a certain pattern developed. It became clear that we had to deal with people in the process of forming a new political party. But they first wanted to control the Mine Workers' Union and its funds.

"That is the reason why these people could not explain what they were after — for if you want to take over a trade union it is essential to first cause confusion. At last the tortoise has put out its head."

Mr Short, commenting on the statement after his election said he had heard of the party called the Democratic National Party but knew nothing about it.

Position

He said his own view was that there should be no politics in the union. He felt politicians had already interfered in the union more than was necessary.

His own political views did not concern his position in the union. For the record, however, he supported the National Party.

The executive committee was due to meet at 4 p.m. yesterday afternoon. The committee,

however, waited restlessly for more than three hours while Mr Grundling, Dr L. J. E. Beyers, legal adviser to the "rebels," Mr M. Meiring, new president of the M.W.U., and Mr Grundling's two legal advisers discussed terms.

Mr Grundling was offered three months' salary if he would leave the union immediately. He refused. He should be given three months' notice and that time should be allowed to hand over the affairs of the union.

RDM

20/11/66

IMMEDIATE

In the meantime, voices were raised in the adjoining council chamber, where the executive insisted that Mr Grundling should leave immediately.

When Mr Grundling finally left the offices he would make no comment. However, a statement by Mr Meiring said that the executive had unanimously decided to suspend Mr Grundling.

The suspension had been placed on Mr Grundling because he had refused to place his resignation before the first meeting of the executive, as he had undertaken to do before the Industrial Tribunal when it investigated mineworkers' grievances earlier this year.

Mr Grundling claims that the executive committee meeting should have been held only next month.

REFUSAL

The presidential statement added that Mr Grundling had been repeatedly asked to tender his resignation but had refused to do so.

The executive had decided to dismiss Mr Grundling, but the effect of this would be postponed until the dismissal was confirmed by the general council.

He said it should be made clear that the merits of the allegations against Mr Grundling had not been considered in view of the fact that his counsel had requested a postponement to enable Mr Grundling to study the charges.

OTHERS

The position of the other union officials — the seven organisers and the organising secretary, Mr Du Plessis — will be considered at a further executive meeting.

Yesterday was Mr Grundling's 46th birthday.

The organiser of the Mine Workers' Union in the Free State, Mr H. S. Havenga said last night: "We are fully prepared to accept the newly chosen executive council, providing it abides by the union and the Industrial Conciliation Act."

8015 Mines - Labour - C
Star 20/11/1946

Jubilation

MINERS' LEADER TAKES



MR FRED SHORT wearing glasses, a retired mineworker of Randfontein, is congratulated by supporters after his appointment as the interim general secretary of the Mineworkers' Union. His appointment came after hours of deliberation, when the executive committee of the new general council of the M.W.U. ousted their general secretary, Mr. Eddie Grundling.

RACIAL OATH

No politics
in union
—Meiring

THE INTERIM SECRETARY of the Mineworkers' Union, Mr. Fred Short, was sworn in today and took an oath that he would resist with all his strength "the onslaught of Kaffir, Moor and Indian on the White working community."

Dr. Ras Beyers, honorary adviser of the Action Committee group which has obtained control over the union, showed pressmen a rough copy of the oath he said had been taken by Mr. Short. It was in Afrikaans.

In it the interim general secretary undertakes to remain faithful to the principles of White trade unionism and that he will protect the interests of the White worker "unto death."

Mr. Short, a retired mineworker of Randfontein, is congratulated by supporters after his appointment as the interim general secretary of the Mineworkers' Union. His appointment came after hours of deliberation, when the executive committee of the new general council of the M.W.U. ousted their general secretary, Mr. Eddie Grundling.

fontein will act as interim general secretary.

This was disclosed in a statement to the Press last night by the honorary legal adviser of the "Right-wing" Action Committee of the M.W.U., Dr. Ras Beyers.

He said the executive had decided to dismiss Mr. Grundling, but to postpone the effect of the dismissal, pending confirmation, or otherwise, of the dismissal by the general council.

Three points

Twenty-nine of the 47 council members present at yesterday's meeting voted for Mr. Meiring as president.

So much time was taken up at yesterday's meeting by deliberations on the suspension of Mr. Grundling, that it was decided to continue the meeting today to deal with the remainder of the agenda.

This morning the executive committee is meeting to discuss

- present unrest in the union,
- the position and status of the union's paid officials,
- the hardships presently endured by those members who took part in the recent protest action and to sign on again with the loss of fringe benefits.

He undertakes to fight Communism and all forms of liberalism and Leftism no matter how small with all the means at his disposal.

Mr. Short declared that he is not and will not become a member of the Broederbond or any secret organization and that he will resist all Broederbond penetration into the union and also influences of other secret organizations.

The rough draft ended with the words "So help me God and strengthen my sword-arm."

The words "Kaffer, Moor en Indiaan" occur in one of the hymns in the Afrikaans hymn-book (Gesange).

The new president of the union, Mr. Maurice Meiring, elected yesterday, was a candidate for the Republican Party in the Stulfontein constituency in the last general election, but says "This does not mean I am going to introduce politics into the Union."

Not be fair

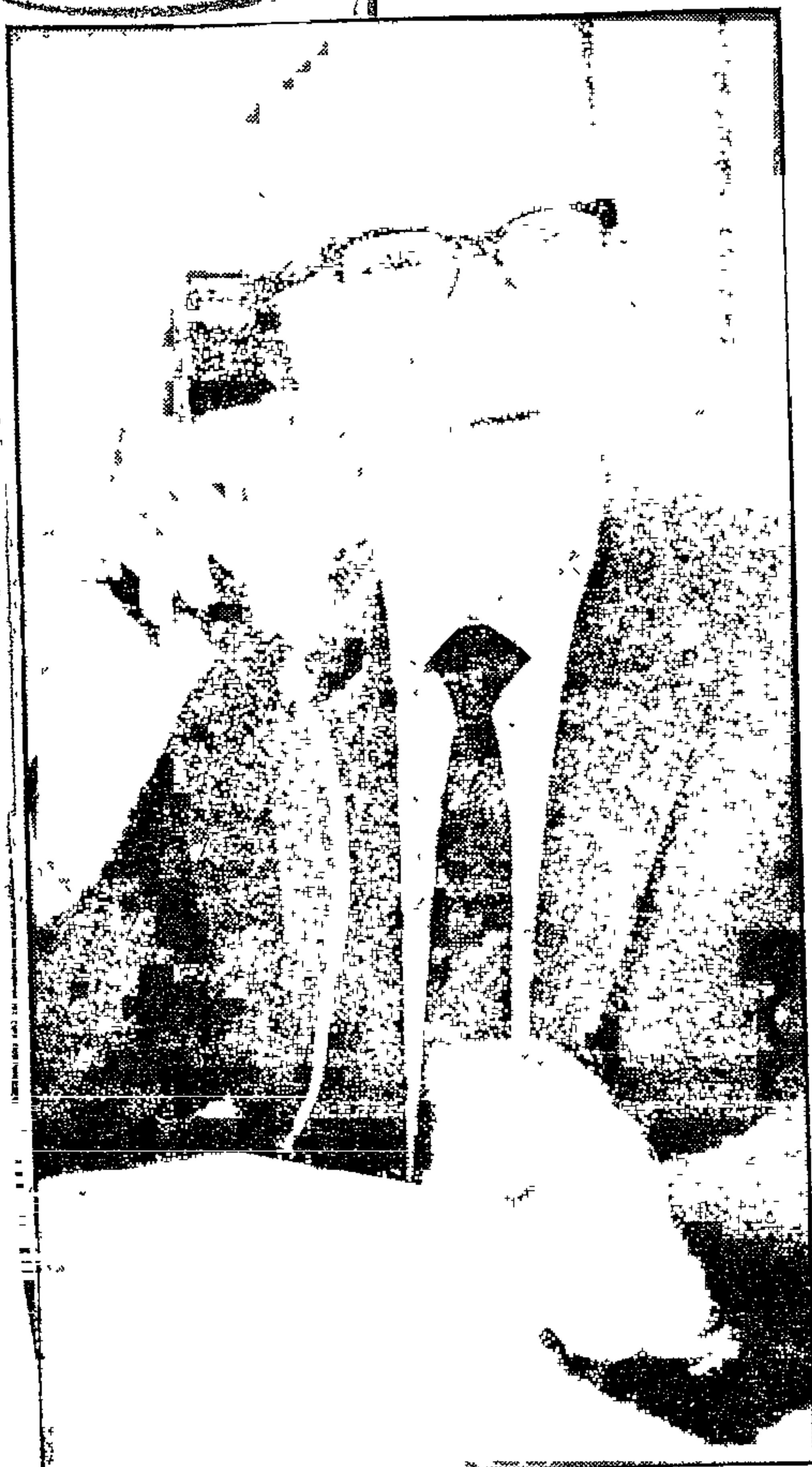
He said in an interview "When I stood as a Republican Party candidate I did not occupy a high position in the Mineworkers' Union and was not even a shaft steward I was, therefore, free to take part in politics.

"Now I feel that we have members of all political parties in the Mineworkers' Union and it would not be fair to introduce politics into the union."

Mr. Meiring added, however, that he would not allow "political

25 Nov 1986

At work



Mr Eddie Grundling, general secretary of the Mineworkers' Union, at work in the union's offices in Johannesburg today

'Wild' pay claims by miners (2)

WHILE LEADERS of the former "rebel" Action Committee group in the Mineworkers' Union were jubilant today at their victory in the recent general election in the union, trouble loomed in the mining industry because of what were described as the "wildly unrealistic" pay demands of the new leaders. Latest developments are:

- Gold shares were conspicuously easier with up to 30c lopped off the prices of some shares

- The general-secretary of the Mineworkers' Union, Mr A E Grundling, around whose person the controversy in the union centred, was still in office and reported to be taking legal advice

- In mining circles it was pointed out that any considerable pay increase would have a marked effect on working costs. Already gold worth about R1,000-million has been rendered uneconomic to mine in the past five years because of a R1 a ton increase in production costs.

Confirmation of the victory of the dissident group came yesterday afternoon when the group obtained a majority on the general council of the union whose members were previously elected by the shaft stewards

29-18 MAJORITY

The Action Committee leader Mr M Meiring, was elected president of the Mineworkers' Union with a majority of 29 to 18. After that the Action Committee quickly obtained a majority on the new executive committee

Mr Meiring said today "We intend to start negotiations as soon as possible with the Chamber of Mines, not only for higher wages but for generally improved service conditions

"We also intend to open membership of the Mineworkers' Union to all other White employees in the mining industry," he said. About 17,000 of the 42,000 White employees on the mines belong to the union

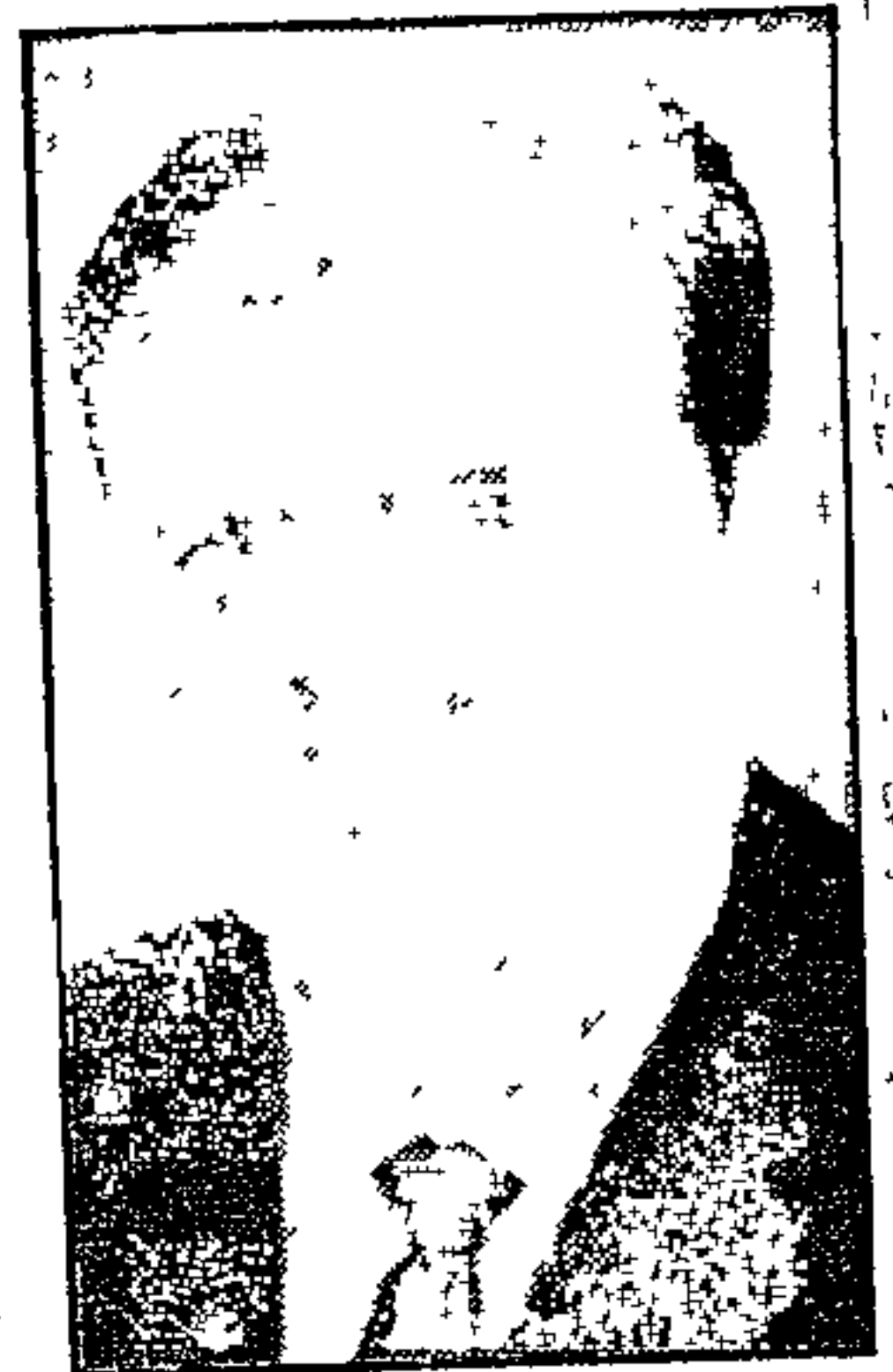
Although negotiations on wages are pending in the mining industry the size of the initial claims of the new leadership has caused perturbation.

MORE THAN DOUBLE

If granted, the wage bill would be more than doubled. On an average a miner at present receives a basic wage of R160

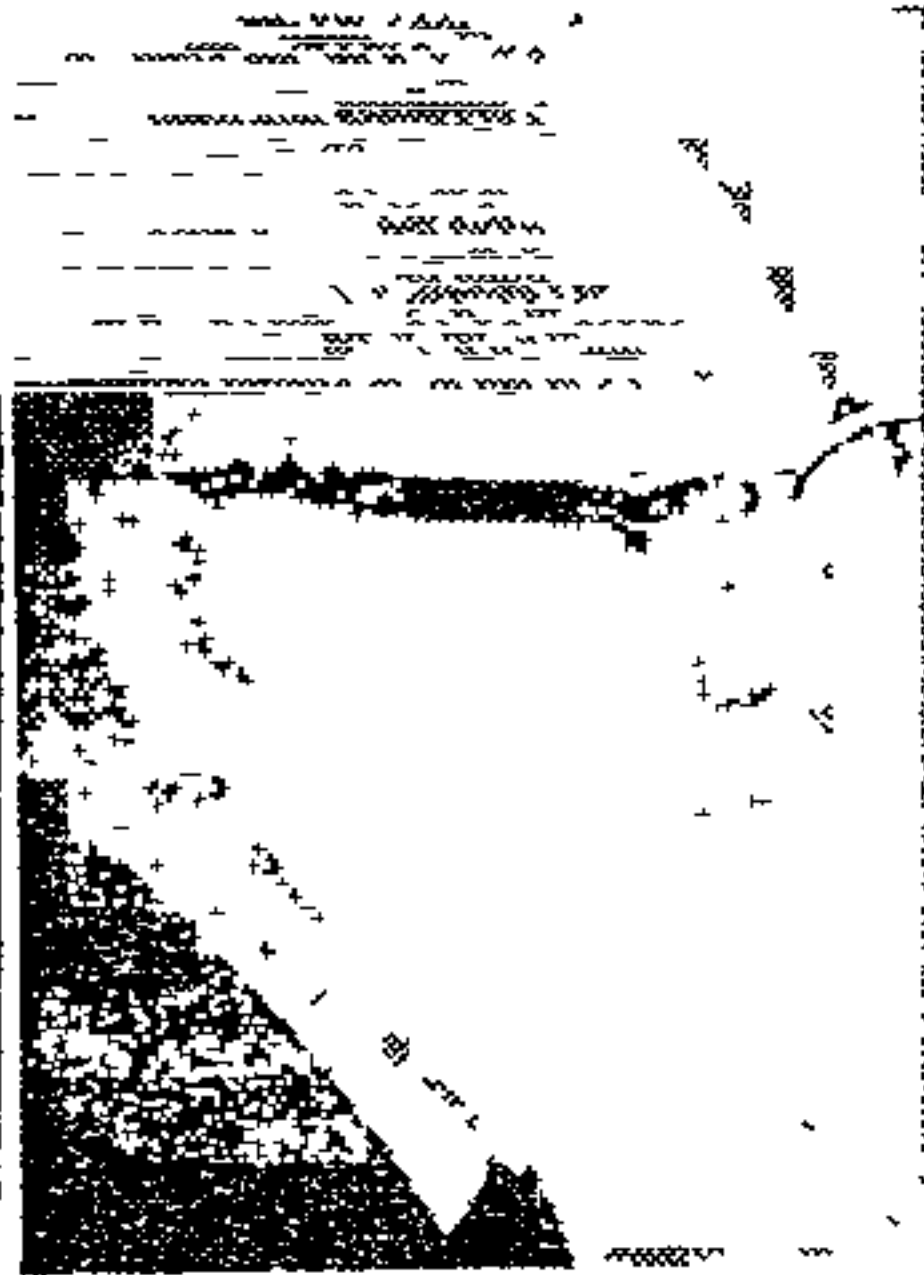
No official comment was available from the Chamber of Mines today, but it was pointed out by mining men that a recent increase of 25c a shift cost the industry more than R2,000,000

At this afternoon's meeting the new executive committee will accept Mr Grundling's resignation as general secretary of the Mineworkers' Union. Two men are mentioned for the post—Mr Fred Short of Randfontein and Mr Gideon Murray of Springs

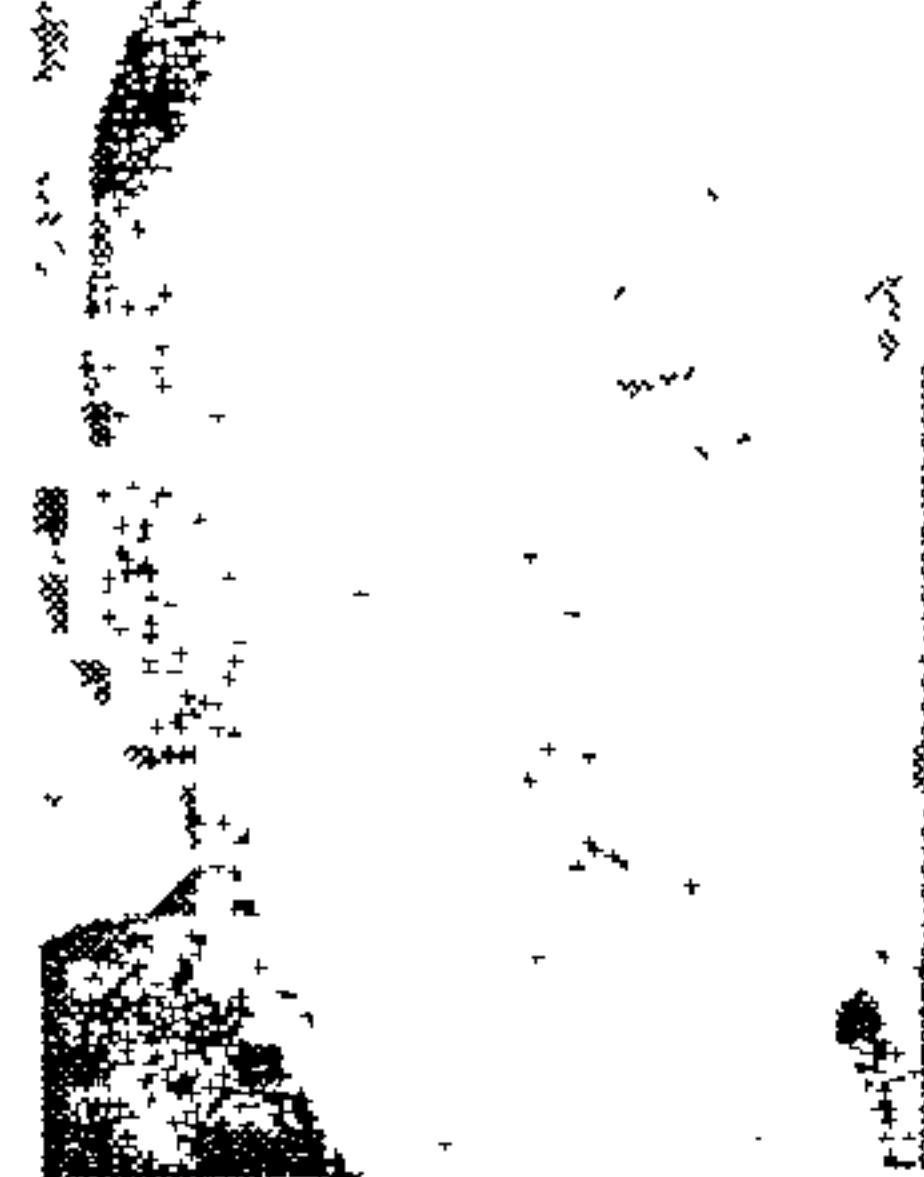


MR M MEIRING, the new president of the Mineworkers' Union

The leading
figures



MR. EDDIE GRUNDLING
to resign.



DR L. J. E. "RAS" BEYERS,
... credited with being behind
the coup.



MR. FRED SHORT
... expected to be temporary
general secretary after Mr.
Grundling leaves.

RDM 25/11/66 Action

'REBEL'

Grundling to resign as secretary

By DEREK SMITH
Industrial Correspondent

THE Right-wing Action Committee yesterday won full control of the Mine Workers' Union. After a stormy meeting of the union's new general council, the general secretary, Mr. Eddie Grundling, said: "They have won, they have the majority."

But, in a last show of defiance, Mr Grundling refused to accept that the new executive could meet today in terms of the constitution to decide his own future — among other things. He said that if the executive insisted on going ahead with the meeting it would not be allowed to use the union offices.

In a hard-hitting statement last night, the new president of the union, Mr Maurice Merring, called Mr. Grundling's action a "lockout of the lawfully elected executive".

He said he would appeal to the Minister of Justice for a police escort for the executive which would go to the union offices for its meeting today.

"If we are barred from the union offices — our own offices — the mining industry will find that it will have on its hands the biggest strike in mining history on Monday morning.

"It is now up to the Government to decide whether it will continue to support Mr Grundling as it has done in the past."

Suspended

RDMV/11/66

committee to demand more money

MEMBERS TAKE OVER

Suspension

Mr. Grundling said he believed that in terms of the constitution, the executive could meet only on December 19. This would give the required time for the meeting to convene.

His resignation would go before that meeting — as he had already stated. He did not believe that there were matters of such importance to be discussed that an extraordinary meeting was justified.

But Mr. Meiring said it was not Mr. Grundling's prerogative to decide whether the meeting was justified. The meeting would be held, and Mr. Grundling would have his resignation accepted or, if his resignation was not given at the meeting, he would be suspended.

The former "rebel" group which now controls the union is trying to have Mr. Fred Short, of the West Rand, elected interim general-secretary.

There was some doubt yesterday, however, whether he would be entitled to accept the post as a continuation member. If he is not, the job will go to a veteran general councillor, Mr. G. Murray, of Springs.

The executive will also decide the fate of Mr. Grundling's deputy, Mr. Willem du Plessis and the seven full-time organisers of the union.

Wage claims

Mr. Meiring said it was intended to call a conciliation board to consider each case of a miner who had been forced to sign on again when he returned to work. The new regime would waste no time in pressing its wage and benefit demands on the Chamber of Mines.

These were R300 a month basic salary for beginners, R350 for miners with more than two years' experience and gradual increases after that. A minimum pension of R100 a month would be demanded and this should be reviewed every three years.

The action committee was so confident of victory that it celebrated its win on the previous night.

Mr. Grundling told me the result was no surprise.

He said "You see they have been able to organise. We in terms of the agreement we reached did no organising."

While the climax to the two year drama for control of the

union was being reached in the union's Bickard Street offices in Braamfontein, Johannesburg, police cars waited outside in case of trouble. Uniformed police occasionally looked in at the union offices to see if all was quiet. There were no incidents.

LEADING

The two leading figures in the "rebel" ranks, Dr. Ras Beyers and Mr. A. J. "A" van Wyk, Free State leader of the committee, sat on steps outside the union offices while the general council reached its decision.

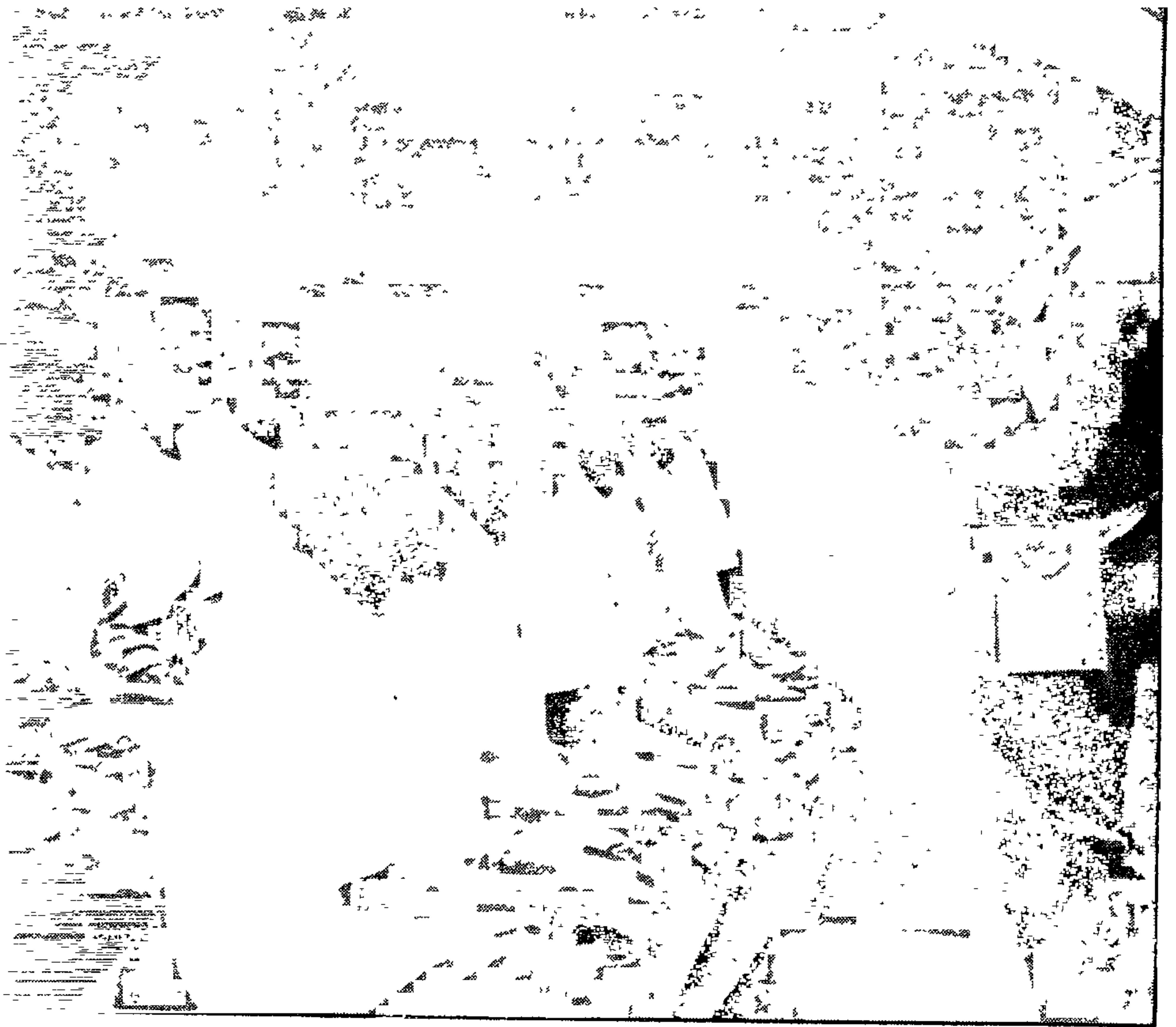
First news of a "rebel" victory came before lunch when a message was passed to Dr. Beyers that the Action Committee candidate, Mr. Meiring, had won the presidency.

Mr. Meiring makes no secret of his ultra Right-wing political views and was a Republican Party candidate for Klerksdorp in the last general election.

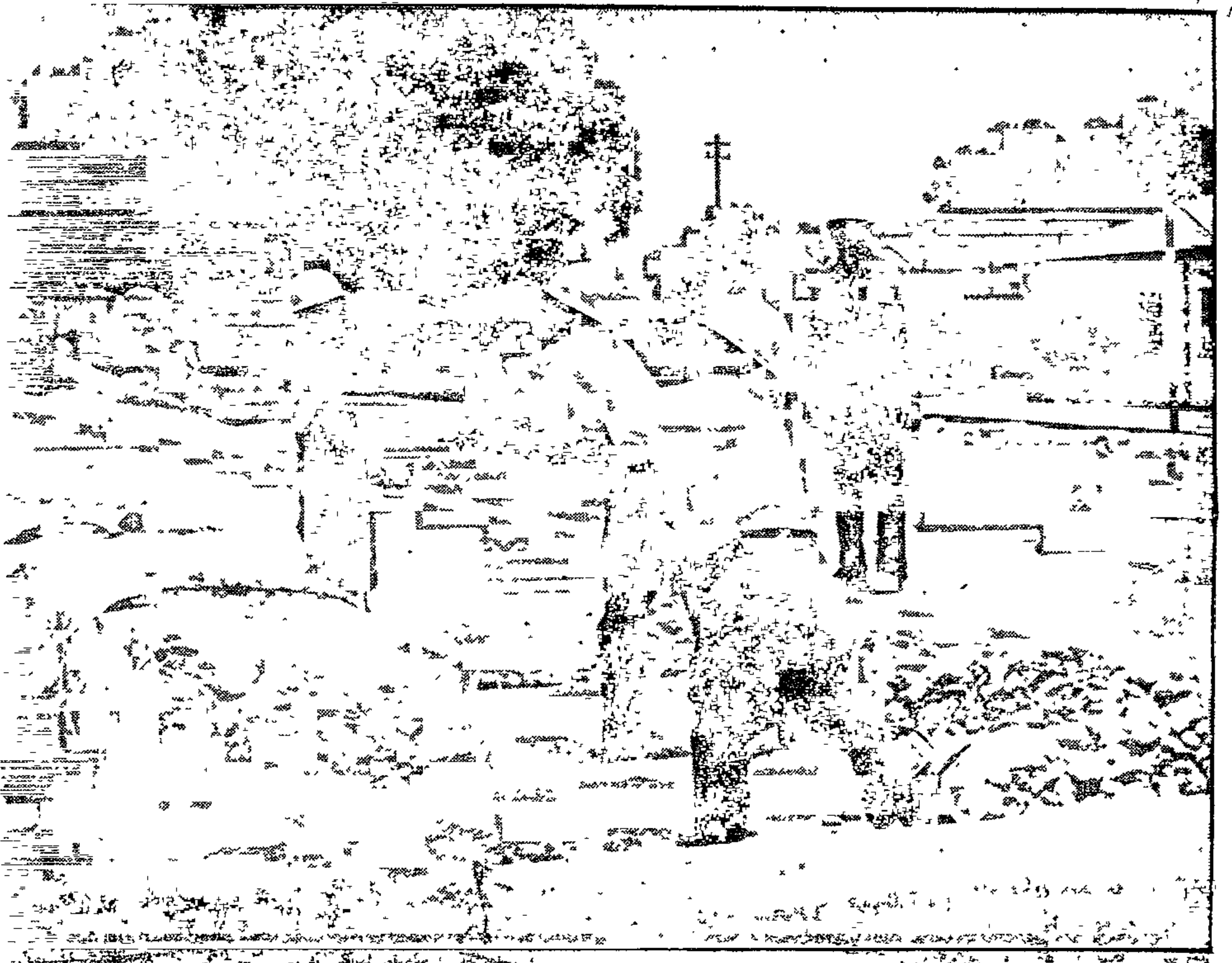
The voting was 29-18 — one less than the Action Committee had predicted because one of the 48 councillors was ruled ineligible to vote.

The Action Committee's choice of vice-president, Mr. K. Fourie, was voted by the same margin. The "rebel" group then got in its treasurer, Mr. K. Terblanche.

Thereafter there was a landslide in favour of Action Committee candidates, and its nominees received up to 44 out of the 47 votes.



... then get your backs into it Star 24/11/66



In three weeks—a new language, a new job

Star
24/11/66

(Continued from preceding page)

class in their own language. Then he uses Fanakalo.

"Yeno lo muntu"—"That is a man," he says, pointing to one of them. He repeats it. Then they try it on their own. At first they whisper and mumble but they are coaxed and applauded until in the end, far from speaking, they shout.

"Yena lo sandhla gemina—these are my hands," he says.

"Mina pas op lo sandhla gemina—I look after my hands," they roar. And so on.

It takes an average of three to four days for the recruits to be able to understand, and to express their basic needs in Fanakalo. Progressively, for the next six days, they learn to "read" a

poster, then to relate it to an illustrated strip, then to a film. Finally they see it in real life, acted out by other African mine-workers.

Primitive

With each stage they shake off a little more of the dust of their primitive beginnings and adjust themselves to an entirely new concept of living.

"Motivation" the training officials call it. Miraculous would not be wide of the mark.

Running through every aspect of the training programme is the need for safety measures. Every poster and every film is designed to fulfil three functions—to develop comprehension, enlarge voca-

bulary and demonstrate the need for caution.

A five-picture strip will show a consecutive sequence illustrating an African underground jumping on to a moving trolley (strictly forbidden)—missing his foothold and falling. Stretcher bearers hurry up to him, bind him to their stretcher and carry him away.

In a dozen different languages the instructor explains. He repeats the explanation in Fanakalo. Then he waits for the inevitable reaction.

Not there

"How can he jump on to only half a truck? Why did the truck not fall over—it is cut in half? How can those men be there

with him? They were not there when he jumped?"

In answer, the whole sequence is shown on a film, acted by real Africans.

Gradually, comprehension dawns. And the little red light of danger has alerted the classes' sense of self-preservation.

When landscape and depth is introduced, they are taken to the actual scene which has been filmed, so that they can relate the two. Or a picture may be shown of the scene immediately outside the class room. Members of the class are asked to demonstrate—with the aid of a black board pointer—what they see in the same picture. If they are floored by anything, they are taken outside and the actual object—drainpipe or tap or whatever it may be—is pointed out. . .

"Hou—yebol!"

Basics

After nine days they are ready to start work with a grounding in the basic skills.

Before he started Fanakalo each recruit was assessed as mechanical or non-mechanical by means of aptitude tests. The



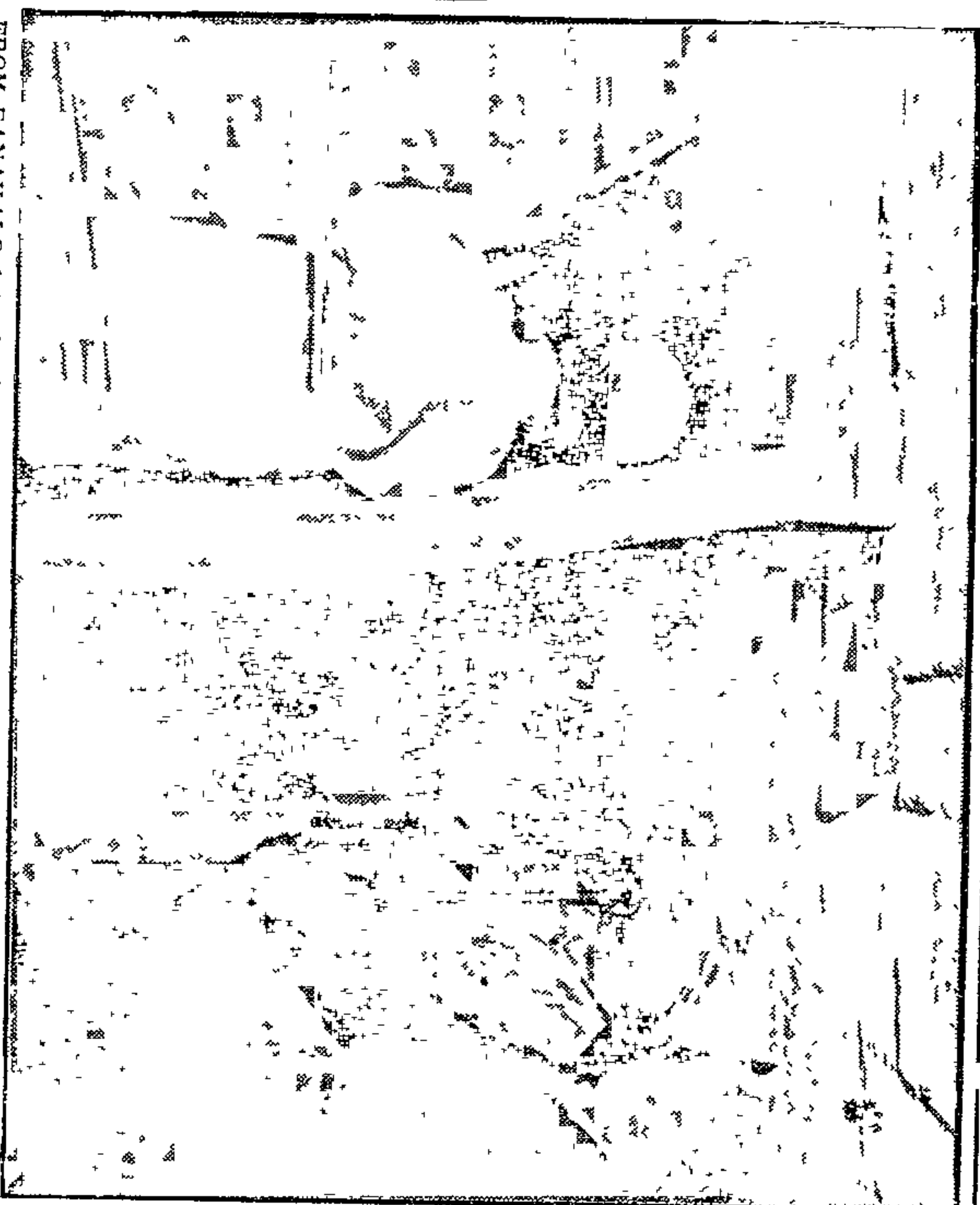
APTITUDE TESTING he has watched the test being done on the silent screen. Now he tries it himself. He is allowed two tries. From the results he is assessed as either Mechanical or Non-Mechanical.

Anybody may call for an ambulance

From Our Correspondent

LICHTENBURG, Thursday—The people of Lichtenburg are angry because the local ambulance was not sent to the scene of an accident in which five children were knocked down by a car. Two were killed.

A hospital official thought an ambulance could only be summoned by the police. The superintendent of the hospital has made it known that an ambulance may be called by anybody.



FROM FANAKALO 1 to the Jackhammer — it's practically an entire process of evolution, in the space of three weeks! In a mock-up mine the trainees gain practical experience of the jobs they will be doing — and the tools — when they go underground

former group usually accounts for 30 per cent of the total number and the top 10 per cent are the elite from which potential Boss Boys are eventually drawn. Shanganans more than any other race show a natural mechanical aptitude.

Training of the top mechanical group takes approximately three weeks. Men who have never seen tools before learn to identify them by their correct names—"lo bob bejan spanner, lo job keyena"—learn their uses and how to work with them. Slides and films break down into parts jobs like track and pipe laying, load-haulage, locomotive driving and drilling with jack-hammers.

From Fanakalo 1 to the Jackhammer—it's almost an entire process of evolution!

Shovelling

The non-mechanical group become "Panel Boys." Among their jobs is "lashing" (shovelling rock). It's not as simple as it sounds. Some of them have never handled a shovel before have to

Timed by a metronome they learn to shovel a given amount of rock in a given time working rhythmically and in unison. The road they started along on the first day when they looked at their first poster is bearing its end. In safety helmets and heavy duty boots, under the vigilant eyes of the Boss Boys, they take the first step that will eventually take them down on that swift journey thousands of feet below the earth.

They walk into the cage. The doors clang shut. In a mock-up

mine they hear and feel and see exactly what they will find below. The hammering and the clanging, the roar of the drills and the clanking of the trolleys, the close darkness of the stopes and the glare of artificial light. The sweat shines on their faces and the damp yellow mud slimes on their boots. Intent, drilled, competent, they get on with the job.

It's a far cry from a poster of a blanketed woman with a baby on her back. But all that's over now. That was 13 days ago.



PANEL BOYS PRACTISE back building supporting the stope roofs with timber. In a mock-up mine on the surface they have practical experience of the conditions under which they will work underground.

Star 2/11/66

They're going digging for gold

FROM BUSH TO THE RAND MINES

By PAMELA STRUBEN

THEY have never seen anything like it before. And they do not believe it. That is flat.

"Ikona You can't fool us," say the recruits at the mine training school at Randfontein, confronted with a poster showing a blanketed woman with a baby on her back and a hut and two smaller figures in the background.

"Look at that woman—she's cut in half. She's only got one arm. The baby's growing out of her back. The baby's only got one arm." "How they inquire,

could such a big woman get inside such a little hut?"

They point to the two smaller background figures — "Tokoloshes" they say triumphantly "Or maybe they didn't get as much to eat at that woman?"

Perspective

It is all a question of perspective. And when you are wearing

miner's boots for the first time after going barefoot all your life, and walking strange pavements and seeing stranger sights, and you are among a seething horde of strangers into the bargain, you haven't much perspective about anything. Half the time you cannot even understand what anyone else is saying.

Which is where the poster comes in. It is part of the training

scheme which starts rural Africans on the road from primitive ignorance to a degree of understanding of complex mine work which—considering it takes only something like nine days—is little short of remarkable.

Every year more than 400,000 Africans are trained and re-trained at the 50 or more schools in gold-mines in the Transvaal and the Free State. Representing

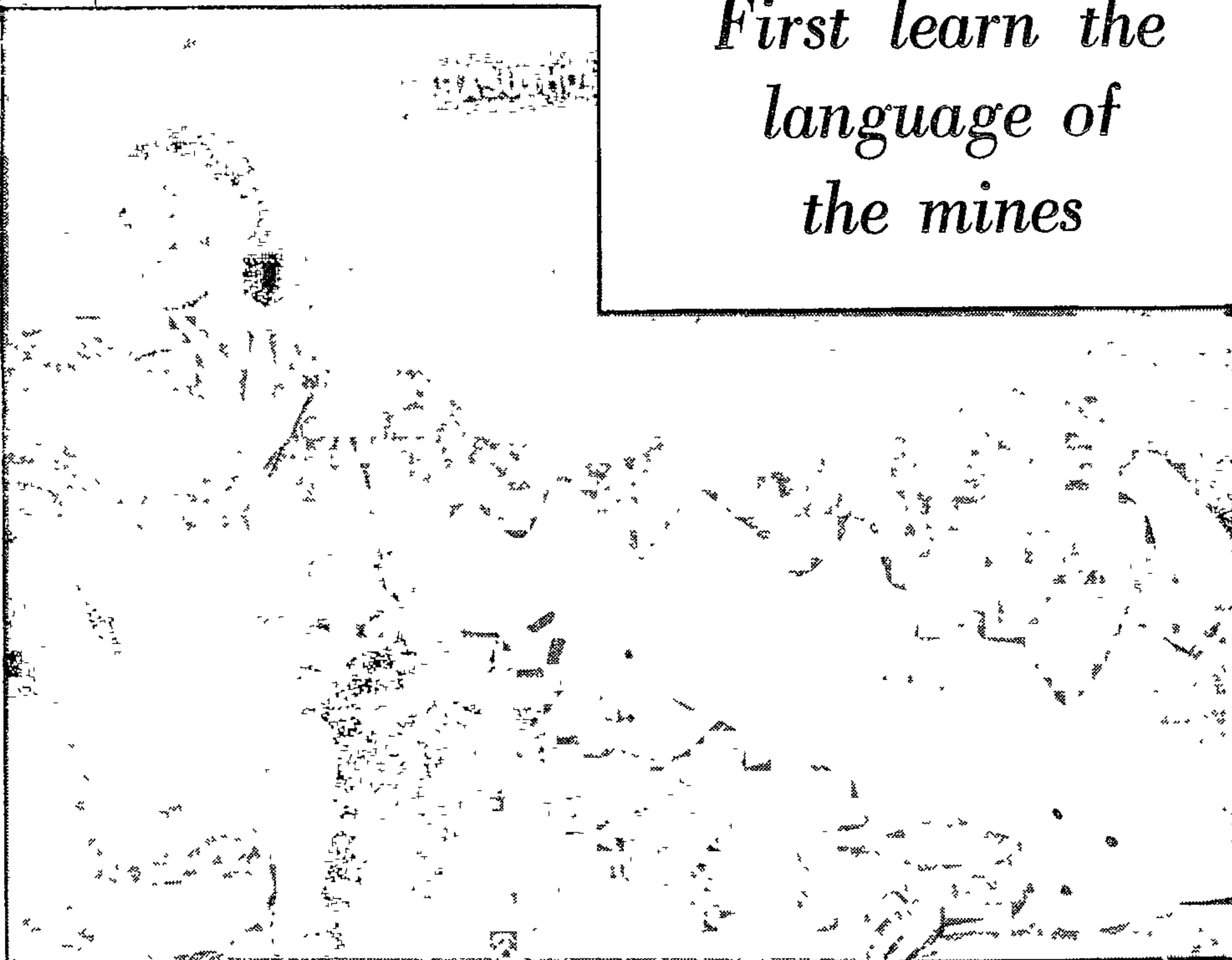
something like 50 tribes, they speak almost as many languages and dialects, come from as far afield as Tanzania, Angola, Botswana, South West Africa and against the wishes of their government, from parts of Zambia.

Before anything else they must learn to communicate. And so they go into "Fanakalo 1" to learn that extraordinary patois which has gradually evolved until it has become the lingua franca of the mines.

At first, the African instructor—who wears the brass badge of Boss Boy—addresses the separate groups in the beginners'

(Continued on next page)

First learn the language of the mines



... then all these tools ...

STAR

17 NOV 1935

Gold Mines - Labour ~~Section~~

Newsletter backs rebel miners

WELKOM, Thursday—Circulating among mineworkers on the Free State goldfields is the first newsletter issued by the newly formed Democratic National Party led by Dr Cor du Preez

The newsletter says that what the rebel mineworkers are asking for is not unreasonable, and asks "Why won't the Government do something to solve their problems?"

The newsletter alleges that mineworkers are left "to the mercy of capitalists" and that "the Government no longer deserves the support of any right-thinking Afrikaner"

IMMIGRANTS

The newsletter alleges that South Africa is being flooded by immigrants with foreign ideologies which threaten Afrikaner culture

It also alleges that there is "fraternization" between the United Party and the Nationalist Party in the House of Assembly and that for the loyal Afrikaner Nationalist there is no longer a place under the Government."—Sapa.

Gold Mines - Labour

Miners in new union threat

Staff Reporter

WELKOM — A meeting in Welkom last night of Free State general council members of the South African Mine Workers' Union and shaft stewards agreed that they would support a move to start a new union if they were not given a more democratic constitution.

They were answering the Minister of Labour, Mr. Viljoen, who warned them to think before starting a new union.

They denied that they had threatened to form their own union if the present officials were not removed from their posts. What they wanted was a more democratic constitution, they said.

ALTERATIONS

At the meeting it was decided to support alterations to the union's constitution that would control the powers of the general secretary.

The main change would allow the miners to vote for a new general secretary every three years.

The meeting was also in favour of the promised resignation of Mr. Eddie Grundling, the present general secretary, being accepted by the executive committee, to be elected on November 24.

The meeting supported a move to have Dr. Ras Beyers, adviser to the action committee which has been disbanded, co-opted to the management committee of the union until a new general secretary was elected.

Mr. At van Wijk, leader of the recent strike in Welkom, said it was unnecessary to start a political party as the Minister had called on them to do.

One had already been formed, he said. This was the Democratic Nationalist Party which was getting good support from the miners.

Cold Mines - Labour

Rebel miners warned by ② Viljoen

Stilfontein, Saturday.

MINEWORKERS who were thinking of forming a separate mineworkers' union should consider whether they would be serving their own cause or that of their fellow-workers, the Minister of Labour, Mr. Viljoen, said here today.

The Minister, who was speaking at a Nationalist Party Strydomdag function, expressed the hope that the Mineworkers' Union elections would restore peace in the union and in the mining industry.

As far as the Government was concerned it made no difference who the mineworkers elected as officials of the union.

But it was hoped that the decision of the majority would be respected.

THREAT

The Minister said he had read in newspapers that certain people were threatening to form a new mineworkers' union if they failed to secure a majority in the elections. Certain individuals with political aspirations and with no love for the Nationalist Party were seeking a platform for the establishment of a new workers' party in opposition to the Nationalist Party.

"To them I would say: If you want to form a new political

party do so on Monday because the workers know that the Nationalist Party is their best friend and will ensure an early demise of the new party.

"I should like to ask such individuals with such political aspirations to fight openly against the Nationalist Party and not to try to do so by riding on the back of the Mineworkers Union.

NOT PROPPER

The mineworkers did not deserve to be treated in this way. They had built up their union over a period of many years with large financial contributions and great difficulty and it was not proper for any one to want to use the union for the advancement of personal political ambitions.

"I would ask the mineworkers to constitute their union as they want it and to see to it that the union is not abused by opportunists in their fight against the only truly workers party—the National Party."

Cold Mines - Labor

ATTACK ON LABOUR— LOUW REPLIES

①

“Nobody is unskilled”

By the Mining Editor

RECENTLY, a stoper at West Driefontein broke more than 1,100 fathoms—the equivalent of 4,500 tons of ore. The man's energy, skill and incentive earned him a cheque in excess of R1,500, Mr. A. Louw, chairman of the company, mentioned at the annual general meeting yesterday.

Mr Louw was replying to a slashing attack by a shareholder, Mr C C Caldwell, on the cheap mine labour concept, reported in The Star late yesterday

Mr Louw would not accept the proposition that labour in the lower echelons was unskilled in its particular jobs and needed costly supervision

He said: “We have over many years, conducted very intensive and detailed training methods and I don't think we could put labour on the mines, in any category at all, in the category of being unskilled”

Methods which promised higher output by all classes of underground workers were continually investigated, he said

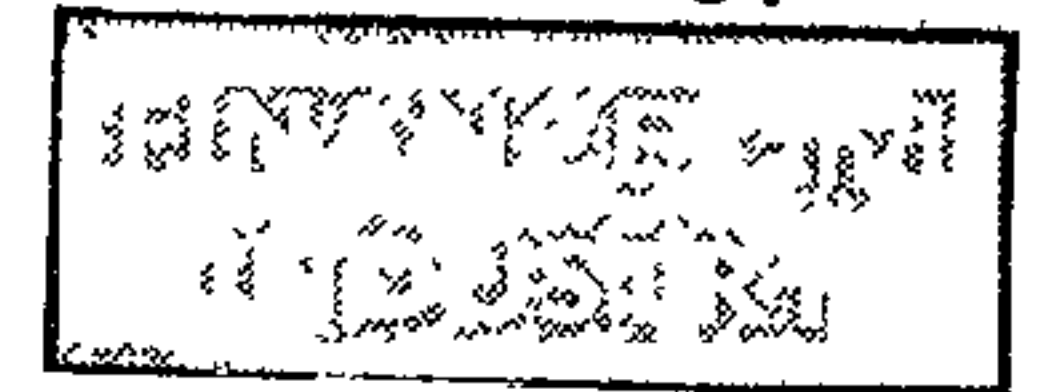
Mr Louw referred to experiments with a hydraulically advanced scatter barricade, developed at West Driefontein. This equipment made possible a six-foot advance on the face daily on about 120-130ft

COSTLY

But so costly was the equipment that it was cheaper to use labour and the proposition was shelved

Nevertheless, West Driefontein from the beginning of stopping operations had been one of the most highly mechanized mines on the Rand. From the outset, mine personnel had conducted scraping operations on the face, on the strike and down the dip slap gullies and into the ore passes so that the proportion of ore handled by shovel was kept down to the absolute minimum

Mechanical loaders had been used in all development operations. Since 1955, no shaft had been sunk without making use of the most modern equipment.



Mr Caldwell had referred to output in a Canadian mine, which made average productivity on South African mines look extremely feeble

Mr. Louw asked for the report on that mine. He would particularly like to study the capital cost and working cost situation, he said

ATTENTION

Mr Caldwell's remarks attracted the close attention of shareholders at the meeting as well as the directors. For, he argued, in spite of the “enormous technical progress” credited to the country's mining engineers, the cost of mining rock was advancing at an alarming rate

How long could a higher gold yield be expected to compensate for constantly rising costs? The time had come when shareholders would like to know more about efforts to increase output per labour unit employed on mining operations

“Increased productivity is being urged by top industrialists and personnel experts throughout the country,” he pointed out. But in this important field, the annual reports of the mining companies were sadly silent.

Gold Mines - Labour

RISING PRESSURE ON WORKING COLOUR BARS

By a Staff Reporter

BECAUSE OF THE MANPOWER SHORTAGE and the growing reluctance of Whites to do certain jobs requiring physical exertion, pressure for the more productive use of non-White labour, particularly African labour, is growing irresistible, in the view of economic authorities.

The president of the Federated Chambers of Industries, Mr L. Lulofs, said in Johannesburg last night that if only faster progress could be made in the training of Africans, "then we would really be on the road where we can see the solution to our manpower problems."

Mr. Lulofs's remarks are the most recent in a series of statements by influential economic spokesmen on the use of African labour.

Mr. F. G. Hill, technical services manager of Rand Mines, last week told the National Productivity Conference that the gold-mining industry was unlikely to make substantial advances unless it was allowed to make better use of African labour. More gold-mines will have to close "unless wiser counsels prevail"

At the same conference a paper by Mr. T. P. Murray, senior vice-president of the Trade Union

Council of South Africa, said that any attempt to raise the level of productivity is doomed to failure from the outset unless there is a determination to develop the skills and use the potential of non-White workers

According to Dr. E. G. Malherbe, former Principal of the University of Natal, "The demands of the economy are stronger than the colour bar" With a shortage of probably 47,000 White workers by 1969, it was an utter impossibility for a country like South Africa to hope for all its skilled labour to come from its 3,500,000 Whites

Another development tending towards greater productivity by non-Whites is the creation by the Railways of machinery to provide for the "controlled release" of traditionally White jobs to non-Whites, including Africans.

"INTERDEPEND"

The changing labour pattern was discussed in a recent debate in Parliament when Mr. Marais Steyn said the Government would have to accept that interdependence between the races is growing more rapidly than ever before.

What has emerged from recent developments is that the prospect of better living standards and working conditions for White workers are largely dependent on the advancement of the productivity, skill and earnings of non-Whites, mainly Africans.

This has been particularly true of the mining industry where the demand for monthly pay at enhanced rates in the place of shift pay has been obstructed by the ending of the African labour experiment in which Africans did more responsible work.

Code Mines - Labour

VILJOEN SPEAKS ON STRIKES

Plea to miners to put house in order'

THE MINISTER OF LABOUR, Mr. Viljoen, said at the Free State congress of the Nationalist Party here today that he wished to take the opportunity once again to make a serious appeal to mineworkers on both sides to use their present elections to put their house in order: to elect people by a majority decision to lead them.

Bloemfontein, Wednesday.

The Minister gave a review of the recent strikes and the steps that had been taken to restore peace in the mining industry. He said he also wished to ask mineworkers seriously as Democrats and responsible men to iron out their internal differences inside their trade union organization.

"It is my sincere desire that it will never be necessary for the Government to make use of the legislation which was enacted in the past session of Parliament."

KEY INDUSTRY

"I want to trust that the mineworkers who work in such a key industry in our country will put their heads together and start with negotiations with their employers for better conditions of service which they deserve, but which could not be negotiated on a sound basis as long as there is disunity within the trade union."

Referring to the new legislation, the Minister said that the Act in no way affected the right of workers to strike for better

conditions. It also did not silence any worker to air grievances.

"All that was done was to prevent workers from using their domestic differences to harm the economy of the country. The same principle was, of course, also applied with regard to lock-outs by employers, the Minister said.

RESPONSIBILITY

Mr Viljoen appealed to trade unions to show responsibility in their claims for higher wages and salaries.

The Minister said: "Nobody

denied the workers their rightful income. On the contrary, in terms of our national approach, the worker should get the wage he deserves, but if his new wage is too high and is not accompanied by a corresponding increase in productivity, it will only have one result and that is that he will later have to pay for the fridge, the stove or the bedroom suite which he buys for his home."

In other words, the Minister added, if higher wages were not accompanied by higher productivity, inflation could not be warded off — Sapa

(News by R S Postma 627 Mutual Bldg, Commissioner Street Johannesburg)

See also

*Trade Unions
- Mineworkers Union*

Cold Mines - Labor

Rebel miners claim poll 'landslide'

By a Staff Reporter

THE "REBEL" ACTION COMMITTEE of the Mine Workers' Union claimed this morning that it is now assured of 32 of the 48 members who will constitute the new General Council of the Union after last Wednesday's elections.

The general secretary of the Union, Mr. Eddie Grundling, was in closed conference all morning

To repeated requests for a statement from the Union's side, he eventually sent this message: "I can say nothing at this stage. I will have comment, but it will only be late this afternoon."

The figures indicate that the Action Committee have secured the nominations of 12 out of the 16 shaft stewards elected on the West Rand, and all 10 elected at Heidelberg.

CLEAR MAJORITY

In the Springs district they have won 10 out of 13 nominations as well as all four on offer at Evander.

In Klerksdorp the Committee is sure of 22 of the 24 nominations, in the Free State, 29 out of 31, and in Carletonville, 10 out of 11.

"This will give the Action Committee a clear majority, and thus virtually complete control of the M.W.U." said Dr. Ras Beyers, legal adviser to the Action Committee, this morning.

In Wednesday's elections, each shaft on every gold mine elected its official shaft steward.

The Action Committee opposed each nominee of the M.W.U. with a man of its own nomination.

COUNCIL ELECTIONS

From these elected shaft stewards, it now remains for members to be elected to the various "district" councils — of which there are nine by geographical delimitation

Each of these nine district councils will then elect a certain number of representatives to the new General Council—one representative for every 500 miners in that district

These miners must, of course, be members of the M.W.U., which numbers 17,500 of the

total of 40,000 White miners in the gold-mining industry

Until now, there have been 48 members of this General Council, although this year the total may reach 50 or 51 on the "one-for-500" basis

From this General Council, an Executive Committee is eventually chosen to direct the affairs of the Mine Workers' Union.

See also

Trade Unions -

Mine workers Union

Gold Mines, Labour

GREYLING WALKS OUT

Nat sidesteps strike debate

POLITICAL CORRESPONDENT

HOUSE OF ASSEMBLY.

MR. CAS GREYLING (N.P., Carletonville), who caused an end-of-session sensation by announcing to the Nationalist Press that he was opposed to the Miners' Strike Bill, missed his opportunity yesterday to protest officially in Parliament.



MR. GREYLING
.. missed chance

Mr. Greyling, who had been sitting in the Chamber while other legislation was debated earlier in the day, left his seat when the committee and third reading stages of the Bill were discussed.

This would have been the time for him to have lodged a protest, but instead he walked out.

It is believed that party political pressure was used to urge Mr. Greyling to desist from opposing the further amendment to the Industrial Conciliation Act (miners' strike) Bill.

CALLED OFF

Meanwhile in the Senate, the Minister of Labour, Mr. Viljoen, announced that he had been informed by Mr. At van Wyk, leader of the Free State action committee, and Dr. Ras Beyers, adviser to the action committee, that they had called off the mining strike reports Sapa

Moving the second reading of the Bill, the Minister said he was pleased the matter had taken this favourable turn and he trusted that peace would return to the mining scene in the interests of the nation's economy.

At the request of Mr. Van Wyk and Dr. Beyers he had asked the Chamber of Mines to re-instate those mine-workers who had participated in the strike and the Mine Workers' Union not to disqualify striking shaft representatives for union elections

The Mine Workers' Union had complied with his request and he was confident that the Chamber of Mines would do likewise.

Gold Mines - Labour

Minister's 'go back' appeal to miners

CAPE TOWN.—The Minister of Labour, Mr. M. Viljoen, broadcast an appeal last night to the dissident group of the Mine Workers' Union to return to work.

He assured them that the Industrial Conciliation Amendment Bill, which was taken through the second reading and committee stages in the Assembly earlier, did not in any way affect the right of workers to strike where there was a dispute over wages and conditions of employment.

The Minister also gave this assurance in a telegram to Dr. Ras Beyers, adviser of the Action Committee of the Mine Workers' Union, reports Sapa.

The telegram was in reply to a telegram from Dr. Beyers in which he said a general strike was threatening, and in which he appealed to the

Minister to withdraw the Bill or to have it referred to a Select Committee.

The Minister's telegram to Dr. Beyers said: "In the interest of our country's economy and peaceful domestic relations, the Government has unfortunately no alternative but to eliminate strikes which have nothing to do with the wages and conditions of employment of workers.

"Once again I wish on behalf of the Government to make an earnest appeal to workers to

About 17,000 members of the Mine Workers' Union will vote at 52 booths today to elect 61 shaft stewards; 276 nominations were unopposed.

return to their work and to allow the elections to take place in an orderly way, especially in view of the fact that negotiations for new wages and conditions of employment could otherwise be delayed."

Meanwhile, reports our Industrial Correspondent, a spokesman for the Chamber of Mines said that 310 mine-workers in the Transvaal and 212 in the Free State did not report for work yesterday.

Mr Barry Nieuwoudt, district organiser of the Mine Workers' Union in the Carletonville area, said last night that unless something out of the ordinary happened the men under his control would work today.

See also

Trade Unions - Mine Workers Union

Gold Miners - Labor

Mines

chief

wants

goodwill

restored

Staff Reporter

THE President of the Chamber of Mines, Mr. R. S. Cooke, said last night that his organisation wished to see good relations restored among its gold miners

Mr. Cooke issued a statement on the "rebel" miners' strike. He said that for the time being any striking mineworker returning to work would be signed on in the same miner's category in which he was employed previously.

In his statement, Mr. Cooke said it had become essential over the last few days for mine managements to re-arrange working places so that as far as possible production on affected mines could be maintained.

It had therefore not proved possible to offer all returning mineworkers the same contracts in the same working places. Some had been re-employed in other parts of the mine.

SECOND DAY

"On Tuesday, October 11, when the current incident in the Free State was in its second day the general secretary of the Mine Workers' Union, Mr. A. E. Grundling, proposed to the Gold Producers' Committee that it should offer — on the condition that all men agreed to return to work on Wednesday morning — that they would be taken back without break in service.

The committee agreed, but the offer was rejected; the strike was not called off on Wednesday morning and the offer therefore fell away.

"Men who did return to work on Wednesday morning were, however, taken back without break in service.

"On Wednesday the Gold Producers' Committee undertook to take all men returning on Thursday back in their previous jobs subject to their signing anew. Considerable numbers of men — over half those on strike on Wednesday — have returned, and the majority have been re-engaged in their former working places.

See also Trade Union - Mine Workers Union

NO OBLIGATION
 "This has been done although there was no obligation on managements to do so after Thursday"
 Mr. Cooke said the Gold Producers' Committee had done all in its power over a long period to settle difficulties on the mines and its attitude had always been conciliatory in spite of damaging disruption to the country's economy.
 "We wish to see good relations restored among our employees as soon as possible and I would emphasise that the present circumstances did not arise from any dispute with employers"

Gold Miner - Labour

Curb on right to strike

From the Political Correspondent

Cape Town, Tuesday.

THE Bill to prevent wild-cat strikes was not an attempt to silence people and should not be seen as an attempt to stifle criticism by workers who were dissatisfied with action by the executive of a trade union, the Minister of Labour, Mr. Viljoen, said today.

He introduced his Industrial Conciliation Further Amendment Bill—a measure aimed at prohibiting strikes and lock-outs for purposes unconnected with relationships between employers and workers—in the Assembly against a background of criticism by the small band of rebel miners who have recently been engaged in an internecine dispute within the Mineworkers' Union.

RIGHT UNCHANGED

Mr. Viljoen said that the right of workers to strike where there was a dispute over wages and conditions of employment would not be affected by the Bill. This right remained unchanged.

The Government was reluctant to take this step. But it could not allow the economy of the country to suffer any further damage.

The domestic problems of a trade union were matters which were capable of being solved in accordance with the constitution of the trade union concerned and the provisions of the Industrial Conciliation Act, without workers having to resort to strike action.

He hoped that the Bill would help to restore the industrial peace for which South Africa had become so well known.

U.P. SUPPORT

Mr. S. J. M. Steyn (U.P., Yeoville) said the Opposition would not delay the passage of the Bill.

It was not quite clear, however, what the trouble in the Mineworkers' Union was about. There had been an investigation and a report, but still it was not clear what was the cause for their unrest.

Replying, Mr. Viljoen said it appeared to him, after his discussions with the mineworkers, that their two main grievances centred around a lack of confidence in certain of their leaders and the question of wages.

The Bill was read a second time.

Cold Mines - Labour

Strikers may have to "sign on" at mines

THE President of the Chamber of Mines, Mr. R. S. Cooke, today indicated to mine managements that miners who have been on strike this week would have to sign on anew if they chose to return to work.

As the "wildcat" strike went into its fourth day on the Free State gold-mines, the number of miners absent showed little change — 371 this morning compared with 381 yesterday.

Mr. Cooke's statement, issued by the Chamber of Mines this morning, said

"In the existing circumstances of unrest and confusion among employees on certain gold-mines in the Free State, mine managements can do no better than to observe the terms of existing agreements with employees.

"TERMINATED"

"These lay down that a man who participated in strike action automatically terminated his employment."

"The Gold Producers' Committee yesterday went so far as to give an assurance that all strikers presenting themselves for employment this morning would be taken on in the same jobs as formerly. However, these men have, by their own action, terminated their contracts and can only return to work by being signed on again

LOSSES

"It is clearly intolerable that workers who have grievances unconnected with conditions of employment, should be able to inflict damaging losses on the national economy and, on everybody, and I fully support the Minister of Labour's appeal to men on the mines to return to work and settle their internal differences through the process of democratic election

"I wish at the same time to express my appreciation of the responsible attitude of the vast majority of the 11,000 members of the Mineworkers' Union on the mines who have refused to be stampeded by the actions of a few hundred strikers"

With Mr. A. T. van Wyk, their leader, on his way back from

Cape Town by car, little definite could be learned of the plans of the "rebel" miners this morning

But last night, at various meetings of Action Committee miner-supporters held on Free State and Far West Rand mines, reports are that the strike must continue after what was described

as Mr. van Wyk's "abortive meeting" in Cape Town yesterday with the Minister of Labour

Action Committee miners are said to be planning strikes tomorrow at one shaft on each of the following mines — Doornfontein, Blyvooruitzicht, Kloof, Venterspost, West Driefontein and Western Deep Levels

Dr Ras Beyers, adviser to the "rebel" Action Committee, confessed this morning. "I have to shoulder the heavy responsibility of calling out my men, now, on mines right through the Transvaal.

"Yet I am sure that there is still time, before midnight tonight, to come to some amicable settlement with the Chamber of Mines about taking back the strikers without penalty

"After all, the Free State men have won everything else they asked for—the demands they made on Mr Eddie Grundling's Mine Workers' Union. If we can now come to terms with the Chamber, it may no longer be necessary to strike at all"

See also

*Trade Union - Mine workers union
Transvaal & Off Chamber of Mines*

4

Beyers group determine

WILDCAT STRIKE

Two M.P.s back 'rebel' action

By GEORGE OLIVER
and DEREK SMITH

IN spite of top level negotiations lasting nearly nine hours between the Minister of Labour, Mr. Marais Viljoen, and a deputation of "rebel" miners in Cape Town yesterday, the wildcat gold strike is expected to be continued and extended today.

Attempts at reconciliation finally failed late last night when the "rebel" leader, Mr. At van Wijk, announced before returning to Welkom: "The strike will be extended tomorrow. We feel bitterly disappointed and sorry about the outcome of our discussions."

The decision followed a day in which "rebel" groups from every mining district in the Transvaal pledged support for the strike and the liveliest and biggest meeting yet held in Welkom decided to direct the strike against the Chamber of Mines as well as the management of the Mine Workers' Union.

Two Nationalist M.P.s and one Nationalist M.P.C. have pledged support for the "rebel" group.

In doing so they have directly opposed Mr. Viljoen, who has attacked the "rebel" group and lent his support to the officials of the union.

At 7 a.m. today, an airport interview was due to take place between one of the M.P.s and the adviser to the "rebels," Dr. "Ras" Beyers.

The M.P. is expected to sound the feelings of other members in Parliament, where a small but significant lobby is reported to be prepared to back the "rebels" against the union management.

Confirmation of their support for the Action Committee has come from different parts of the country.

13/10/66

ed on mine showdown

RE TALKS FAIL

RDM

13/10/66

No quick end

In Cape Town, the five-man "rebel" deputation left the office of the Minister shortly before 10 o'clock last night. Mr. Viljoen said that after a day of long negotiation between himself, the Secretary for Labour, Mr. D. Geysler, the Mine Workers' Union and the Gold Producers' Committee of the Chamber of Mines, it had been found possible to meet each other on a number of terms. None of the terms held out the hope of a quick end to the strike.

A seven-point basis of negotiation between the different parties was established during the discussions, but the talks finally broke down.

Mr. Viljoen appealed to the "rebels" to accept the terms and he promised to make certain appeals to the Chamber of Mines on their behalf.

But, although paying tribute to the Minister for his efforts, the "rebels" turned down his request and decided to continue the strike.

Six basic points on which there was agreement were:

Six points

- The threat by the Mine Workers' Union to call a strike in the coal mines as a reciprocal gesture would not be carried out.

- The union's threat would not be repeated.

- Threats of intimidation from both sides would stop.

- Steps would be taken for new nominations for the union elections at President Brand No. 1 shaft, if necessary.

- The union would investigate complaints against its Free State organiser, Mr. H. S. Masinga.

- Conciliation Board on the sacked Saaiplaas mine. Mr. ... need to ...

Breakdown

It appeared that the talks broke down on the next point. The Chamber agreed to take back all striking miners but insisted they would have to sign on as new miners. The "rebels" flatly refused.

The Minister urged them to accept and promised to appeal to the Chamber to ensure that the miners did not lose benefits to which they would have been entitled through long service. The deputation refused.

On the goldfields it appeared that support for the "rebels" was spreading yesterday. According to a staff reporter on the spot, last night's meeting in Welkom drew 500 people and was the biggest and liveliest to date.

After a meeting of the Action Committee in Klerksdorp last night, all districts of the Transvaal have reported that they are ready to try to bring men out on strike in the Transvaal.

381 strike

The total of 381 miners officially listed as on strike yesterday was slightly more than the day previous.

Dr. "Ras" Beyers, adviser to the "rebels", said last night that it appeared, following the failure of the Cape Town talks, that the Action Committee would have to call out the Transvaal mines. Strike attempts are expected by the weekend.

The amount of support, however, is disputed. In some areas the Mine Workers' Union claims to have overwhelming support.

Bid for

peace fails

By DEREK SMITH
Industrial Correspondent

It was a day of drama in the mining towns of the Free State and the Transvaal yesterday as "rebel" miner meetings in different parts of the country decided to push on with attempts to extend the wildcat strike to all the goldfields.

An 11th hour bid to bring peace back to the gold mines failed when a proposal by the general secretary of the Mineworkers' Union, Mr. Eddie Grundling, was turned down by a late-night meeting of 400 "rebel" miners in Welkom

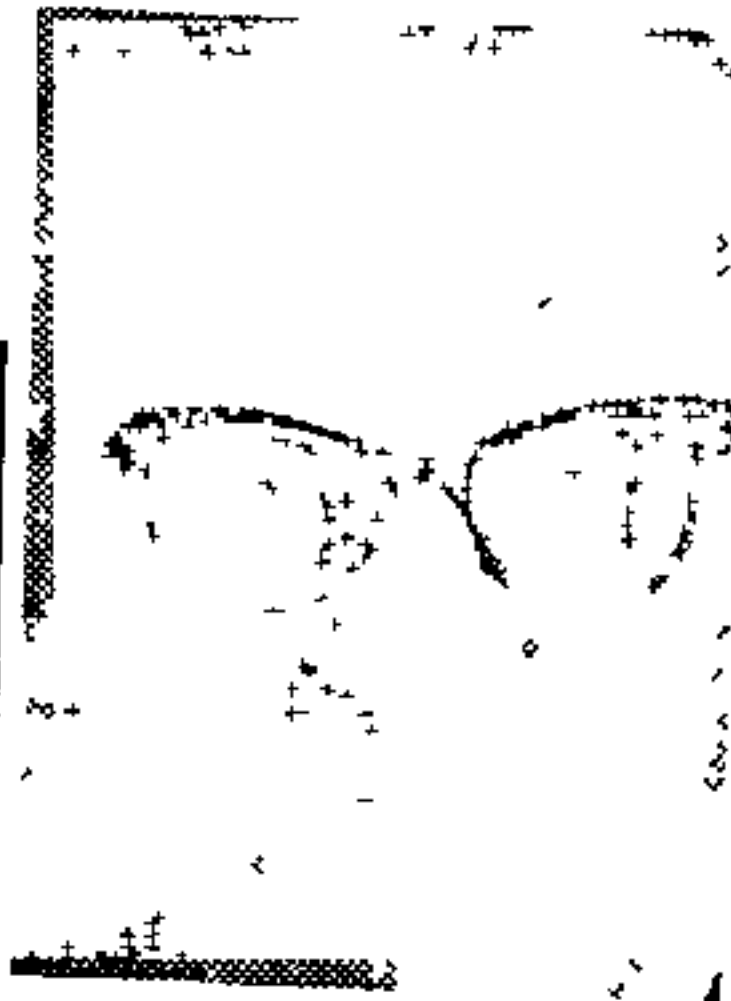
Mr. Grundling, after hearing of the decision, said he would wait until today to decide whether the union would go ahead with its threat to call out all the coal mines in a reciprocal gesture.

He said he wanted to see what support the strike received today and he wanted to know the outcome of the meeting between the Minister of Labour, Mr. Marais Viljoen, and a "rebel" deputation which will see him in Cape Town today.

In other developments:

● A meeting of the Action Committee on the West Wits mine in the Carletonville area decided to support the strike last night after the chairman, Mr. A. S. "Dries" Cronje, had told newspapers earlier that his committee had decided not to call out the men.

After changing its decision, the committee decided that it would attempt to call out men on the West Wits mines after Friday. Mr. Cronje said the change of mind was because Mr. Grundling had threatened the "rebels" with the coal-miners.



MR. VILJOEN
... intervenes.



MR. E. GRUNDLING
... rejected

VILJOEN IN 11th HOUR BID TO STOP STRIKE

Viljoen in 11th hour bid to stop strike

EDM 2/18/66

No reprisals

The proposals put to the Free State "rebels" by Mr. Grundling yesterday were that all strikers would be allowed to go back to work without reprisals, that the six men sacked for striking at Saaplasm would be reinstated and that the union would ask the conciliation board to hear the case of Mr. du Bois. Only

The commission had suggested that the differences between the two factions should be resolved by elections within the union, and the "action committee" had agreed to this. But now it had organised the strike while the election was being held.

The effect of the strike would be to hamper the commission's investigation into the monthly wage system, which was, in effect, an attempt "to get to the root of the whole wage position."

The strike was not against the employers or the Government, Mr. Viljoen said. It had been called because of differences between the workers themselves.

"And every time it is the gold mining industry that suffers, the people who are not involved. But it is not only they who suffer, it is the whole of South Africa. We all lose money, every time there is a strike."

Mr. Viljoen then called on the striking mineworkers to return to work and to resolve their differences "through their normal channels."

Appealed to the union "and some of its officials" not to allow the strike to spread to the coal mines by way of counter-action, and, warned mineworkers against any attempts to intimidate their fellow-workers. He said it was the State's duty to protect workers against intimidation.

Immediately after Mr. Viljoen had spoken, Mr. S. J. Marais Steyn (U.P., Yeoville), said he supported Mr. Viljoen in his attitude towards the strike.

He urged Mr. Viljoen to satisfy himself about the fundamental nature of this dispute and to see whether the cause of the trouble cannot be removed at its origin.

Shaft stewards

In Durban a meeting of the shaft stewards, supporting the Action Committee, decided to support the strike. It was not clear last night when attempts would be made to bring out the men — in the Heidelberg district — on strike.

The leader of the Action Committee in the Transvaal, Mr. Phillip Coetzer, said "the men in the Transvaal are waiting for the word to strike."

A deputation of five "rebels" led by Mr. A. T. van Wyk, organiser of the Action Committee in the Free State, and including Mr. Percy du Bois, whose dismissal from Saaplasm mine was largely responsible for starting the walk-outs, left Welkom for Cape Town where they will interview the Minister of Labour, Mr. Marais Viljoen.

About 100 strikers in the Welkom district yesterday morning went to Odendaalsrus with the intention of taking over the office of the Mine Workers' Union representative, Mr. H. S. Havenga. The men left after police intervened.

One "rebel," Mr. C. M. L. Fernandes, reported to the police that he was attacked by four men one night this week after his car had been forced off the road.

Gold Mines - Labor

Miners call

O strike meeting

Industrial Correspondent

A MEETING of miners at Welkom tomorrow will decide whether to heed the call of the rebel miners' Action Committee to strike on Saturday morning.

The meeting will also be asked to decide whether it will be a full-out strike — which the committee is urging — or a two-day-a-week stoppage.

The Action Committee claims that it has control of the majority of the shafts and that it is in a position to make any strike effective. This is disputed by the Mineworkers' Union.

The strike, according to the adviser to the Action Committee, Dr. L. J. E. Beyers, is to be called against the Mineworkers' Union for allowing a shaft steward, Mr Percy du Bois, to be discharged from the Saaplaas mine on the Free State Goldfields.

The Action Committee has also repudiated an undertaking not to interfere in the Mineworkers' Union elections — to be held on October 19 — because it claims that the organiser of the Mineworkers' Union in the Free State, M. H. S. Havenga, broke the agreement by addressing a meeting.

Dr. Beyers said that the plan was for the first stoppages to take place on Saturday morning among 2,500 men throughout the Free State. None of the Action Committee supporters would go down for the early morning shift.

The committee planned to withdraw miners from the Klerksdorp mines on Monday.

On Tuesday, miners would be called out at Caretonville.

The Action Committee, which undertook to disband on the eve of the Mineworkers' Union elections, had not yet ceased to function, he said. But it had not been specially revived.

STAB

05 OCT 1966

Codd Mines - Labour

No alternative to migratory labour

House of Assembly, Wednesday.

THE SYSTEM of migratory labour on the mines was entirely unsatisfactory from both a financial and social point of view, Dr. G. J. Jacobs (U.P., Hillbrow) said yesterday.

Dr. Jacobs, who was speaking in Committee of Supply on the Mines Vote, said that apart from recruitment expenses, the migratory labour system cost the gold-mines about R1,000,000 a year. It also caused social and other evils.

The Minister of Mines, Mr Haak, said that Dr. Jacobs had failed to suggest an alternative. The only alternative he could think of would be to allow migrant labourers to settle permanently at the mines with their families.

With 200,000 African mine-workers on the Rand alone, it would be impossible to provide housing and other facilities for their families.

Mr G N Oldfield (U.P., Umbilo) said the complexity of the pneumoconiosis legislation made it difficult for mineworkers to understand what their rights were with regard to compensation.

Some pneumoconiosis sufferers had been granted a 20 per cent increase in benefits last year, but some sufferers and dependants of sufferers did not share

in that increase.

The Minister said he was prepared to consider all problems regarding pneumoconiosis compensation brought to his attention.

The Chamber of Mines had been asked to submit recommendations for further State assistance to marginal gold-mines and for the exploitation of marginal ores in other mines, and these recommendations would probably be submitted to the next meeting of the Prime Minister's Economic Advisory Council.

Mr Haak said assistance totalling about R7,000,000 had already been granted to marginal mines, and this would increase to about R12 million by the end of the current financial year.

Gold Mines - Labor

MINERS'
GROUP
THREATENS
STRIKE

WELKOM — The reconstituted Mineworkers' Action Committee decided at a meeting in Welkom last night that unless a shaft steward, Mr P du Bois, was reinstated at the Free State Saaplaas Mine by Friday, a strike would be called on the Free State gold mines.

The meeting decided that an election for shaft stewards, which was to have taken place, was a farce because none of the supporters of the action committee had been nominated as shaft stewards.

The action committee has come into being again because members claim that the Mineworkers' Union organiser in the Free State, Mr. H. S. Havenga, violated an agreement which was signed at an Industrial Tribunal recently between the Mine Workers' Union and the Action Committee.

CONCILIATION

It was also claimed that the discharge of Mr. Du Bois by the Saaplaas management because of an alleged contravention of a mining regulation started the trouble.

Mr Du Bois yesterday signed an application for a conciliation board.

Mr Eddie Grundlingh, general secretary of the Mine Workers' Union, last night declined to comment on the meeting's demands.

Gold mines - labour

Threat of work to manual on mines averted

Industrial Correspondent

A "WORK TO THE MANUAL" threat by hundreds of mineworkers has been averted. The men have decided to carry on as usual while different mine managements consider a recommendation from the Chamber of Mines that their bonus payments should be increased.

The men concerned are winding engine drivers (skip drivers), loco drivers, lorry drivers and pump and compressor workers both on the surface and underground.

They belong to the South African Engine Drivers' and Firemen's Association.

At a series of special meetings in August, the men decided that they would start to work to the manual from today if their demands for higher bonuses and better pension conditions were not met.

Since then they have been told that the Chamber of Mines has agreed that the bonus payments should be reviewed.

BACK-DATED

A spokesman for the workers told me yesterday that each mine management would now have to consider the actual amount to be paid. The men had been told, however, that they could expect the increases to be back-dated to the beginning of September.

"We will carry on working as usual until we know what extra we are going to get," he said.

The men had already agreed, he said, that their demands for better pension conditions should await the outcome of the negotiations now going on between the various mineworkers' unions and the Gold Producers' Committee of the Chamber of Mines.

The spokesman said that members of the association received about R13 a month bonus — compared with up to R75 a month given to the artisan staff.

The winding engine drivers, however, considered that their bonuses should be equal to those of the artisans.

Add Mines - Labor

COMPUTER ON OVERTIME ② - IN A BIG WAY

By the Industrial Editor

BY AEROPLANE, car, train, bus and bicycle come every day to a building in Anderson Street, Johannesburg, work sheets from mines in the Transvaal and the Free State. First thing next morning the calculated individual wage statements are returned to the mines in the same way.

Overnight, on six nights of the week, a computer and staff work to accomplish this work which is just a part of the task the computer, in operation 24 hours a day, is called upon to do.

The machine doing this work is a Leo III sited at the bureau of the English Electric-Leo Company.

The wage sheets are done for six Rand Mines properties—Harmony, Blyvoors, E.R.P.M. Durban Deep, City Deep and Crown Mines, two J.C.I.—Western Areas and Randfontein Estates, four Union Corporation—Kinross, Bracken, Leslie and Winkelhaak, three Anglo-Vaal—Virginia, Harties and Zandpan, and three Rand Mines collieries.

Its biggest task is assessing the wages of about 120,000 Africans, which is a complicated procedure

involving a majority who are on 30-shift wage basis with pay-outs to about a quarter of the men every week.

In addition, the computer works out the wages and salaries of thousands of White employees on the mines and in the offices and keeps tabs on the stores at each mine.

It is now being called upon to supply solutions to problems encountered by the geologists, engineers and other technicians engaged in the actual mining processes and assessing ore reserves.

THE FIRST

Rand Mines was the first organization in South African mining to appreciate the worth of the computer in dealing with the complexities of the industry,

and the success achieved encouraged other houses to follow suit.

There have been big savings in time and staff for wage calculations alone.

Leo is claimed to be the first computer put to commercial use—before that they were regarded as instruments for use purely in the scientific and mathematical fields.

A comparative latecomer to the South African scene—it was just 18 months ago that it was decided by the firm to enter the market here—it has done well in the face of strong competition from other British and from American computer manufacturers. Three computers are in operation here, apart from the one at the bureau, and four more are on order.

Gold Mines & Labour

Tribunal reports on 'modified' M.W.U AND REBEL

'White' jobs for African mineworkers

2

POLITICAL CORRESPONDENT

HOUSE OF ASSEMBLY.—Both the executive of the Mine Workers' Union and the action committee of "rebel" miners have agreed it will be necessary soon to consider using African mine workers to release White miners from "some of their present responsibilities."

This was revealed in the first part of the report of the Industrial Tribunal on dissent within the union, released in Parliament yesterday

It was interpreted by some opposition M.P.s as being a clear indication that a modified version of the so-called "Bantu advancement scheme" in the gold mining industry, which led to considerable disaffection by the "rebel" miners, is likely to be introduced with the consent of the entire union.

Under this experimental scheme, African mineworkers were moved into some of the lower-paid jobs on the gold mines while White workers were assured of higher-paid jobs and payment on a monthly basis

REPORT

It was scrapped after a Government-appointed commission had investigated it on the instructions of the Minister of Mines, Mr Haak

The Minister of Labour, Mr Viljoen, then asked the Industrial Tribunal to investigate the discontent in the union and to report on the possibility of overhauling the wage structure of the gold mines

The Tribunal's report said: "Both parties have agreed that it will be necessary in the near future to consider a scheme under which Bantu labour on the mines is not only made more productive, but can also be employed in such a way as to release (White) mineworkers from some of their present responsibilities that are not necessary and make available more production time to them"

advance scheme

LS AGREE

Gold Mines - Labour

Both sides cleared in mine union probe

Industrial Correspondent

THE Industrial Tribunal has cleared both the management of the Mineworkers' Union and "rebel" members of the Action Committee for the two years of friction in the union and wildcat strikes on mines.

The tribunal was instructed in February this year to investigate mineworkers' grievances after a series of incidents and intermittent strikes.

Its reports, published yesterday, supports the agreement between the two parties to hold elections and urges that they be held "as soon as possible"

NO BLAME

It says that blame can be laid on neither side for the trouble in the union which, it adds, was due largely to misunderstandings.

One of the main misunderstandings was the system of payment on the mines, which was complicated. It had often been misleading and there were grounds for investigating other means of wage payments.

Negotiations over monthly pay have been started between the Federation of Mining Unions and the Gold Producers Committee of the Chamber of Mines.

The tribunal found that Mr. Eddie Grundling was an able administrator and points out that, although the union had a R15,000 debt when he took over as general secretary, he was able to report a surplus of nearly R29,000 at the end of his first year in office. This was followed by a surplus of R27,700 the next year, and left the union with a credit of nearly R43,000.

Members of both sides said last night that they were satisfied with the report.

The executive of the union meets in Johannesburg today to approve a blueprint for the union's elections sometime after October 6.

Gold Mines - Labour

Miners seek financial relief

Negotiations are in progress between the Chamber of Mines and the employees in the mining industry and it is expected that an announcement may be made this week about the outcome of representations made by the workers.

"We understand that the Chamber is studying the effects of the new tax formula announced in the Budget last week and we are hopeful to have a decision later this week," the spokesman of one of the staff associations said.

The nature of the representations has not been made known but it is certain that the workers in the industry are seeking some financial relief.

There is now an almost general move on the part of organized labour to try to get employers to grant relief in view of the rapidly rising living costs.

Both the Railway Budget and the main Budget are seen as inflationary, coming on top of the already considerable price increases for food and other commodities in the recent months since the general wage and salary increases over the year-end.

Gold Mines - Labour

GRIEVANCES OF MINERS REACH THE CABINET

INDUSTRIAL CORRESPONDENT

THE report of the Industrial Tribunal on its investigation into mineworker grievances has been handed to the Minister of Labour, Mr. Marais Viljoen. He is expected to give details of the report in the next few days.

More than 60 district committees of the Mine Workers Union throughout the country are geared for the announcement.

In terms of an agreement already reached between the union management and the dissident Action Committee of union members, elections will be held throughout the union as soon as possible after the tribunal's findings have been announced.

A Mine Workers Union spokesman said in Johannesburg yesterday that the union's general council had recommended that each district committee should hold new elections.

ELECTIONS

Some committees had held elections shortly before and the committee might feel new elections not justified. This would be up to the committees concerned. The union management felt, however, that the elections should be held in each district anyway.

Where only one nomination was received for shaft steward there would naturally be no election.

The Federation of Mining Trade Unions had already discussed the question of monthly pay for miners with the Gold Producers' Committee of the Chamber of Mines. This question would be pursued again after the elections, said the spokesman.

Gold Mines - Labour

Probe of gold miners' monthly pay plan

Industrial Correspondent

THE Gold Producers' Committee of the Chamber of Mines has agreed to investigate proposals for monthly salaries on behalf of the 23,000 "day's pay" White miners in the gold-mining industry.

This was announced yesterday in a joint statement from the committee and the Federation of Mining Unions, a nine-member organisation headed by the Mine Workers' Union.

The two bodies met for a round-table discussion on the question in Johannesburg yesterday.

A similar investigation is already under way for White workers in the coal mines.

The statement issued yesterday said that the president of the Chamber, Mr. R. S. Cooke, had informed members of the federation that the Gold Producers' Committee had conceded that there were arguments in favour of the introduction of monthly pay for most "day's pay" employees.

PRODUCTIVITY

Mr. Cooke had pointed out, however, that the introduction of the scheme would depend on its being mutually advantageous. It would also depend on the extent to which the cost involved could be offset by increased productivity.

Both parties accepted that investigation of the proposal must be accompanied by an examination on the broadest possible basis of ways of increasing productivity," the statement said.

"It was emphasised that detailed discussion with the federation and with individual trade unions must be preceded by analysis of existing wage scales.

ADVANTAGES

Although the investigation is being treated as a matter of urgency, a reasonable period

of time must be allowed for the preliminary analysis."

The statement added that the earnings of "day's pay" workers were at present calculated on a daily shift rate, to which was added various allowances and bonuses. Among the advantages of monthly pay would be greater stability of earnings for employees, combined with simplification of the wage structure and improved productivity.

Gold Mines - Labour.

MONTHLY PAY IDEA**Mines plan to****③ increase productivity**

THE DECISION, at a meeting of the Gold Producers' Committee and the Federation of Mining Unions, to investigate monthly rates of pay for 23,000 White daily paid mineworkers is part of a wider plan to rationalize the mine labour position and increase productivity.

The general secretary of the Mineworkers' Union, Mr A. E. Grundling, said today that the introduction of monthly pay would help to stabilize the labour force in the mining industry and eliminate unrest.

The joint statement by the Gold Producers' Committee and the Federation of Mining Unions said that there were arguments in favour of the introduction of monthly pay for most daily-paid employees.

The president of the Chamber of Mines, Mr R. S. Cooke, told the union representatives, however, that such a scheme would depend on its being mutually advantageous and on the extent to which the cost could be offset by increases in productivity.

DAILY SHIFT

Both parties accepted that investigation of the proposal must be accompanied by an examination on the broadest possible basis of ways of increasing productivity.

The earnings of daily-paid workers were at present calculated on a daily shift rate to which were added various allowances and bonuses, the statement said.

"Among the advantages of monthly pay will be greater stability of earnings for employees, combined with simplification of the wage structure and improved productivity."

A similar investigation has been agreed to by the Colliers' Committee of the Chamber in respect of White workers on collieries, the statement concluded.

The ranks of the White mineworkers have been split since the introduction—and subsequent termination on Government order—of the labour experiment on 12 gold mines whereby there was a new division of work also involving African workers.

commission found that there would be merit in some adjustments

The issue assumed a strong political flavour just before the general election, when the dissident "Action Committee" was active and there were stoppages on several mines.

MERIT

One of the issues involved in the experiment was a switch from daily to monthly pay for White mineworkers involved. This was cited as one of the main advantages of the scheme.

After investigation by an official commission, the experiment was terminated although the

Cord Mines - Labor

Miners plan 'clean sweep' poll

Industrial Correspondent

THE general council of the Mineworkers' Union, its members summoned from every corner of South Africa, met in Johannesburg yesterday to approve a plan for "top to bottom" elections in the union.

The general secretary, Mr. Eddie Grundling, said afterwards that although there were a number of "dissatisfied" miners on the council, there had been no mud-slinging.

"Peace and quiet now appears to be coming back to the union," he said. "It is now quite noticeable."

He emphasised that the general council — the union's highest body — had only recommended to the various district committees that they should hold elections.

In theory the district committees could refuse the recommendation, said Mr Grundling. He believed, however, that there should be "clean sweep" elections in the union. Most of the general council members felt the same way, he said.

REPORT

It was hoped, he said, that the decision would bring general peace in the union. The general council had been unanimous in approving the agreement reached between the management of the union and the "rebels." The decision to recommend elections had also been unanimous.

The elections will be held as soon as possible after the report of the Industrial Tribunal is published. The report which will be based on evidence taken during its hearings of mineworkers' grievances, was expected by the end of this month, but latest indications are that the report might take several more weeks than was originally expected.

Cas Mines, Labor

'Lunacy' for Zambians to work on Rand ^③

LUSAKA, Saturday — An exodus of young Zambians from the Barotse province to the Rand mines was regretted by the Provincial Resident Minister, Mr Josy Monga.

In an interview from Mongu, commercial capital of the province, he said:

"It borders on lunacy for anyone to chose to work as a Kaffir rather than as a respected member of an independent republic.

"Our young men are treated very discourteously by the racialist bosses of the Witwatersrand"

He also attacked the Winela Organization, which recruits the Rand labour, for continuing to use the term "native"

Winela has been operating in Zambia for more than 25 years and takes 6,000 recruits annually from the Barotse province. The money they send home is one of the area's biggest sources of income

The Zambian Government has said it intends to restrict Winela's activities, and has warned it may ban them altogether.—Sapa

Gold Mines - Labour

The trade unions' dilemma**NEVER ENOUGH
WHITE MEN**

EVERY THOUGHTFUL FORWARD PROJECTION of South Africa's economic pattern over the next few years is brought up short against one inescapable fact: There are not now, and will not be, sufficient White workers to do the jobs that were traditionally reserved for them if the economy is to grow at an acceptable rate.

The latest estimate is that of the Prime Minister's economic adviser, Dr P J Riekert. He says that even with an influx of 12,000 immigrant workers a year, there will be a shortage of 30,000 White workers by 1970. The shortage, he adds, will be less if immigration increases above 30,000 persons a year.

But even with the best efforts of the Minister of Immigration, Mr Trollip, and the devoted contributions of those White mothers who are willing to heed the call of the Minister of Bantu Administration and Development, Mr. Botha, for more White republican babies, a large gap will remain.

How it is to be closed?

That is the great debate going on between Government, management and labour. That is the problem that bedevils the trade labour movement, that has brought about bitter inter-union strife, that threatens to split the movement, not on economic lines — which is the normal subject of argument between trade union leaders—but on racial and political lines.

The workers

To understand why there is this strife, and why the different unions so passionately advocate solutions such poles apart it is necessary to go into the history not only of trade unionism but also of the men, the workers, who are the unions.

The president of the Trade Union Council, Mr L C Scheepers, did so recently in a

paper read just before he left for Geneva to sit in as an observer on the International Labour Organization's annual conference.

It is the history of the Afrikaner worker he traced, for it is the Afrikaner worker who forms the majority of the White labour force, the Afrikaner worker who wields political power, the Afrikaner worker who uses that power to maintain his position of privilege over the non-White worker, and the Afrikaner worker who can solve the problem of filling the gap.

Cut off

The Afrikaner, says Mr Scheepers, left Europe long before the start of the industrial revolution. For nearly two centuries he was cut off from the ferment overseas, so he had no historical tradition of trade unionism.

Soon after the British settlers arrived, bringing with them the first breath of trade unionism, the Afrikaner began to trek away into the hinterland, there to become, in main, a pastoralist, determined to maintain his national identity against the British and the African who surrounded and outnumbered him.

Diamonds and gold were discovered, and industrialization of the interior gradually caught up with the trekker Wars, depression, many other factors, drove him into the towns, there to make a living in a competitive society.

He was untrained and poorly

educated, so he had to take the menial and lower-paid jobs. Again, it was the African who competed with him for those jobs by offering to work for a lower wage, and the English-speaking townsman who, because of his superior education and skill, prevented him moving upwards.

But eventually so many flocked to the towns that political power came into their hands. With better education came better jobs and higher wages. Through force of numbers he came to dominate the White electorate.

At last he had the means to end once and for all the competition of the African. At last his economic future was secure. His victory over his old enemies was complete. A victory, he felt, he owed only to the Nationalist Party.

Mr Scheepers himself is an outstanding example, an Afrikaner who believes fiercely that labour issues are economic and not political.

But it is near enough the truth to explain why the "Afrikaner" trade unions and the non-racial trade unions have different solutions to the country's labour problems.

It explains why Afrikaner trade union members can defy their unions and their country's best interests to attack savagely — and successfully — the mines labour experiment, which had been blessed by their union. It was the age old naked fear, bred in isolationism and defeat and poor-Whiteism, that the African was about to grab his job.

And after the job, his social and political privilege.

Gold Mines - labour

64 men to approve miners' election plan

Industrial Correspondent

THE 64-man general council of the Mineworkers' Union will meet on July 22 to give formal approval to the plan to hold general elections in the union.

The recommendations of the Industrial Tribunal which has completed its investigation into mineworker grievances are expected shortly after that. The elections will then take place as soon as possible.

At noon on the day before the 17,000 union members go to their polls, the action committee — the "rebel" cabinet — will officially disband for good.

The committee has been in operation for more than a year and in that time it has been responsible for opposing successfully the original "mines experiment."

CALLED STRIKES

It has also forced the forthcoming elections, called strikes at various times and was largely responsible for the Ministerial order which led to the Industrial Tribunal inquiring into the miners' grievances.

This week the action committee announced it had drawn up a modified "mines experiment" which is to be discussed with the general secretary of the union, Mr. Eddie Grundling.

Under the agreement now signed by the union's management and the "rebels," the action committee will disband for good at noon on the day preceding the elections.

The action committee organiser in the Free State, Mr. A. T. van Wijk, said this would preclude the committee from reforming again in its present form.

If another committee were formed it would have to discuss new grievances.

The miners are confident, however, that this will not be necessary. They hope the new elections will put an end to the division in the union.

Gold Mines - Labor

Miners try new labour experiment

Mineworkers of the Free State who wrecked the mines labour experiment because of the fear they would lose their jobs to Africans, have evolved a new scheme which would increase their wages without risk to their jobs.

They are to put it to the secretary of the Mineworkers' Union, Mr E. Grundling, this week. If he and the majority of mineworkers approve, the suggestion will be put to the Chamber of Mines.

It would, it is estimated, save 50,000 manhours a day by giving African miners work to do for their first hour underground instead of having them wait, as at present, for the White miner to make their working place safe.

The White miners make it a condition that they must be put on a monthly-paid instead of a daily-paid basis. Their salaries would then go up to a minimum of R300 a month. Under the previous labour experiment their salaries would have been R260 a month.

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Gold Mines - Labour

Rebels—and Govt.—ac

NEW MINES E

It will cut man-hours and costs

By DEREK SMITH
Industrial Correspondent

THE first steps will be taken this week to introduce a modified "mines experiment" on major South African gold mines. The revised scheme has been accepted by the dissident "rebel" miners.

The new experiment will save the industry at least 50,000 man-hours a day, substantially cut production costs in established mines and add to the life of many marginal mines which face closure

The Government has also accepted the plan "with open arms," I was told yesterday.

Full details of the new plan have not been disclosed, but the main labour-saving device will hinge around the "making-safe" method underground.

Mr A T van Wijk, organiser of the Action Committee in the Free State, said the latest proposal envisaged an addition to the existing regulations and not an alteration to the regulations as proposed in the ill-fated experiment which was scrapped last year after a special sitting of a Government Commission.

At the moment, a White miner goes underground with a gang of about 40 Africans. He takes four of these with him to carry out the "making-safe" procedure. The rest of the gang sit around doing nothing for up to an hour

In the bigger mines there are up to 50 such gangs in each shaft.

Under the new proposals, however, the rest of the gang would be allowed to undertake productive work while the "making safe" operation was being carried out.

Take-over

The new scheme is different from the celebrated—and ill-fated—"Mines Experiment" of last year because it does not mean more responsible jobs for Africans. All Africans will remain under the supervision of a White miner.

This will do away with the old fear that Africans would take over "White" jobs in the industry as they fell vacant.

The Viljoen Commission, which investigated the ramifications of the last experiment, found there was a possibility that several thousand "White" jobs would eventually be done by Africans.

The new proposals will come from the men who caused the last experiment to fail, will be put to the general secretary of the Mineworkers' Union, Mr Eddie Grundling, when he visits the Free State goldfields on Thursday.

Mr Grundling was the driving force behind the original scheme which would have released White miners for more important work by allowing Africans to take over some of their present duties.

Pay switch

The proposals will have to be negotiated with the Chamber of Mines through the Mineworkers' Union in terms of the country's industrial legislation. There is doubt, however, whether Mr Grundling will agree to start such negotiations until after the forthcoming general elections in the union which will probably be held in August.

The miners who are proposing the latest scheme have stipulated that they should be switched from a daily-paid basis to monthly pay. They want R300 a month, but their salary under the original scheme they would have been paid R260.

Mr Van Wijk, said yesterday that many men were earning more than R300 a month already with bonuses. The monthly-paid scheme, however, would make incomes more reliable and lead to increased benefits.

Employees in marginal mines, who were not able to earn such large bonuses, would particularly benefit.

cept revised plan

EXPERIMENT

Gold Mines - Labour

TWENTY-ONE SIGNATURES

Mineworkers'

Executives to meet on plan soon

INDUSTRIAL CORRESPONDENT

AN agreement signed by 21 mineworker representatives has banned any form of interference by Action Committee members or management staff in the forthcoming general elections in the Mineworkers' Union.

The executive committee and the general council of the union will be called together soon to give formal approval to the plan for elections.

The agreement between the "rebel" Action Committee members and the official union management lays down that neither side should officially nominate or support any candidate for the elections.

The management undertook to stand aloof as in the past, except where it had specific duties in terms of the constitution.

The agreement states. "The Action Committee undertakes not to organise any form of agitation as from the date of the announcement of elections by way of publication of this agreement.

'For peace'

"Any committee, and the M W U however, would be entitled to convene meetings in addition to usual committee meetings to report to members.

The decision of the management committee of the Mineworkers' Union to recommend elections to the executive and the general council was taken "for the sake of peace in the union and in the best interests of all," says the statement.

The committee has undertaken to convene a meeting of the executive and the council as soon as possible to seek final approval of the offer. The Action committee, the agreement continues, accepted the offer "in friendly spirit as being in the common interest and with the firm conviction that it will eliminate all dissension."

Both parties approached the Industrial Tribunal with the proposals which were approved.

An offer

The general secretary, Mr Eddie Grundling, has offered to resign with effect from the date on which the first meeting of the new general council is held. He has left his re-appointment to the council and the executive.

In every district it has been agreed that the Action Committee shall automatically be disbanded at noon on the day before the elections. The elections will be for the shaft stewards.

From these the branch and district committees will be chosen. Then the general council — more than 60 members — will be chosen and from the general council the executive committee will be appointed.

To seal the truce, Action Committee representatives and the management of the Mineworkers' Union have written into the agreement that "both parties undertake to co-operate with each other in the interests of their union."

AGAINST INTERFERENCE
election pact

Oppenheimer could pay more..

POLITICAL CORRESPONDENT

HOUSE OF ASSEMBLY. — Mr. Blaar Coetzee demanded to know yesterday why Mr Harry Oppenheimer and industrialists like him did not pay their African workers higher wages. Irritated by an earlier reference in the Budget debate by Mrs. Helen Suzman about the low wages paid to Africans, Mr. Coetzee said that there was no fixed maximum wage

I have moved a private member's motion in this House to that effect

"It is the Government's job to set the decent minimum wages, and it is not the job of the individual industrialist"

(Report by G D Oliver, 174 Main Street, Johannesburg)

There was nothing to prevent Mr Oppenheimer paying his African workers more.

Mr Coetzee said: "Who is standing in their way to do so?"

"No, I will tell you what the position is. If we fixed a minimum wage the industrialists would be the first people to complain that it was uneconomic to function this way"

When Mr Coetzee made the same interjection while Mrs Suzman was speaking, she replied: "Why does the Minister not lay down a minimum wage rate? That is the important thing. The Government has to set the lead, and

Gold Mines - Labour

AFRICAN MINE LABOUR PLEA

Political Correspondent

HOUSE OF ASSEMBLY.—Mrs. Helen Suzman (P.P., Houghton) urged the Government yesterday to have the courage to reconsider the whole question of the use of labour in the gold mines.

She said that the experiment ditched last year "owing to political manoeuvres within the Mine Workers' Union", should be renewed.

She took the Government to task for "feebly standing by."

"This is absolutely vital, as every single mining expert will bear out, if we are to extend the life of the mines, to evolve a rational scheme for labour utilisation." In simple language this means using African workers on a greater range of jobs.

SERIOUSLY

Mrs. Suzman said it was time everyone started to think seriously about further industrial development to replace the gold mines.

"The mines are now entering the period of decline, whatever we do to help the industry, for by its very nature it is a wasting asset.

"The great period of growth that we experienced over the past 35 years is over, and within the next 35 years — unless there are new discoveries — we can expect a gradual decline. Mining experts reckon that by the year 2000 all, or nearly all, the gold mines operating today will have ceased operations."

Gold Mines - Labour

FIRST-AID MOVE FOR MINERS

Staff Reporter

ABOUT 26,000 South African mineworkers will soon have to go back to "school" following an announcement that every White underground worker and the majority of surface workers would be required to possess a valid first-aid certificate.

Only 12,800 mineworkers of a possible 38,700 Whites possess these certificates, according to "Mining News," the newspaper published by the Chamber of Mines.

In his recent address to the Mine Managers' Association, Mr. Jack Ferguson, the association's immediate past president, said the Government Mining Engineer was planning to promulgate a regulation requiring all Whites working underground and the majority of surface workers in the industry to qualify in first-aid.

'EXCELLENT IDEA'

"We think it would be an excellent idea if such a regulation could be passed," Mr. R. S. Cooke, president of the Transvaal and O.F.S. Chamber of Mines, commented last night.

"The more people who are fully-trained in first-aid, the better equipped they will be for surface and underground duties."

Gold Mines - Labour

Miners cash ⁱⁿ _{labour} in on changes ①

TRADE union representatives have agreed to cost-saving changes in mining practice and this has enabled the Chamber of Mines to offer pay increases two or three times more than could have been offered without the changes.

According to "Mining News," a new publication sponsored by the Chamber of Mines, the pay discussions between the chamber and the Federation of Mining Unions are reaching finality.

Negotiations on monthly pay for coal-miners are far advanced and discussions in the gold-mining industry, on the basis of "productivity bargaining," are continuing.

"Straight talking and hard bargaining have been the keynote," according to the report.

The negotiations affect 1,700 Whites on the collieries and 22,000 on the gold-mines, who have hitherto been paid on a daily basis, plus bonuses for some duties.

The gold-mining negotiations, affecting nine trade unions and involving major changes in the wage structure, have been the most complex in years.

From the beginning, the Chamber has argued that it could not grant more pay without measures to raise productivity. The alternative is to shut down certain marginal mines, of which six are already working at a loss.

The new proposed arrangements, it is stated, does not mean a break in the colour-bar. The previous mines labour experiment, stopped on Government order because it was alleged to have been an infringement of the traditional colour bar, ended after an official inquiry.

The present negotiations are being conducted with the assistance of a three-man mediation committee appointed by the Minister of Labour, Mr Viljoen.

Gold Mines - Labour

Many Whites will get

MAJOR COAL

Blasting rights for Africans

By DEREK SMITH
Industrial Correspondent

SWEEPING reforms—including salary increases of more than R100 a month for many White miners and regulations which will allow Africans to take charge of explosives underground—are contained in the new agreement for the coal-mining industry.

Ratification of the proposals are expected by the Government Mining Engineer shortly. The agreement will also give a R50 bonus to all White miners who were serving on the coal mines on January 23 this year.

Other concessions by the trade unions involved will allow the collieries to save millions of man-hours a year in the quest by the mining houses to cut down rapidly rising costs.

The agreement was reached between the Collieries Committee of the Chamber of Mines and the Federation of Mining Unions, representing seven trade unions.

The former general secretary of the Mine Workers' Union, Mr Eddie Grundling, said last night: "These proposals go much further than the original mines experiment which I sponsored. I think they have gone too far. This is the beginning of the end for the White miner."

The main concessions by the Mine Workers' Union on African labour underground are that:

- The African gangs need no longer wait at the "waiting place" underground while the White miner inspects each area where the gangs are going to work. The gangs may now start work as each area is made safe. This will save two working hours by every African worker, each shift, it is estimated.

- The gangs may start work underground even if there is no White miner down the mine. This is provided the area has been made safe. Until now the

MINING REFORM

R100 a month rise

gangs had to wait underground until the miner came down — sometimes more than half an hour later.

Cost

The extra pay for miners, which will fall under a general monthly pay scheme, is expected to cost the mining companies several million rands a year.

But the negotiations have been based on a new concept known as "productivity bargaining" and it is believed that, in theory at least, the mines will recoup the money through increased productivity.

Although the new scheme may mean that the number of White miners will eventually drop, the agreement specifically states that any redundant staff should be re-trained to fill other jobs.

The Collieries Committee of the Chamber of Mines has added, however, that it cannot undertake that re-training will prove possible in all cases or that employees concerned will be re-trained to fill positions carrying the same salary.

The document, which has been accepted from the Collieries Committee, says that: "While blasting should be done only by the certificated European miner or ganger in charge, he may, however, be assisted by selected Bantu who, under his direct supervision, may perform such tasks as making up primers, charging drill holes and locking up explosives."

It is not known, however,

what direct supervision will mean in this instance.

It was this aspect which Mr. Grundling said last night went beyond the original and controversial mines experiment.

"We knew that this would have to come eventually," he said. "But it has come too soon as far as I am concerned. I think it is going to cause further trouble in the Mine Workers' Union, although I am no longer interested in returning to it."

SCALES

The new pay scales, which may be subjected to small alterations before they become final, are listed below.

Underground Journeymen— Proposed starting rate R220 with a discretionary increment of R20, a service increment of R40 after 20 years and a safety and efficiency bonus of R60 of which R20 is guaranteed from the start. The present minimum rate is R158 a month.

Section miner. Proposed starting rate R240 with a service increment after 20 years of R40 and a safety and efficiency bonus of a maximum of R60 of which R20 is guaranteed. This means that beginner miners after 18 months in training school will have a guaranteed starting salary of R260 a month. Many of them are under 20. The present minimum is R170 a month.

Rates for other sections of workers on the mines have been adjusted accordingly. They have been worked out to fit in as monthly pay with the existing scheme of daily pay.

● What are hoped to be the final talks before agreement is reached in the gold mining industry will take place in Johannesburg today. The gold miners are being asked to accept a scheme based on productivity bargaining.

RAM

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Gold Mines - Labour

Pay rise for coal mines expected

By DEREK SMITH

Industrial Correspondent

AN AGREEMENT, expected to be ratified next week, has been reached after more than a year of negotiation in the coalmining industry.

Details have not been released, but I believe the agreement will entail substantial increases for all coalminers and the better use of labour.

After the upheaval in the mining industry of the past two years, the agreement is considered a triumph, and is expected to pave the way for the long-sought agreement in the goldmining industry.

The new negotiating technique known as 'productivity bargaining' was used as a basis for obtaining the new terms.

The Chamber of Mines denied yesterday that agreement had been reached, but I am told on good authority that the terms accepted by both sides will be contained in a letter from the chamber to the Federation of Mining Unions next week.

AUTOMATIC

Seven unions were involved in these negotiations, and they will meet to study the document before giving assent. Official agreement is expected to be reached automatically — unless there is a serious misunderstanding.

Minimum pay for coalminers will be increased by more than R50 in some cases. Bonuses and fringe benefits will also be improved.

In exchange, however, the unions will be expected to allow their members — both underground and on the surface — to undertake work which in the past was considered to fall into a different category.

The mining companies have been trying for a long time to introduce a system which will allow all mine labour to be used to better advantage.

Gold Mines - Labour

MINERS URGED TO DO ³ SHARE

IT would be more helpful if miners were to produce more and talk less and thus do their share in combating inflation, as the white collar workers in the mining industry are doing, according to Mr. R. H. Botha, president of the Federation of Salaried Staff Associations of South Africa (Fedsal).

Throughout the now lengthy period of discord in the Union affairs of the gold and coal mine workers, the surface and underground officials and the clerical and white collar workers on the mines had remained unruffled by the disruption caused through various groups seeking to run the affairs of the mine workers.

This section, comprising nearly 20,000, was a powerful slice of the working community.

PROP

It had acted as a prop for the mining industry during a difficult period and by so doing, had provided a badly needed example of stability at a time of disruption.

Yet this section was affected as much by the consequences of inflation and the reduced purchasing power of their wages, as were the mine workers, who claimed that they were underpaid in the face of today's living costs.

Fedsal had constantly urged its members and all white collar workers to adopt a policy of restraint while the Government endeavoured to sort out the problems of inflation.

It had been emphasized, again and again that one of the main weapons for beating inflation was increased productivity.

Mr. Botha therefore appealed for more work and less talk.

Gold Mines - Lebu

My memorable meeting with mahewu at the mine

Roving Reporter

STILL SUFFERING slightly from my induction into the hill-billy world of mampoer recently — a potent beverage brewed from wild peaches by a doughty Afrikaans farmer near Verena — I had a quiet glass of mahewu this week.

Mine hosts were the 9,000 Africans of the largest gold-mining compound in the world, and if their vociferous assurances are any criterion the traditional thirst-quencher of mahewu is indeed a godly nectar

They certainly seem to think so — to the accompaniment of an appropriate amount of resounding lip-smacking they polish off 2,000 gallons of the stuff a day

I was indebted to the compound manager, Mr Joseph

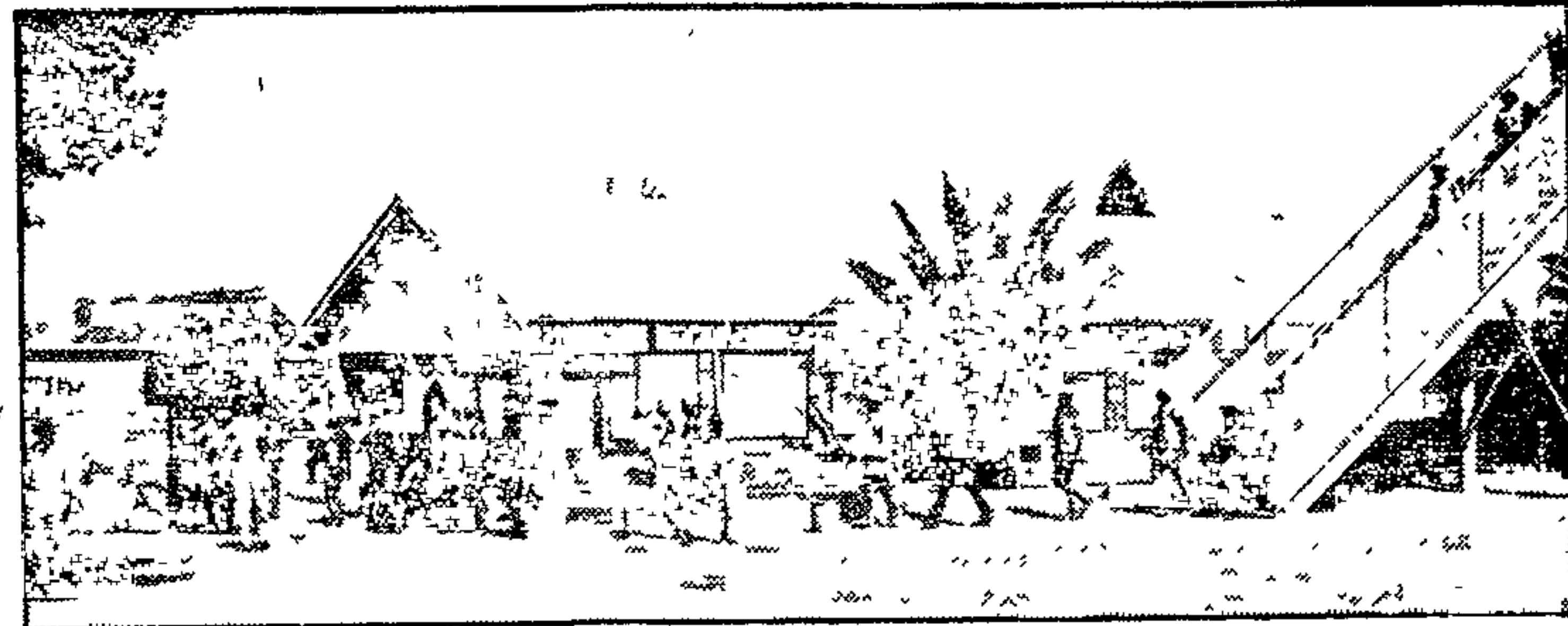
the "home from home" of the African men who work on the Pioneer shaft of the Buffelsfontein mine near Stilfontein. Mr Gallagher said his was the largest gold-mining compound there was

SHACKS

It has become that way in the 13 years since shaft sinking started at Buffelsfontein. From a collection of shacks in the veld to a complex of buildings that has a frontage totalling 1,500ft in length and extending 1,000ft in depth is this wiry manager's proud achievement

There are 9,500 Africans in the one compound under Mr Gallagher's direction and 3,500 in another

They come from parts of Africa as remote as northern Mozambique and as close as the eastern Transvaal and the Free State. Basutos, Malawis, Tswanas, Xhosas, Hlubis, Zulus and many more, their focal point is a building in the shadow of the mighty mines headgear where, for an average of a year, they will be



Down the steps from the shaft, the Africans leave work for the compound

under the care of a man who has the responsibility of administering a complex as big as a fair-sized town

Each week they munch their way through 350 bags of mealie meal, about 35,000lb of bread, 12,000lb of fish, 41,000lb of vegetables and 34,000lb of meat

It says much for their nutritional diet that when they leave the mine's employ and return to their homes they have, almost without exception, gained weight. The kitchen in the compound is open 24 hours a day and the hungry miners can eat their fill whenever they wish

"The vast majority of these men are tribal Africans," said Mr Gallagher. "We get very few from the urban areas. Their contracts vary from four months to 18 months depending where they come from"

"We take them from the age of 18 and many stay on the mines until they are past 60"

ORDER

Mr Gallagher and his staff of 11 Whites maintain order among the 600 rooms, each housing 16 men, through a tribal representation scheme which has as its foundation an elected prefect in each of the rooms

"These 'sibondes' arrange chores and settle petty disputes," he said. "We have men of the same tribe in each room. This helps prevent bickering"

"When thefts do occur they are usually committed by men

from outside the compound. We have remarkably little trouble considering our position"

"For instance, this week-end there were four men in the compound who suffered minor injuries. But there were six who were injured while visiting away from us"

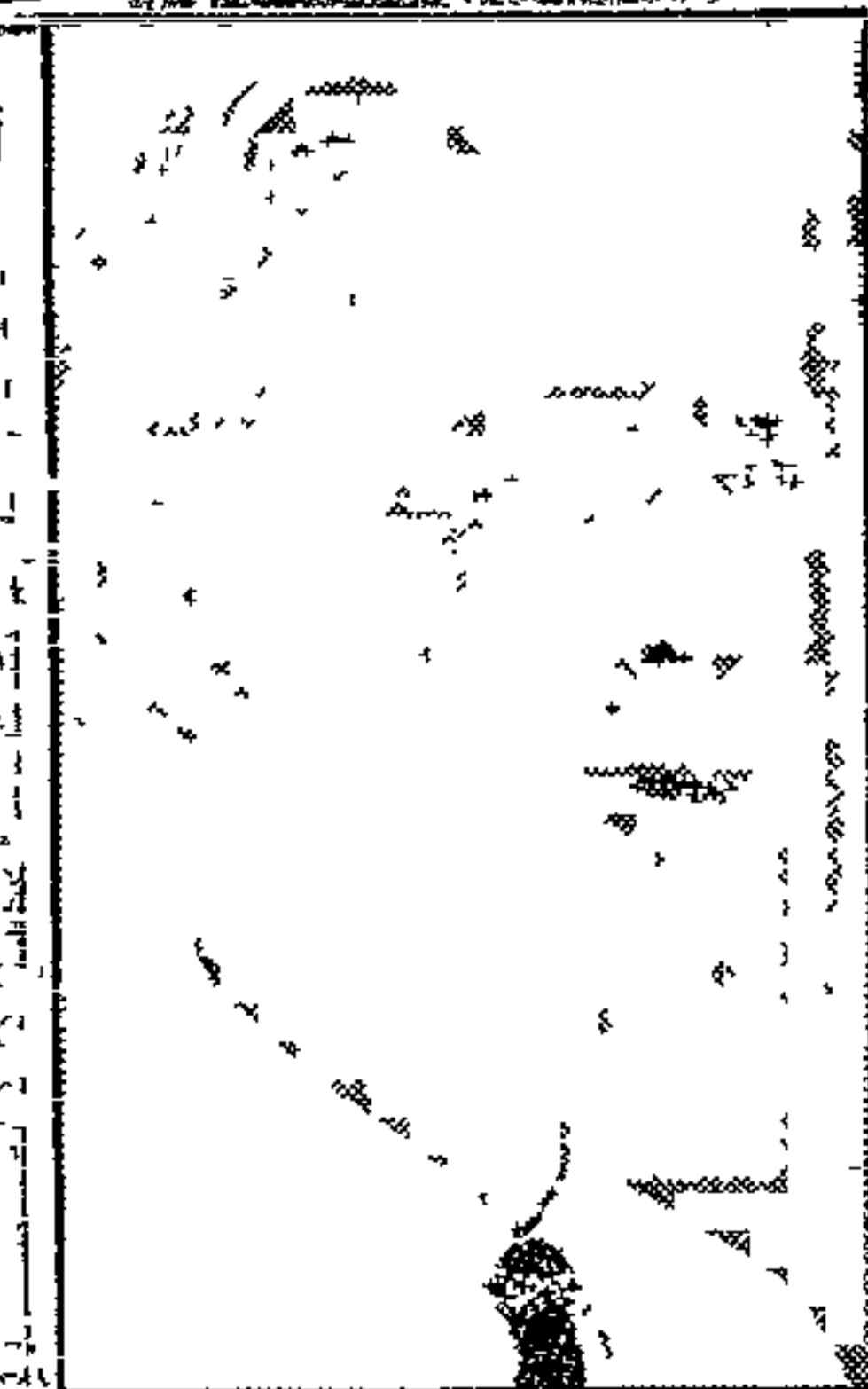
The 9,500 men use millions of gallons of hot water each week from the shower rooms that are dotted around the compound grounds. Each six months they

are X-rayed and their health is under the care of a doctor who calls daily and two ambulance officers who are also qualified male nurses

After absorbing these head-spinning figures I tottered off for a nip of nourishing mahewu

It is a concoction, non-alcoholic, which is made of mealie meal cooked into a gruel and then fermented with boer meal. It has a distinctly pungent odour.

Its taste is equally distinctive.



MR. JOSEPH GALLAGHER



Men from many parts of Africa work at Buffelsfontein. Here they wash out their clothes in the compound

Gold Mines - Labour

Judgment in mine case April 14

SPRINGS, Friday. — Judgment in the case in which 16 mine-workers from the Leslie Gold Mine in the Evander district have been appearing before a Special Regional Industrial Court, will be given on April 14.

The men charged with striking illegally from December 29 to January 3, alternatively with inciting fellow-workers to strike, have all pleaded not guilty.

Yesterday, after hearing argument from the State and defence, Mr P Lindeque, presiding, announced he would give judgment on April 14.

Gold Mines Labour

Miners explain 'wildcat strike'

Staff Reporter

THE LESLIE mine workers accused of taking part in an alleged "wildcat strike" in December last year had stayed away from work "to bring the mining company to its senses."

This was said in the Special Regional Industrial Court at Evander yesterday by Charles Christie Shields, one of the 16 miners alleged to have struck in sympathy with a sacked Winkelhaak miner.

Shields said the men's attitude to their employers was "If you do not want to listen, you must feel."

TOLD TO

Before the court are H. G. Visser, A. J. S. Bekker, H. I. Schnettler, J. J. Kruger, W. J. Botha, J. S. Smit, R. O. Terblanche, M. Daniller, C. C. Shields, M. Macdougall, J. H. Truter, A. E. Pearson, D. C. Roberts, M. S. J. P. Nel, L. A. Cronje and I. M. Labuschagne.

They have pleaded not guilty to striking illegally from December 29 to January 2, alternatively with inciting fellow miners to strike.

Another of the accused, Lukas Augustinus Cronje, said he had stayed away from work because he was told to by Mr. Maurice Merring, president of the Mine Workers' Union.

"Mr. Merring said that I was fired and that I would be arrested if I went back to the mine because I would be on the property illegally," he said.

Judgment will be given on April 14.

Sold Mine - (closed)

Miners 'didn't know there was strike'

EVANDER, Thursday — The case, in which 16 miners are appearing before Mr P Lindeque, at a special Regional Industrial Court continued in Evander this morning.

The men are charged with striking illegally or alternatively of inciting fellow workers to strike, between December 31 last year and January 3 this year.

One of the accused, C C Shields, told the court he did not know there was a strike at Leslie Mine when he arrived there for work on the morning of December 31.

He was under the impression that the mineworkers were waiting for their organizer and that a deputation was to be detailed to interview the mine management in connection with the dismissal of Mr. P J du Toit of Winkelhaak.

(Proceeding)

Gold mines - Labour

Strike would hit economy, miner admits

STAFF REPORTER

GOLD PRODUCTION would come to a standstill if White mineworkers refused to go underground, a Leslie miner—who is accused of joining in a “wildcat strike” in sympathy with a sacked Winkelhaak miner—told a magistrate yesterday.

“This would be a big loss to the mining company and would affect the mineworker’s salary and ultimately the economy of the country,” Hendrik Gideon Visser said under cross-examination.

He told Mr. P. Lindeque that African mineworkers could not go underground without White supervision. If Whites refused to go down, all underground activity would come to a standstill.

Visser is appearing with 15 other miners before Mr. Lindeque in a special Regional Industrial Court at Evander on a charge of striking illegally, alternatively of inciting fellow workers to strike.

TROUBLE

They are alleged to have struck from December 31 to January 2. All have pleaded not guilty.

They are H G Visser, A J S Bekker, H I Schnetler, J J Kruger, W J Botha, J S Smit, R. O Terblanche, M. Daniller, C. C. Shields, M MacDougall, I. M Labuschagne, J. H Truter, A E Pearson, D C Roberts, M S. J. P Nel and L A. Cronje.

Visser, who was the first accused to give evidence for the defence, said he had heard about “trouble in the neighbourhood” when he arrived at

the change house of the Leslie mine on the morning of December 31.

The men did not go underground and were waiting for their union organiser.

Cross-examined by Mr. J. P. de Wet, the prosecutor, Visser said there was unrest because a Winkelhaak miner, Mr. P. J. du Toit, had been sacked and the management had refused to take him back.

“We were dissatisfied over what had happened and wanted to prevent something similar from happening to us.”

CHOICE

The men were confronted with the choice of going down or getting off the premises. “I was not striking and was ready to go underground.”

Visser said he had not examined the conditions of service in his contract, which stipulated that no meetings could be held during shift hours.

He agreed with the prosecutor that he was negligent in failing to check the contract. As a mineworker, however, he would follow the union organiser’s instructions implicitly, whether they were right or wrong. “I would place my existence on it.”

WAITING

Several of the accused denied that they had been striking, but said they were waiting for the organiser.

They emphasised that they had never examined their conditions of employment and were under the impression that they had the right to “protest for two hours.”

The hearing continues today.

Gold Mines - (down)

MINER WAS 'READY TO GO DOWN'

From Our Correspondent

Evander, Wednesday.

SIXTEEN MINERS charged with striking illegally or alternatively, inciting fellow-miners to strike, appeared again this morning before Mr. P. Lindeque in a special Regional Industrial Court at Evander.

The alleged strike was between December 29 last year and January 3 this year. All the men have pleaded not guilty. The case is being heard in the Evander Club recreation hall.

Mr. H. G. Visser, the first accused in the case, said that when he went to work at the Leslie gold-mine on December 31 he was told there was trouble in the area and that the miners were waiting for the organizers Mr. J. W. van den Munckhoff, the acting general manager of Leslie gold-mine came to the changing-room at 7.10 a.m.

Visser said he did not hear what Mr. van den Munckhoff said, but was told he had given them an ultimatum to go underground or be fired and removed from the mine grounds.

If the organizers of the Mine Workers' Union had told them that they should go underground they would have done so. He was not a striker and had been ready to go down. He left the mine about 7.30 a.m.

IN SYMPATHY

Under cross-examination, Visser said that before one goes to strike one must find out whether it is legal. He did not make sure whether this strike was legal.

He knew about the trouble on the Winkelhaak Mine in connection with the discharge of Mr. P. J. du Toit. The mine management did not want to reinstate him and the mineworkers were dissatisfied, and scared it would happen to them.

The strike was in sympathy with the Winkelhaak mineworkers over the discharge of Du Toit. If he were in the position of an employer he would not have approved with what they did on the mine that morning. Their refusal to go underground amounted to a breach of contract.

Mr. H. J. F. Bekker, the second accused, said he was told they must wait for the organizer.

He did not strike but was under the impression that the Mineworkers Union had forbidden them to go underground and the organizer would tell them whether to go underground.

(Proceeding)

The accused are J. C. C. Brits, H. G. Visser, V. J. Botha, A. J. S. Bekker, J. S. Smit, R. O. Terblanche, M. Tandler, C. G. Sheld, N. McDougall, J. H. Truter, E. J. Labuschagne, R. E. Pearson, B. C. Roberts, M. S. J. Nel and L. R. Cronje. Mr. I. P. de Wet, Assistant Senior Prosecutor in Johannesburg, assisted by Mr. J. F. Murray, is appearing for the State and Mr. A. P. Kruger and Mr. C. Poegister are representing the accused.

Gold Mines - Colours

MINERS SAY THEY WERE TOLD TO QUIT

Staff Reporter

THE ALLEGED "wild cat strike" at the Leslie gold mine in the eastern Transvaal in December was preceded by a row in which the acting general manager told the men that they were fired, it was claimed in court yesterday.

Mr. A. P. Kruger was outlining the case for the defence at the trial of 16 mine-workers before Mr. P. Lindeque in a special regional industrial court at Evander.

The men are being charged with striking illegally, alternatively, inciting fellow miners to strike.

GUILTY

Of the 201 miners originally charged, only 16 appeared in court yesterday. At the first hearing on January 23, charges were withdrawn against nine men, and yesterday against another 13.

The 16 in court are: H. G. Visser, A. J. S. Bekker, H. L. Schnetler, J. J. Kruger, W. J. Botha, J. S. Smit, R. O. Terblanche, M. Daniller, C. G. Shields, M. MacDougall, I. M. Labuschagne, J. H. Truter, A. E. Pearson, D. C. Roberts, M. S. J. P. Nel and L. A. Cronje. All pleaded not guilty.

The other 162 paid R10 admission of guilt fines. A charge of inciting miners to strike was withdrawn against the president of the Mineworkers' Union, Maurice Meiring, and A. H. J. Taljaard, shaft steward of the Winkelhaak mine.

A similar charge against Meiring, Taljaard and J. O. Terblanche, treasurer of the union, was referred to the admission of guilt register in Johannesburg.

ARREST

A warrant for the arrest of J. C. C. Brits, who was not in court yesterday, was issued. The warrant will not be effective for 14 days because it was not certain that Brits, who is at present reported to be at Rustenburg, had paid an admission of guilt.

Outlining the case for the defence, Mr. Kruger claimed that the accused did not strike. They were ready to go underground on the morning of December 31 when they heard about trouble at another shaft.

ROW

The men decided to wait for their organiser, Mr. Terblanche, to discuss the problem.

Then, Mr. Kruger said, Mr. Van den Munckhoff, acting general manager, arrived. A row started between Mr. Van den Munckhoff and some of the men.

"A crisis developed. Mr. Van den Munckhoff told the men they were sacked. He ordered the men off the property, telling them they were trespassing," Mr. Kruger added.

OFFICIALS

He submitted that what had happened after the incident did not constitute a strike. The men were uncertain about their position. Threats were made against some of them and they did not know whether they should return.

The hearing continues today. Mr. J. P. de Wet, assistant senior prosecutor, Johannesburg, assisted by Mr. J. F. Murray, is appearing for the State. Mr. A. P. Kruger (instructed by Potgieter and Ferreira) and Mr. C. Potgieter, for the accused.

Gold Mines - Colours

Sixteen deny strike charges at Evander

Evander, Tuesday.

SSIXTEEN MINERS from the Leslie-Evander district appeared again this morning before Mr. P. Lindaque in a special Regional Industrial Court at Evander.

The men are charged with striking illegally or alternatively inciting fellow miners to strike between December 29 last year and January 3 this year. The case is being heard in the Evander Club recreation hall.

All the men have pleaded not guilty. Mr. J. du Plessis, a mine captain at Winkelhaak, told the court that on December 29 at 3:30 a.m. he went to the change-rooms.

He told miners there that the cage was waiting to go down. There were between 60 and 80 men there.

A shaft steward told him the men did not want to go to work because a certain Mr. du Toit had been sacked and they wanted him reinstated. The cage waited until 9 o'clock and eventually only two or three men went down.

SUSPEND WARNING

Mr. J. H. Serfontein, a mine-worker at Leshe, said that on December 31 he arrived at the mine. The shaft steward, Mr. W. H. du Plessis, called him and told him there was a strike. He was told that those men who worked would be suspended

by the union. He said they would be paid while striking but must put on their working clothes otherwise the strike would be illegal.

Mr. J. J. R. Brett, the underground manager at Winkelhaak, said Mr. A. H. J. Taljaard, a shaft steward at the Winkelhaak Mine, had told him on December 29 that the miners would not go underground until Mr. du Toit had been reinstated.

Mr. Brett said that Du Toit was sacked because he could not handle African labour. On the previous day a deputation of miners had requested the reinstatement of Mr. du Toit but this request was not granted.

(Proceeding)

Those charged are J. C. C. Brits, H. G. Visser, V. J. Botha, A. J. S. Bekker, J. S. Smit, R. O. Terblanche, M. Paniller, C. C. Shields, M. McDougal, J. H. Truter, E. M. Labuschagne, R. E. Pearson, D. C. Roberts, M. S. J. Nel and L. R. Cronje.

Mr. J. W. van den Munckhoff, the acting general manager of Leslie Gold Mine, told the court he arrived at the change house on the morning of December 31.

He found a group of mine-workers there and asked them what the trouble was.

"They said they were waiting for their organizer to discuss a dispute."

Mr. van den Munckhoff told them he knew of no dispute between the mineworkers and the management and said that according to the agreement between the Mineworkers' Union and the Chamber of Mines it was illegal to hold a meeting during working hours or shortly before the start of a shift.

He asked them to go down, but they refused.

He told them that if they withheld their labour they had automatically dismissed themselves according to the agreement. If there was a dispute he was prepared to talk to them about it later in the afternoon.

Under cross-examination, Mr. van den Munckhoff said a copy of this agreement was put up in the change house.

Mr. J. P. de Wet, assistant senior prosecutor in Johannesburg assisted by Mr. J. F. Murray, is appearing for the State and Mr. A. P. Kruger and Mr. C. Potgieter represented the accused.

Gold Mines - Celonw

176 MINERS FINED

Case against Meiring is withdrawn

From Our Correspondent

Evander, Monday.
A TOTAL OF 176 MINE WORKERS, charged with illegally striking at the Winterhaak and Leslie Gold-mines between December 29 and January 3 last year, paid R10 admission of guilt fines before the case resumed today.

The case against 16 other men continued

Originally 201 miners had been charged, but at the last hearing on January 23 the State withdrew charges against nine, and 192 were due to appear today.

The State also withdrew the case against Maurice Meiring, president of the Mine Workers' Union. He had been charged with incitement under the Industrial Conciliation Act

MR. MEIRING

Mr Meiring paid a R30 admission of guilt fine last Friday, and when his case was called today Mr J P de Wet, the assistant senior public prosecutor from Johannesburg, announced that the case against him had been withdrawn

The case was heard in the recreation hall of the Evander Club because of the large number originally accused. The 15 men still before the court wore their original numbers on their lapels

as they sat in the front two rows of the recreation hall today

Those charged are H G Visser; W J Botha, A J S Bekker, J S Smit, R O Terblanche, M Panhiller; C C Shields, M McDougal, J H Truter, I M Labuschagne, A E Pearson, D C Roberts, M S J Nel, L A Cronje; H A Schnettler; J J Kruger. All are from the Leslie/Evander district.

The miners were appearing before an industrial court, sitting as a regional court and presided over by Mr. P Lindeque, a regional court magistrate from Pretoria. This is the first time since trouble started on the gold-mines more than a year ago that the provisions of the Industrial Conciliation Act have been invoked because of alleged illegal strikes

(Under Section 65 (1) of Act No. 28 of 1956, strikes or lock-outs are prohibited during a specified period after a wage agreement has been determined.)

Several senior officials of the Chamber of Mines and the Mine Workers' Union were present at today's hearing

DEFENCE OUTLINE

After all 16 miners had pleaded not guilty, Mr A P Kruger, who appeared for 10 of the accused, gave an outline of the defence case

Mr Kruger submitted that the men were not guilty of taking part in a strike. On the morning in question, December 31, last year, the men went to work, changed, and got ready to go underground.

"They knew that there was some trouble brewing and they wanted to talk to their organizer, Mr Terblanche. They waited for him at the change room, and while they were waiting, a mine official, Mr van der Mindhoff, came up to them and an argument developed

"Half the men were inside the building and half were outside

A crisis arose when Mr van der Mindhoff told the men that they had been dismissed and if they did not leave mine property they would be regarded as trespassers.

"Our case is that the men could not be regarded as strikers after they had been dismissed," Mr Kruger said

He added that they were frightened of returning to work later because they had been told they would be prosecuted for trespassing

(Proceeding)

STAR

Gold Mines - Labour

Wildcat strikes by miners denounced

From Our Correspondent

Cape Town, Monday.

ELEMENTS IN THE MINeworkers' UNION were sharply attacked by Mr. L. C. M. Scheepers, president of the Trade Union Council (Tucsa) in Cape Town today, for making the trade union movement suspect and of being disruptors in the other unions in the mining industry.

Mr. Scheepers, addressing the 13th annual conference of Tucsa, said that recent events in the Mineworkers' Union had caused "a great deal of damage"

"Irresponsible encouragement of wildcat strikes and little regard for the well-proven machinery of our labour laws have done the workers' cause a disservice throughout South Africa," he said

When the Mineworkers' Union held its election, influential candidates, who were later elected, made the miners a series of promises which could never be implemented without wrecking the economy of the country

"The election was marked by attacks on so-called liberals, the

Broederbond and the Government."

All these matters, he pointed out, were outside the scope of a non-political union

"Threats of strikes in the gold and coal mines were bandied about and the nation was at one stage faced with the prospect of disruption of electricity supplies, rail transport and the industries dependent on coal

"The picture this created in the public mind can be drawn in two words—dangerous irresponsibility. And when the public associates trade unionism with such words it will support any action to smash those whom it fears."

WISER OUNSEL

"In 1922 the public had sympathized with the miners but this was not the case at present.

"It would appear that wiser counsel is beginning to prevail and this is to be welcomed"

Mr. Scheepers referred to the danger in the situation to the country's labour laws

"Political extremism has no place in trade unionism. Use is being made of such extremism to undermine the leadership of other unions in the mining industry," he said, warning members of these unions to beware of disruptors who could wreck their organization.

He added that strikes in South Africa could only be called legally after certain well-defined processes had failed to produce a solution. Tucsa was irrevocably opposed to the use of the strike weapon under any other circumstances. Strikes could be justified only on sound economic grounds and not on internal conflicts between factions within a union

Mr. Scheepers ended his warning by saying that improvements in the wages and working conditions of the miners were urgently needed"

He spoke at length on the problem of inflation and said that unless inflationary pressures were eased demands for higher wages would be inevitable. Inflation could cause unemployment and a recession

One of the biggest factors contributing to inflation was the lack of training and education. The Government was devoting too small a portion of the national resources to training South Africans — White and non-White

NS

See also

Trade Unions —
Mine Workers
Union

fold Mines - Labour

Miners urged to remain calm

Staff Reporter

MR. MAURICE MEIRING, president of the Mine Workers' Union, last night appealed to members of the union to remain calm. He said the union needed a time of peace to enable it to concentrate on salary and work condition matters.

He said that certain members of the union had concentrated on creating disharmony within the union and as long as its ranks remained divided the union members would have to be satisfied with present conditions.

"For as long as we choose to quarrel among ourselves, for so long will our members and their dependants have to be satisfied with present salary and working conditions," he said.

RUMOURS

Mr Meiring referred to newspaper reports and rumours suggesting that he should relinquish his post as president and said "There are people who are set on creating strife and disunity among our ranks and only the mine employers were benefiting by this."

He had heard that there were certain people who wished him to relinquish his position as president.

"I do not know if this is so but if there are such people they want to get rid of me because I refuse to act irresponsibly."

The money of the union was not unlimited. If strikes continued unchecked the union would become impoverished and subsequently lose its power. There were many mine-workers who had forfeited their privileges because of strikes.

"We have to remember that many strikes suited the mine employers as the miners lost their privileges because of the strikes," he said.

Sold Mines - Labour

Miners 'glib-tongued politicians' attacked

THE elite of the mineworkers, the underground officials, have launched a scathing attack on the "pseudo politicians" and "glib-tongued would-be leaders" who have thrown the mining industry into "utter confusion."

Although the officials, in their journal, the "Underground Official" mention no names there is no doubt at whom their attack is launched.

"It is indeed a sorry state of affairs when the time and hard-

earned money of trade unions must be spent on inter-union warfare when so very much remains to be done to improve the lot of the working man," the journal says.

Negotiations to the benefit of the workers are being delayed by the turmoil, "and the worker is becoming the cat's-paw of pseudo politicians, with no background in, or knowledge of, the industry."

The journal says that a responsible leader would not lead his

members into any situation that he cannot lead them out of again. A irresponsible leader would gamble with the bread and butter of his members, he would lead them into any situation, and if the gamble did not succeed would abandon them. "According to these would-be leaders the only stock-in-trade you need is a glib tongue, a soap-box, a number of impossible promises, and a virulent attack on the existing leaders," the journal says.

Gold Mines - Labour

Labour is key to mines pay talks

AN IMPORTANT ELEMENT in the mining industry's pay negotiations —which are to be resumed shortly—is that the unions are prepared to conduct the talks on the most productive use of labour available to the industry.

Negotiations for a new agree-

ment in the industry will be on a "productivity bargaining basis" it was stated after a meeting of the Federation of Mining Unions in Johannesburg yesterday.

The nine constituent unions of the federation are prepared to consider and negotiate on the best possible use of the available labour resources in the industry.

The unions expect that negotiations with the coal mining interests will start early next week and those with the gold-mining interests shortly thereafter.

Productivity bargaining presupposes a completely new approach to negotiation and the federation has expressed the hope that a pattern will emerge that will serve the workers equitably in the future.

After a long period of deadlock and unrest in the industry, there is now hope of a speedy resolution of the problems.

The Chamber of Mines today welcomed the announcement that

the Federation of Mining Unions had completed proposals for a new agreement in the industry.

"These are a natural follow-up to the negotiations of the past two months," the chamber stated.

"The chamber submitted proposals for monthly pay, accompanied by increased productivity, and the Federation of Mining Unions undertook to submit these counter-proposals.

"We look forward to considering them at an early date," says the statement by the Chamber of Mines.

Gold Mine - Labow

Gründling's only remedy — damages

Mr. Eddie Gründling, the wrongfully dismissed former general-secretary of the Mineworkers' Union, has not decided on his course of action following the judgment in his favour.

A likely outcome, however, is that he will institute an action for damages for wrongful dismissal.

"But I will have to consider the position carefully before I decide on any moves. I have not seen a copy of the judgment and in any case I am busy with an election," Mr. Gründling said in Carletonville today.

Mr. Gründling is the Mayor of Carletonville and is seeking re-election.

Mr. Gründling may only resume his former post as general secretary if asked to do so by the Mineworkers' Union. His only remedy is an action for damages for wrongful dismissal.

Mr. M. Meiring, president of the Mineworkers' Union, was at a meeting this morning and could not be contacted for comment on the judgment.

Any amendments to the union's constitution, to enable the employment of persons other than those already permitted by the constitution, would involve long and complicated procedures.

fold News - Colours

BEYERS

AND

QUIT POSTS

Court rules union acted illegally

THE APPOINTMENTS of Dr. L. J. E. (Ras) Beyers "as legal adviser or clerk or paid official" and of Mr. Fred Short as acting general secretary of the Mineworkers' Union were today declared void and set aside by Mr. Justice Trollip in the Rand Supreme Court.

The judgment is on an application brought by the former general secretary of the Mineworkers' Union, Mr. A. E. (Eddie) Gründling against Dr. Beyers and Mr. Short, who were appointed by the new executive of the Mineworkers' Union; the Mineworkers' Union itself and 18 members of the executive.

by Mr Gründling was refused, while Dr Beyers, Mr. Short, the Mineworkers' Union and Mr Meiring were ordered to pay half of Mr. Gründling's taxed party and party costs

Mr. Justice Trollip said he had intended to deliver a judgment totally in Afrikaans, but had not done so, because the constitution of the Mineworkers' Union and the Industrial Conciliation Act of 1956 had both been signed in English.

SHORT MUST

including the president, Mr. M. Meiring.

Both Dr Beyers and the Mineworkers' Union are forbidden to carry out any of the terms of the agreement entered into between them on November 26 last year whereby Dr Beyers was appointed "a full time official, clerk or legal adviser"

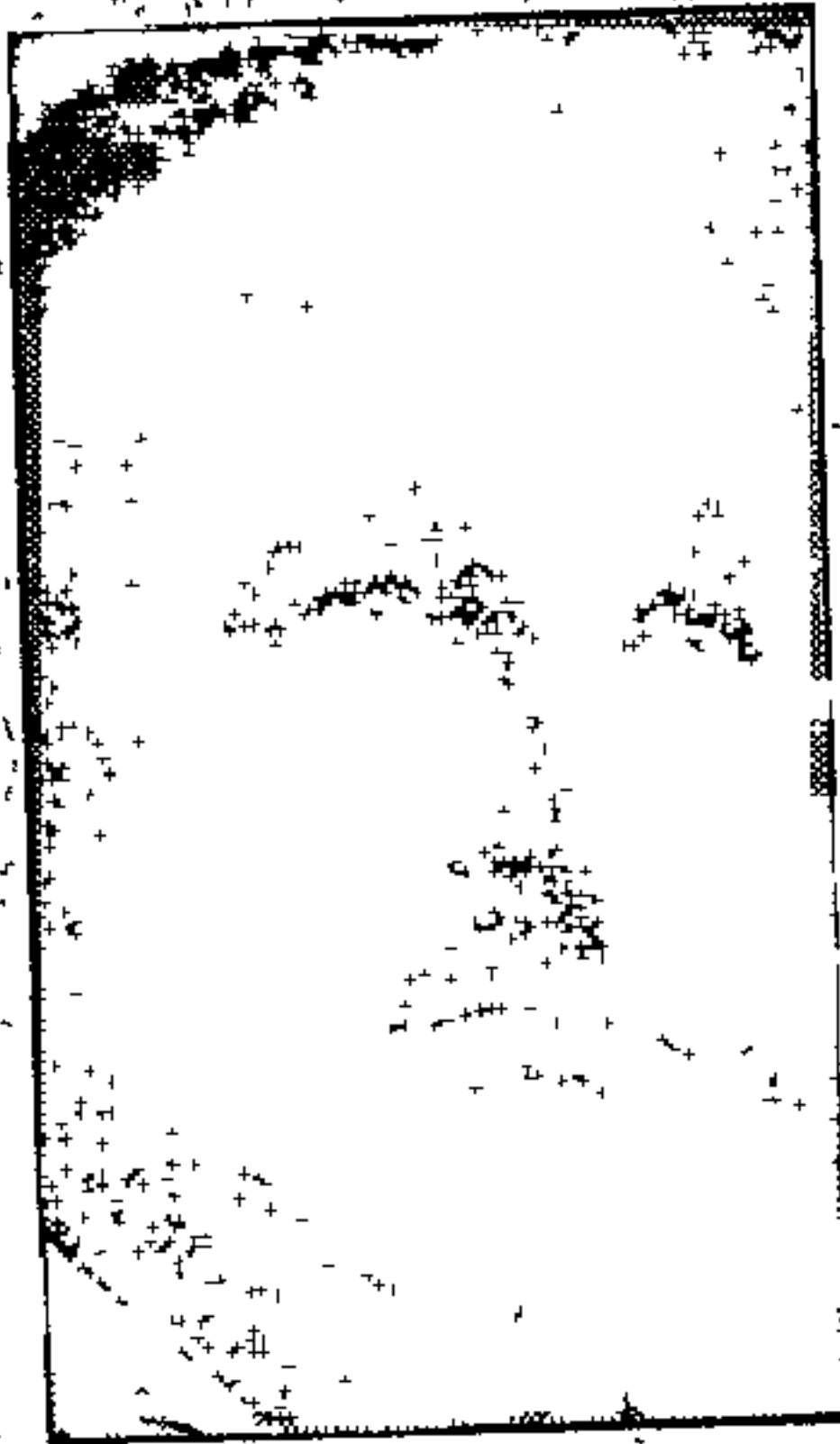
Dr Beyers is forbidden to have any part of "the administration, staff or affairs" of the Mineworkers' Union and is forbidden to enter any office of the union "in his capacity as clerk, legal adviser or official" until the constitution of the union has been properly amended to allow this.

In any capacity

Dr Beyers is also forbidden to attend or take part in any meeting of the Executive Committee "in any capacity, whatever" while the union is forbidden to allow him to attend or co-opt him "until the constitution of the Mineworkers' Union be properly amended to allow for this"

Further, Mr Gründling is given leave to amend or enlarge upon the terms of the order interdicting Dr. Beyers, Mr. Short and the Mineworkers' Union

Other subsidiary relief sought



DR RAS BEYERS

For this reason the order was

delivered in Afrikaans and the preamble to the judgment in Afrikaans, while the body of the judgment (dealing with the law) was delivered in English

Dealing with Mr Gründling's contention that the manner of his dismissal was illegal in terms of the union's constitution, the judge said. "It is incredible why Dr Beyers allowed them to adopt such an unnecessary, clumsy, circuitous method of getting rid of him"

Mr Gründling had been dismissed for inefficiency." He had pleaded that he was entitled to a hearing by the Executive Committee before his dismissal on this ground.

The judge found that neither the Executive Committee nor the General Council was obliged to give him a hearing although there was no doubt in his mind "that his summary dismissal for inefficiency was in breach of the contract and wrongful."

The judge then dealt with the contention that the meeting at which the decision for Mr. Gründling's dismissal was taking was invalid and found that it was in fact "validly convened and held"

The judge found that the declaration which Mr Gründling sought that his dismissal was invalid could not be granted "for it was not null and void"

No order could be granted to reinstate Mr. Gründling as the general-secretary of the union either because of his contractual relationship to the union

The judge found that his contract of service could be ended by one month's notice and would have ended, in any event, at the end of January.

Antagonistic

Referring to Mr. Gründling's undertaking to resign after the election of a new General Council and Executive Committee the judge said "Even on his interpretation of the undertaking, that should, and probably would, have taken place by now"

The Executive Committee was "antagonistic towards him" and would "not have him back in any circumstances."

It was also "unduly optimistic" to believe that he would be able to work in harmony with the present executive if Dr. Beyers's influence were removed and for these reasons Mr Gründling "should not be thrust back on them"

Referring to Mr Gründling's allegation of malice on the part of the Executive Committee the judge said "If it did play any part in his dismissal (which I

cannot finally determine on the disputed facts) that would be a reason against, not in favour of granting such an order"

"In my view, his only remedy is for damages, if he has suffered any"

Dealing with the appointment with Mr Short as acting general secretary, the judge found that the union had no power under its constitution to appoint a continuation member (as Mr Short was) to this position and his appointment was therefore null and void

The judge then went on to deal with the appointment of Dr Beyers and said "The duties prescribed for or attached to his post went far beyond those of a legal adviser or clerk He was obviously to be a full-time, paid (very well paid) official"

(In his judgment the judge referred to the fixing of Dr Beyers's salary at R16,000 per year with an entertainment allowance of R3,600 per year).

General manager

The judge referred in detail to the powers conferred on Dr. Beyers. "If the post had to be labelled it would, I think, be that of general manager"

The judge found that the manner in which Dr. Beyers had been appointed amounted to a delegation to him of some of the powers and discretion of the executive committee itself.

"That cannot be done unless the constitution authorizes it" The constitution did not authorize this, and the appointment of Dr Beyers was therefore contrary to the constitution It was ultra vires and void.

Referring to the provisions of the constitution allowing for the co-option and attendance of "financial or professional advisers for guidance on any matter," the judge said he had become convinced that "Beyers is an able and foreful person," and that members of the Executive Committee and especially Mr Meiring, the president, revere him and regard him very highly in their present problems — hence "the important and extensive duties they have delegated to him and the substantial emoluments they have agreed to pay him."

Presence at meetings

The judge found that his co-option for presence at and participation in meetings of the Executive Committee was "contrary to the constitution"

It followed therefore that Mr. Gründling was entitled to an interdict prohibiting such co-option and attendance—"at any

rate, until an appropriate amendment to the constitution is effected I express no view that such an amendment can be effected"

The judge dealt at length with the law and also summarized the history of the case

In addition to the present application, Mr Gründling filed an application against Dr Beyers, Mr Meiring and the Mineworkers' Union for contempt of court, alleging that they had infringed certain interim interdicts granted on December 1. This application for committal is being opposed.

At an earlier stage of the proceedings the judge, in view of "certain dispute of facts", referred that case to trial as a separate issue The date for this trial has yet to be arranged

Star

9/2/67

Gold Mines - Labour

Mine unions seek a new pact

Industrial Correspondent

THE FEDERATION of Mining Unions decided at a full executive meeting yesterday to start negotiations for a new agreement in the mining industry as soon as possible.

A statement issued after the meeting said it was expected that the negotiations with coal mining concerns would start early next week and with gold mining interests soon afterwards.

"It has been accepted," said the statement, "that negotiations will be on a productivity bargaining basis and consequently the unions are prepared to consider and negotiate on the best possible use of the available labour resources in the industry."

LESS COMPLEX

"Details have now been finalised by the affiliates to the Federation and the secretariat is now preparing demands for submission to the Chamber of Mines.

"Because the coal mining industry is less complex and, consequently, there are not as many complications, it is expected that negotiations with the coal mining interests will begin early next week and with the gold mining concerns shortly afterwards.

"Productivity bargaining presupposes a completely new approach to negotiations and it is sincerely hoped that a pattern will emerge that will serve the workers equitably in the future.

"Every hope is held out for a speedy resolution of our problems which will result in a new deal for workers."

Gold Mines - Bloom

**R300 MINE
PAY CALL
COMES UP
TOMORROW**

Industrial Correspondent

THE MINE WORKERS'

Union will ~~make its first~~ official approach for a basic wage of R300 a month for beginner miners when the Federation of Mining Unions meets tomorrow

The union has dropped its demands for R350 for miners with more than two years experience but it will expect normal increments above the R300 basic

The union is prepared to make an important concession along the lines of the old ill-fated "mines experiment," which was scrapped on Government orders after being investigated by a special commission

Announcing this last night the acting general secretary of the union, Mr G. P Murray, told me: "The proposals about changing the labour regulations are still secret We will make our offer known through the Federation."

PRODUCTIVITY

He said that the offer which the union was prepared to make involving more responsibility for non-White labour would be acceptable to the Chamber of Mines and would lead to more productivity.

Mr Murray added that the demand for R300 a month minimum pay was to be demanded by the other eight unions represented on the Federation of Mining Unions

A joint proposal from all nine unions will go forward to the Chamber of Mines tomorrow from the nine member unions of the Federation

Gold Mines - Labour

MINE 'PEACE BODY' NOT NEEDED, SAYS UNION CHIEF

INDUSTRIAL CORRESPONDENT

THE THREE-MAN mediation committee appointed by the Minister of Labour to help solve the dispute in the mining industry is not needed and could even hold up negotiations, according to the general secretary of the Federation of Mining Unions, Mr. T. P. Murray.

"We know the Minister acted in good faith," Mr. Murray said last night, "but he was not to know that we are already well advanced in our negotiations."

"In fact I think people are in for quite a surprise when they learn how far advanced the discussions are."

"Next Wednesday, when the joint executives of the federation meet, we should be in a position to put forward our proposals to the Chamber of Mines."

"We are hoping that the proposals will also have the backing of the Mine Workers' Union. But if not, we should be able to go ahead on behalf of the other eight unions involved."

Mr. Murray said there had been much behind-the-scenes activity to break the deadlock in the industry.

ADVANCED

Individual unions had been having discussions with the Gold Producers' Committee of the Chamber and each union was about to submit its own proposals.

These views would be collated and sent to the Chamber as a joint set of proposals from the federation.

Discussions on a new agreement for the coal mining industry were well advanced, he said.

"All the indications now are that we do not need the committee appointed by the Minister," said Mr. Murray. "The committee might even hold us up."

"However, we cannot put the committee off at this stage, although officially we know nothing about it. We can only wait and see what the committee intends to do."

Sold Mines - Labour

Mediators named in mine dispute...

From **GEORGE OLIVER**
Political Correspondent

CAPE TOWN. — The Minister of Labour, Mr. Viljoen, has picked three top Government officials to form the mediating committee to assist the Mine Workers' Union negotiate a new wage and colour bar agreement with the Chamber of Mines.

The men are: Mr. H. W. Tindale, chairman of the Wage Board; Dr. F. J. Viljoen, chairman of the Industrial Tribunal; and Dr. A. S. Jacobs, Deputy Economic adviser to the Prime Minister's office.

Mr Tindale will be chairman of the mediating committee.

The committee will have to steer a precarious course, between appeasing the mineworkers and appreciating the difficulties of mine managements who are marketing a commodity at a price fixed for more than 30 years, while trying to cope with rising production costs.

... AS M.W.U. DEBATES MOVE

Industrial Correspondent

THE ACTING General Secretary of the Mine Workers' Union, Mr G. P. Murray, said last night that the union might shortly appoint an official delegation to interview the Minister of Labour about his offer of a negotiating committee to help in discussions with the Chamber of Mines.

The union has already accepted the offer in principle.

The Federation of Mining Unions — the nine unions which have members working on the mines — will meet next Wednesday to discuss the latest proposals by the Chamber of Mines which has offered a monthly pay scheme to mineworkers in exchange for greater productivity.

Gold Mines - Labour

Mine men in talks

From the Political Correspondent

CAPE TOWN, Tuesday—Two organizers of the Mineworkers' Union, Mr. J. Lategan, of Klerksdorp, and Mr. A. Lourens, of the Free State, held informal talks in Cape Town today with the Minister of Labour, Mr. Viljoen.

Although there had been reports at the week-end that an official union delegation would see the Minister, Mr. Viljoen emphasized in an interview today that Mr. Lategan and Mr. Lourens had paid an unofficial call.

He explained that they had originally sought an interview with the Minister of Justice, Mr. Pelsler, in his capacity as Member of Parliament for Klerksdorp.

Mr. Viljoen said that since the talks were informal both sides had agreed not to make any statement about the subjects discussed.

It was learned here today that a union delegation intends seeking an interview with the Nationalist Party's parliamentary mines group. No date has been fixed for the meeting.

The mining industry has welcomed the offer by Mr. Marais Viljoen to the Mineworkers' Union to set up a committee to help in the negotiations with the Chamber of Mines as a factor which might help to reach a conclusion in the negotiations between the industry and the Federation of Mining Unions.

The negotiations concern a proposed monthly pay scheme which would increase the earnings of White mineworkers while stepping up productivity and thus counter the continued rise in production costs.

Gold Mines - Lesbon

Chamber's statement on pay "misleading," says mine union

SUNDAY TIMES REPORTER

REPRESENTATIVES of the Mine Workers' Union yesterday criticised the Chamber of Mines for what they described as "misleading" statements on miners' pay which they said were designed to discredit the mineworkers.

In recent statements to the Press the Chamber of Mines has claimed that some mineworkers averaged R350 a month and that a number of others earned R230 a month, excluding bonuses and overtime.

Mr. Eddie Jordan, a shaft steward, speaking on behalf of miners throughout the Transvaal and the Free State, said the Chamber's claim was unrelated to reality, and was simply a juggling of figures.

Mr. Jordan said the miners felt it was essential to correct the impression that the Chamber of Mines had tried to create.

"The trouble on the mines flows from the miners' demand for a minimum wage of R300 a month. It would be absurd for us to make such a demand if our average wage was already R350 a month, as the Chamber claims," Mr. Jordan said.

Accidents

The Chamber's statement ignored accidents like pressure bursts, rockfalls and other incidents which could put a miner out of work, through no fault of his own, for long periods, during which he received no pay at all, Mr. Jordan said.

"It pays no attention at all to hardship, danger and losses which the mineworker has to suffer, and it disregards the pathetic pension arrangements."

Mr. Jordan said that as one of the more successful miners, his total pay after ten years of work was about R270 without regard to lay-offs through mine accidents when he might be out of work for a month or more.

He said it was true that there were certain classes of miners who earned up to R1,200 a month. "They are very few, but the Chamber of Mines has lumped their salaries in with

those of the ordinary miner to establish a salary average which is quite unrealistic," he said.

Mr. Jordan said miners who became sick or were injured received no compensation while they were off work, and generally it took less than ten years, according to experts, for the average miner to destroy his health.

"It is quite absurd to compare miners with teachers and men in similar professions who are paid when they are ill, and whose working life is at least 10 years longer than that of the average miner."

No teacher works under notices

to "stay alert to stay alive" or "keep it fatality free," he said. "There is no health risk, there is no danger risk and a teacher's healthy working life is infinitely longer than that of a miner."

Mr. Jordan said the miners generally were content with this week's agreement to co-operate with the Government on their current negotiations with the Chamber of Mines.

"We don't have much confidence in the Government at the moment. We feel that if they can get anything for us, this is their opportunity to get it. We have been rejected in the past."

2

negotiating committee

TO VILJOEN

Government offers a

MINERS' 'YES'

Gesture of goodwill returned

THE Mine Workers' Union last night accepted a Government offer of a committee to help in the negotiations between the union and the Chamber of Mines.

The offer — made in Parliament yesterday by the Minister of Labour, Mr. Viljoen — was specially timed to coincide with the last day of the sitting of the union's policy-making general council.

Last night, the president of the union, Mr. Maurice Meiring, said the general council had accepted the offer as a goodwill gesture since it was felt the Minister had indicated he had the miners' interests at heart.

Appreciated

The general council's scheme, he said, would ensure that the White miner would make no concessions to the African. But it would allow for certain of the regulations regarding labour underground to be relaxed—if the miners themselves agreed

Mr Meiring said the union appreciated the move by the Minister

"We have wanted this for some time," he said "In fact, I mentioned the possibility of such a committee during my last talks with the Chamber of Mines

"I think we can start the ball rolling now toward the peace in the industry which we have all been striving for over the past three years."

The Government was anxious to maintain the goodwill between itself and the union, "which is so important to the country's industrial life"

Three points

It was particularly concerned with three matters —

- The institution of a satisfactory wage scale as soon as possible
- The maintenance of the colour bar in the country, which must be written into the wage agreement, for the protection of White workers, and
- The continuance of a strong and healthy Mine workers' Union

Mr. Viljoen said the Government had already appointed two commissions to investigate matters concerning the union and the gold mining industry

One had been appointed to investigate dissatisfaction over the colour bar, as a result of its report the Government had ordered a reversion to the status quo in the reservation of mining jobs

Recognition

The other had investigated internal trouble within the union and as a result of its findings a general election had Workers' Union

After these elections it was his duty, as mouthpiece of the Government, to recognise the new executive of the union

"And I want to say immediately that we do recognise the new executive" Mr Viljoen said

UNION'S VIEW

By DEREK SMITH
Industrial Correspondent

THE OFFER by Mr. Viljoen will be officially accepted in a telegram from the Mine Workers' Union today.

Mr. Meiring said last night: "Now we want negotiations with the Chamber of Mines to begin as soon as possible. The general council today agreed on its proposal to the Chamber, and the sooner we start negotiating the better.

"Of course we first want to see his immediate predecessor, this applied especially to them

THE OFFER

From GEORGE OLIVER
Political Correspondent

IN PARLIAMENT yesterday the Minister of Labour, Mr. Viljoen, said that dissatisfaction over pay had led to strikes which had been called in connection with other matters entirely.

He said the Government had been deeply disturbed that the Attorney-General had found it necessary to bring prosecutions against mineworkers for allegedly taking part in illegal strikes

"We are really sorry that

the Government had been

Gold Mines - Labour

MINE UNION MOVES TO END LABOUR DEADLOCK

INDUSTRIAL CORRESPONDENT

GENERAL councillors of the Mine Workers' Union will thrash out details today of a proposed labour rationalisation scheme on the gold mines in a move which promises to end more than two years of deadlock.

The union has rejected a plan by the Chamber of Mines. Its present management also fought for the abolition of the original mines experiment.

But the union president, Mr. Maurice Meiring, said in a major statement last night "The union is prepared to make concessions for monthly pay. We are prepared to negotiate

Under the terms of the Chamber's offer, miners would receive monthly pay in exchange for accepting a new scheme.

New scheme

Mr. Meiring said no details of the proposed scheme had been adopted. "We all have our different ideas," he said.

"But we accept there will have to be a re-organisation of labour on the mines. We want to ensure, however, that any changes have the support of the miners."

Mr. Meiring's announcement is regarded as a major breakthrough by the industry in its efforts to introduce a labour system which will cut wastage and costs.

In three more history-making moves, the union's general council also agreed in principle yesterday to three major changes in the union's constitution.

Changes

The first amendment will provide for the general secretary to be elected on a one-man-one-vote basis by all union members instead of being appointed by the general council.

The second amendment will provide for district organisers—the full-time officials—to be elected by the district councils with the ratification of the executive committee. Now the general secretary appoints the organisers.

This system, said Mr. Meiring, would ensure that the organisers followed the miners' wishes and not only those of the general secretary.

The third change will provide for the election of the executive committee by the district councils—there are nine in the union—and not by the general council.

Gold Mines - Labour

PEACE HOPESE L MINERS' COUNCIL

Vital meeting taking place

HOPES of a final settlement of the monthly pay issue in the mining industry and of some form of labour rationalization hinge on the meeting of the General Council of the Mineworkers' Union taking place in Johannesburg this week.

The meeting continued today, and it is reported that the council is working on details of a counter-proposal to one recently submitted by the Chamber of Mines, through its Gold Producers' Committee, to the nine-union Federation of Mining Unions

The mining industry has been bedevilled by labour trouble since the cessation of the controversial "labour experiment" last

year aimed at instituting monthly pay and increased earnings for White miners and making more productive use of African labour

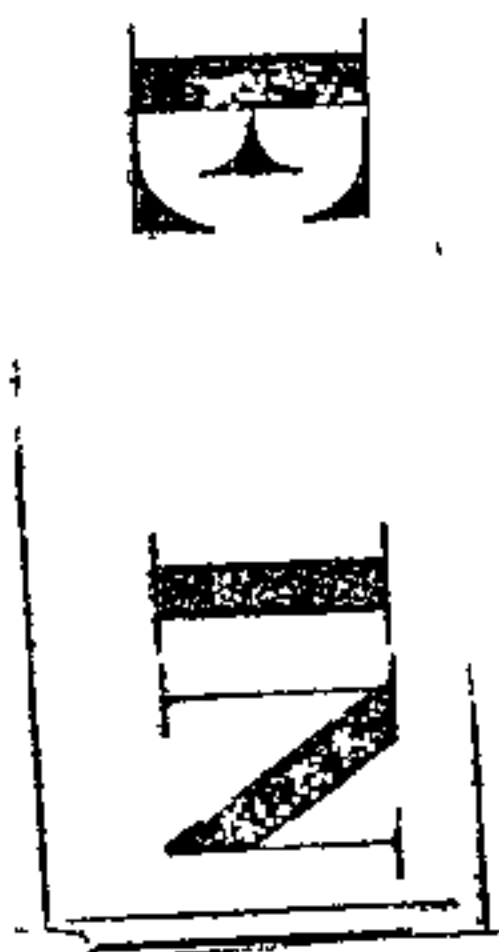
Since then there have been intermittent discussions between the unions and the management on the question of monthly pay and higher productivity, without any conclusive result

The takeover of the Mineworkers' Union, the biggest of the nine unions constituting the Federation of Mining Unions, has been one of the retarding factors in the negotiations

In the latest round of negotiations, the unions rejected a scheme by the management amounting to "fragmentation" of skilled work and in return demanded a R1 a shift increase

The Chamber then submitted a reformulated proposal to the unions which is at present under consideration

Till today no date had been fixed for a resumption of the pay talks and further developments will depend mainly on the current discussions by the General Council of the Mineworkers' Union



Sold Mines - Colours

Pamphlet

war in

M.W.U.

CRISIS

Industrial Correspondent

THOUSANDS of pamphlets which are expected to hasten a new crisis in the strife-torn Mine Workers' Union have been distributed throughout mining areas in the past four days.

The pamphlets are directed against the present management of the union and contain strong personal attacks against its president, Mr. Maurice Meiring, and the suspended legal adviser, Dr. "Ras" Beyers.

A spokesman for the union said last night that legal advice was being taken.

DEBTS

Dr. Beyers said last night that the main attack against him seemed to be a suggestion that he did not pay his debts. "That does not worry me unduly because they are quite right," he added. "I never pay my debts if I can get out of it."

Reaction in other sections of the union have not been so light-hearted. A new dissident group — nicknamed the "Grundling lobby" — is bringing mounting pressure to bear in the union.

PRO-GRUNDLING

Officials estimate that at least six of the present members of the general council are outspoken supporters of Mr. Eddie Grundling, the former general-secretary who is still challenging his dismissal in the courts.

Growing pro-Grundling groups have formed in the Central Rand area, the Eastern Transvaal coalfields, Rustenburg, the Free State Goldfields and on the collieries of Northern Natal.

Some of these supporters of Mr. Grundling are backing the idea of a modified "Mines experiment" which was originally introduced as Mr. Grundling's branchchild. Others are associating themselves with Mr. Grundling in their efforts to get Mr. Meiring and Dr. Beyers permanently out of the union.

Gold Mines - Cobaw

201 WORKERS CHARGED WITH STRIKING

'Big mine strike would cost R2.5m a day'

STAFF REPORTER

THE GOLD-MINING INDUSTRY would lose R2.5m a day if mineworkers throughout the country went on strike, said Mr. V. C. Robinson, chief technical adviser to the Gold Producers' Committee of the Chamber of Mines, yesterday.

Mr Robinson was giving evidence at a special regional industrial court sitting at Evander, on the East Rand.

Two hundred and one mineworkers of the Winkelhaak and Leshe gold mines were appearing before Mr P Lindeque on charges of striking illegally, alternatively, inciting mineworkers to strike.

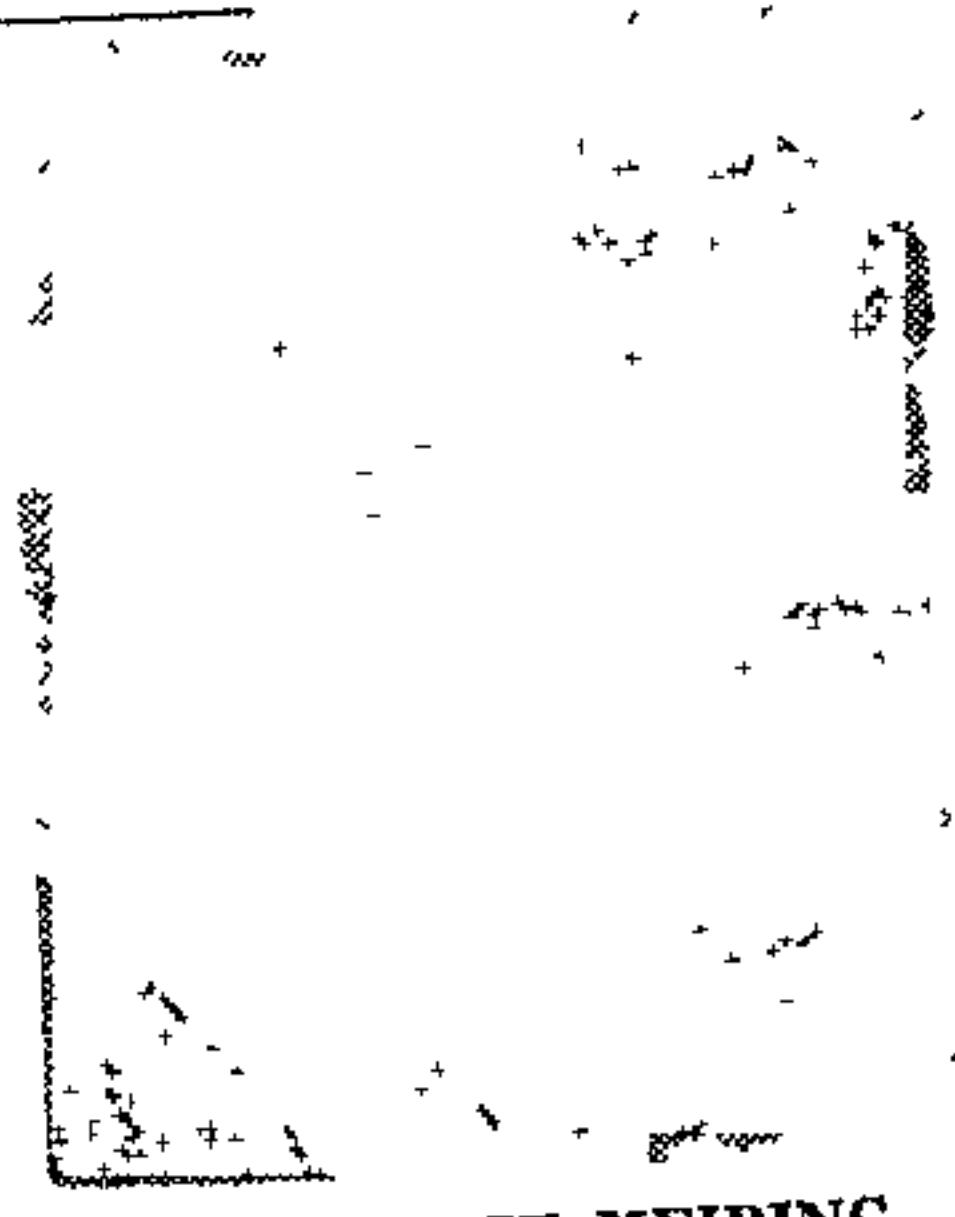
The hearing was adjourned to February 27 to allow the defence to prepare its case.

CHARGES

The mineworkers are alleged to have struck from December 29 last year to January 2. They are being charged under the Industrial Conciliation Act and are liable to fines of up to R200, or a year's jail, or both.

At the end of a successful defence application to have the hearing adjourned, the prosecutor, Mr J F Murray, withdrew charges against nine miners.

The case against the president of the Mine Workers' Union, Maurice Meiring, who was to have appeared tomorrow on a charge of inciting mineworkers to strike, was also postponed to February 27.



MR. MAURICE MEIRING
... president of the Union.

A H. J. Tajaard, a shaft steward of Winkelhaak Mine, who was to have appeared with Meiring, was discharged.

The hearing was held in the Evander Club, which was improvised as a court. The magistrate sat at a desk on the stage.

The names of the 201 mineworkers were read out by a police sergeant and they were all given numbered tags to wear at the hearing. They sat

in rows and packed nearly half the hall.

The rest of the hall and gallery was packed with visiting mineworkers, some of them from as far as Springs and Brakpan.

APPLAUDED

When Meiring entered the hall, he was applauded by the accused mineworkers. He sat with the attorney for the defence, Mr. C. Potgieter.

Applying for a postponement, Mr Potgieter said the indictment had been served on the men only 10 days ago. It was unheard of that a case of this magnitude should be brought to court only 10 days after the subpoenas were served.

Opposing the application, the prosecutor called two mine managers — Mr. R. K. Boright, general manager of Winkelhaak, and Mr. W. J. van den Munckhoff, acting general manager of Leshe.

LOSSES

They said that their mines would lose R30 000 a day through inconvenience if the case were postponed.

They agreed that there was "general" unrest, "unhappiness and dissatisfaction" among the mineworkers.

Among the witnesses called to give evidence at the hearing, are Mr G. P. Murray, acting general secretary of the Mine Workers' Union, and Mr J. O. Terblanche, treasurer.

Gold Mines - Labour

NINE MINERS HAVE CASES WITHDRAWN

From a Staff Reporter

Evander, Monday.

A TOTAL OF 201 MINEWORKERS, each carrying a number ticket in his lapel, packed the hall of the Evander Club today when they appeared before an Industrial Court on a charge of illegally striking between December 29 and January 3 at Winterhaak and Leslie gold-mines.

At the request of the defence, Mr P. Lindeque, a Pretoria Regional Court magistrate, postponed the hearing to February 27.

The State withdrew the charges against nine of the mineworkers, leaving 192 who will appear at the next hearing.

The case against Maurice Meiring, President of the Mineworkers' Union, was postponed to the same date. He was to have appeared on Wednesday, charged with incitement under the Industrial Conciliation Act.

The proceedings were orderly throughout and there were no incidents.

Mr C Potgieter, attorney for the defence, in his application for an adjournment, said the summonses were served on the men only about a week ago. He did not have sufficient time to prepare their evidence or to brief counsel.

"It is unheard of that in a case of this importance the defence is expected to proceed after summonses have been served only a week earlier," he said.

AMPLE

Mr J F Murray who, with Mr J. Venter, appeared for the State, said the defence had had ample opportunity to prepare their case.

Changes made to the charge sheet since the summonses were served were minor and could not affect the defence case.

In the present state of unrest there was the possibility that more strikes might take place if the hearing did not continue.

Mr Lindeque said that both the "audience"—the 201 accused—and the charge sheet were "impressive".

"In our judicial system the accused has the right to put his case to his best advantage, and I feel that if the court should decide not to postpone the hearing."

Mr Potgieter, who also appeared for Meiring, said he had not had sufficient time to prepare the defence case.

The annual meeting of the Mineworkers' Union was to be held on Wednesday and it was desirable that the president should be present, as Meiring

had undertaken to quieten the feelings, which had been running high in the union.

The State withdrew the case against A H J Taljaard, who was to have appeared with Meiring on similar charges.

Earlier in the hearing Mr V C Robinson, Labour Officer of the Chamber of Mines, said a total stoppage on the gold-mines for one day would cause a production loss of R2,500,000 in gold.

Throughout the hearing the magistrate sat on the stage.

Sold Mines - Labour

EVANDER COURT STRIKE CHARGES

A LLEGATIONS against 201 Transvaal mine-workers charged under the Industrial Conciliation Act with striking illegally, will be heard at Evander today before a special court in the mine clubhouse.

The prosecutions are a sequel to recent work stoppages at Leslie, Winkelhaak and S A Lands (Sallies) mines. The miners will appear before an industrial court, sitting at a regional court and presided over by Mr P Lindeque, a regional court magistrate from Pretoria.

FIRST TIME

This will be the first time, since trouble started on the gold mines more than a year ago, that the provisions of the Industrial Conciliation Act have been invoked because of alleged illegal strikes.

The relevant section of the Act under which the miners will be charged (Section 65 (1) of Act No 28 of 1956) prohibits strikes or lock-outs during the period of currency of any agreement.

On Wednesday, Mr Maurice Meiring, president of the Mine Workers' Union, and Mr A H. J. Taljaardt, a member of the union, will appear at a separate trial in the same court on charges of incitement.

At the start of today's proceedings, representatives of the

Mine Workers' Union will apply to the court to have the Minister of Labour, Mr. Malais Viljoen, called to answer an allegation of contempt of court. Alternatively, the union will take steps to have the Minister subpoenaed as a key witness for the defence in the case against Mr. Meiring and the other 201 miners.

WILL HEAR

Gold Mines - Labour

Chamber of Mines says:

PAY UP TWICE AS FAST AS C.O.L.

EARNINGS OF WHITE employees on gold-mines have in the past five years risen twice as fast as the cost-of-living index, the Chamber of Mines says today.

Figures show that the industry's 5,200 rockbreakers — men working at the face — average R350 a month while the members of the Mineworkers' Union working underground earn an average of R230 a month, plus overtime. This excludes shaft sinkers who generally earn more than rockbreakers.

The Chamber's statement says: "It is being repeatedly asserted in public statements that miners are poorly paid, or even on 'starvation wages'. The Chamber has been asked, therefore, to provide the public with factual information to enable the man in the street to form his own judgment.

"About 11,500 members of the Mineworkers' Union are employed on gold-mines. Of these 5,200 are employed as rockbreakers, responsible for supervising gangs engaged in breaking out gold-

bearing rock or driving development tunnels.

"Mineworkers not employed as rockbreakers are employed in a number of underground categories. They supervise the laying of pipes and tracks, the movement of ore, personnel and mining material through shaft stations and the provision of supports and so on. About 800 work on the surface.

"The degree of skill or exercise of responsibility called for on these jobs varies considerably. Rockbreakers, whose earnings are governed by output, are generally the most highly paid. Three-quarters of them earn more than graduate male teachers with comparable service.

"However, members of the Mineworkers' Union other than rockbreakers are also well paid. More than 1,300 of these 6,300 men earn more than graduate

male teachers with comparable service. Men are accepted for training as miners with a Standard Six education and upwards."

The statement says that learner-miners are paid. After six months' training they earn a basic minimum of R151 underground and R143 on the surface, but average payments are higher.

The average monthly wage, excluding overtime, for members of the Mineworkers' Union other than rockbreakers is: First year R160, second and third year R198, fourth and fifth year R232, thereafter R240. This gives a monthly average wage of R230.

COMPARISONS

"These figures are increased by payments for overtime which vary from mine to mine. Rockbreakers, by nature of their employment, do not earn large overtime payments."

The chamber says that, by comparison, a matriculated police constable earns between R100 and R150 in the first five years and the top rate for a police sergeant is R250 a month.

"All mine employees enjoy the benefit of membership of provident, pension and death-benefit funds, paid leave, leave bonuses and low-cost recreation.

HOUSING HELP

"Sixty per cent of members of the Mineworkers' Union receive subsidized housing or, if single, subsidized boarding or single quarters."

The statement says that about 5,000 miners live in modern houses with free or subsidized electricity and water at rents often as low as R10 a month. A further 2,000, including those in single quarters, receive some form of accommodation assistance. In the newer areas nearly all miners receive this assistance.

According to the 1960 population census, the chamber says, miners are better paid than any other occupation group except the professions, the administrative group and farmers.

The official year book for 1965 shows that mechanics in the engineering industry earn about R60 a week, machinists and operators about R50, and building artisans R50 to R54, compared with the R75 a week rockbreakers get and R59 for other underground workers.

Gold Mines - Labour

COAL-MINES EXPERIMENT MAY END DEADLOCK

By DEREK SMITH
Industrial Correspondent

In a first move towards breaking the costly deadlock in the mining industry, a strong section of the coal miners has decided to accept a modified "mines experiment" in their shafts.

Spokesmen for the group have put forward their view to the Mineworkers' Union executive although the union still officially rejects the idea of a new experiment.

I learnt of the new move from authoritative union sources yesterday.

The step by the coal miners to break the deadlock is considered the most significant for many months towards reaching the long-sought agreement in the industry.

The group, which is prepared to try out the modified scheme, is based on the Witbank complex of coalfields. But other miners, including most gold miners and all the Northern Natal coal miners, are still solidly opposing any suggestion of compromise.

Big saving

The nine member-unions of the Federation of Mining Unions have also rejected the idea of a new experiment, but this decision could still be reviewed.

The scheme, it has been calculated, would save thousands of manhours underground every week. It would put the marginal mines on a

sounder footing and create better opportunities for the mining companies to agree to salary and benefit increases for mineworkers.

The experiment would allow Africans to undertake certain types of work underground without the supervision of a White miner for which the regulations provide at present.

The new suggestion differs from the former experiment which was scrapped after investigation by a Government Commission, because it will keep the African gangs under the control of the White miner. He will instruct the gangs on their duties each morning. Under the original experiment, these duties were arranged the day before through the mine management.

Another change sought by the Chamber of Mines in its efforts to introduce "productivity bargaining" with the trade unions, is a relaxation of the traditionally strict divisions of jobs between the different trades.

Gold Mines - Labour

FIRM ACTION TO END MINES LABOUR UNREST

Minister warns union leaders and workers

THE GOVERNMENT obviously intends to act firmly to end labour unrest in the mining industry which has, in the past months, caused substantial losses to employers and employees alike and indirectly, in the form of taxation, to the State.

This is the interpretation placed in Johannesburg on the pointed warning yesterday by the Minister of Labour, Mr. Viljoen, directed particularly at the Mineworkers' Union

He said that, so far, the executive of the union had not made any real progress towards negotiating new service conditions for mineworkers

Satisfactory wages and conditions of service could only be achieved "by proper negotiations

between employees and employers." Mr Viljoen said

Negotiations are in progress between the Federation of Mining Unions, consisting of representatives of nine constituent unions with members in the mining industry on the one hand, and the Gold Producers' Committee of the Chamber of Mines on the other

MONTHLY PAY

The issues involved are the institution of monthly pay for White mineworkers, which would increase their incomes, coupled with increased productivity

After the termination of the ill-fated "labour experiment" last year on the grounds that it would mean that White miners will be ousted by Africans, new negotiations were instituted

Initial proposals by the committee were rejected by the unions on the grounds that they would mean fragmentation of skilled work. In reply the unions demanded an all-round R1 a shift increase

Subsequently the Chamber of Mines proposal was submitted to the Federation of Mining Unions in a redrafted form and a meeting is pending at which the unions will give their reply

CLOUDED SITUATION

The position is, however, clouded by several factors. They include

- Repeated public threats by leaders of the Mineworkers' Union to impose a strike levy with a view to a general strike later this year. It is probably in reply to such a threat in the Afrikaans Press yesterday that

Mr. Viljoen issued his warning to the union

- Increased disenchantment on the part of representatives of some of the other eight constituent unions of the Federation of Mining Unions with the attitude of the new leadership of the Mineworkers' Union

- Strong political overtones in the whole situation, referred to by Mr Viljoen in his statement that political motives and not the interests of the mineworkers are at stake

- Shortly after the former "rebel" action committee won the general election of shaft stewards of the 17,000-strong Mineworkers' Union it was stated that there would be a demand that the present wage should be doubled

Gold Mines - Labour

Miners warned: don't strike again

Cape Town, Tuesday.

SATISFACTORY WAGES and conditions of service for mineworkers could only be achieved by properly conducted negotiations between the Mineworkers' Union and employers, and the Government was prepared to give any advice that may be required, the Minister of Labour, Mr. M. Viljoen, said in a statement last night.

The Minister said the Government was concerned about the fact that time was being devoted to strikes which could not benefit mineworkers, but which

could only be to their detriment, while the important question of revised wages and service conditions was receiving little attention.

The Minister said the Government fully realized the circumstances of the mineworkers and were as anxious as they were that satisfactory wage and service conditions should be brought about as soon as possible.

After referring to pending prosecutions for illegal strikes the Minister said mineworkers were being told by their advisers that further strikes contemplated would be legal.

The Government wished to warn mineworkers against any advice of this kind. In terms of the Industrial Conciliation Act, the strikes contemplated would be illegal.

FURTHER ATTEMPTS

After referring to newspaper reports about further attempts to organize strikes on the gold and coal mines, the Minister said it was necessary to bring the facts to the notice of the public and particularly to the mineworkers.

Dissatisfaction among members of the Mineworkers' Union had in the past two years given rise to various strikes. No action was taken against the strikers because it had not been possible clearly to determine the cause of their grievances.

An investigation by the industrial tribunal had been ordered by the Government and as a result new elections were held during October and November to put an end to disunity within the union and to enable it to start proper negotiations on the question of service conditions.

NO PROGRESS

So far the new executive of the Mineworkers' Union had not made any real progress towards negotiating for new service conditions through the existing machinery.

What had in fact happened was that certain officials of the union had caused further unrest among mineworkers and illegal strikes had occurred—an action which suggested that other political motives, and not the interests of the mineworkers, were at stake.

This state of affairs had now reached a stage where the Attorney-General of the Transvaal had decided to institute certain prosecutions.

It was unfortunate that mineworkers would in this way be implicated, but illegal action could no longer be allowed — Sapa.

Gold minus - labour

Minister's war to strike leaders

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SOUTH AFRICAN PRESS ASSOCIATION

CAPE TOWN.

SATISFACTORY wages and conditions of service for mineworkers could be achieved only by properly conducted negotiations between the Mineworkers' Union and employers and the Government was prepared to give any advice in this connection that might be required, said the Minister of Labour, Mr. Viljoen, last night.

He said the Government was concerned about the fact that time was being devoted to strikes which could not benefit mineworkers, but which could only be to their detriment while the important question of revised wages and service conditions was receiving little attention.

The Government realised the circumstances of the mineworkers and was as anxious as they were that satisfactory wage and service conditions be introduced as soon as possible.

Prosecutions

Referring to pending prosecutions of mineworkers for illegal strikes, Mr. Viljoen said mineworkers were being told by their advisers that further strikes contemplated would be illegal strikes, Mr. Viljoen said to warn mineworkers against any advice of this kind. In terms of the Industrial Conciliation Act, the contemplated strikes would be illegal.

Dissatisfaction among members of the Mineworkers' Union had in the past two years

ended in 1864 took the oath of office yesterday and said: "I'm only interested in doing a good job. Lucius D. Amerson, 33, who defeated the White sheriff last year, was sworn in with his three deputies—one White and two Negro—in the probate judge's office. "I don't expect any problems other than the normal problems of law enforcement," he said. Sheriff Amerson, a former postal clerk, spent nine years in military service, including four years as a paratrooper. He worked in the area and served in the army.

Gold Mines - Labour

Miners plan drastic moves to force a showdown with Govt.

By VIVIAN GRAHAM

MINE Workers' Union leaders were this week planning new moves to force what they described as "a showdown" with the Government and the Chamber of Mines after the prosecution of the president, Mr. Maurice Meiring, on a charge of incitement, and the summoning of 201 other mineworkers for alleged illegal strikes.

Among the plans now being discussed is a one-day illegal work stoppage throughout the Transvaal and Free State gold mines. This would make every member of the 17,000-strong Mine Workers Union liable to prosecution and would halt gold production during the hearing of each case.

Those already summonsed to appear at Evander on January 23 say they will not pay fines that may be imposed on them because, they say, they do not have the money.

In addition, union leaders this week launched a full-scale work-to-the-manual campaign on coal mines throughout the country, and have undertaken to pay the men the bonuses they will lose as a result of reduced production.

The campaign is being timed to coincide with the normal build-up of coal reserves from February in preparation for the winter de-

mand, and could affect many centres.

"We have men in the field every day organising this campaign," a union spokesman told me this week.

"It will have drastic effects on the country's coal reserves this winter, and it will all be done quite legally. The union will pay the men the bonuses they lose, which means, in effect, that we will be paying the men to work to rule."

Among other developments it was told, is a move to press for the nationalisation of the gold mines in terms of the Nationalist Party policy of 1948.

"Leaders of the Mine Workers' Union are studying the Nationalist Party manifesto of 1948 which helped to bring them into power, and are preparing to seek political support from local and other Members of Parliament." I was told.

Dr. Ras Beyers, formerly adviser to the Mine Workers' Union, who has been interdicted against interfering in any way in the union's affairs, yesterday denied a report that he had signed on as a miner so that he could become a member of the union and thus overcome a constitutional ban against his employment.

Dr. Beyers was reported to have signed on at the South Roodepoort Mine, which is not a member of the Chamber of Mines.

"That is absolute nonsense," he told me. "I don't even know where South Roodepoort is."

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Gold Mines - Labour

**SUMMONS
SERVED ON
STRIKE
MINERS**

Industrial Correspondent

MOST of the 201 summonses on miners from three mines who are alleged to have taken part in an illegal strike had been served yesterday. By the early evening police had served 180 and were preparing to issue the remaining 21 when the men came up from underground.

The president of the Mineworkers' Union, Mr Maurice Meiring, who will face allegations of incitement at a separate trial, was served with a summons at the Supreme Court, Johannesburg.

Mr Meiring was attending the hearing in which the former general secretary of the union, Mr Eddie Grundling, was applying to have his dismissal set aside and the appointments of Mr Fred Short, as general secretary, and of Dr Ras Beyers, as legal adviser, declared invalid.

INCITEMENT

Mr A J H Taljaard, a member of the union, will appear with Mr Meiring to face the incitement allegations.

The two men will appear before the Industrial Court, sitting as a regional court, in the Evander Club on January 25.

On January 23, the 201 miners will appear there on allegations under section 65 of the Industrial Conciliation Act. It will be alleged that they took part in an illegal strike.

Gold Mines - Labour

SUMMONS SERVED MINERS' LEADER

TU - M.W.U
Gen - Union
Meiring and 201 others charged ⁽²⁾

THE recently elected president of the Mineworkers' Union, Mr. M. Meiring, is to be charged under the Industrial Conciliation Act with incitement.

In addition, 201 mineworkers at Transvaal gold mines will be prosecuted for alleged illegal strikes as a sequel to the recent work stoppages by miners at three Transvaal mines.

Mr. Meiring will appear before the Industrial Court, sitting as a Regional Court, at the Evander Club on January 25. With him will appear Mr. A. H. J. Taljaard.

The 201 mineworkers will be charged under Section 65 (1) of the Industrial Conciliation Act (Act No. 28 of 1956). They will appear at Evander on January 23.

The maximum penalty under the section is a fine of R200 or imprisonment for a year, or both.

Mr. P. Lindeque, a regional court magistrate of Pretoria, will

stage it was estimated that 500 men were on strike.

A spokesman of the President Brand Mine at Welkom said this afternoon that he had not heard of any summonses being served on miners at the mine.

★ The relevant section of the Industrial Conciliation Act says, among other things, that no employee or other person shall instigate a strike or incite any employee or other person to take part in a strike during the period of currency of any agreement. It also makes provision for the establishment of conciliation boards for the consideration of industrial disputes.

Star 13/6/57

preside at the hearings. Some of the summonses were served at the shaftheads this morning at the Winkelhaak and Leslie mines.

It is not yet known whether any action is to be taken against the Free State miners at President Brand who took part in work stoppages.

First time

The Transvaal mines involved are Leslie, Winkelhaak and S A Lands. As far as could be established, no summonses were served at the latter mine this morning.

This is the first time that the provisions of the Industrial Conciliation Act are being invoked because of alleged illegal strikes, since the trouble started on the gold mines over a year ago.

The recent stoppages, which will now result in prosecutions, started on December 31. At one



Gold Mines - Labour

**Mines back
to normal**

With only the odd absentee, everything is back to normal at the four Transvaal and Free State gold mines where there have been work stoppages since the beginning of the year.

The mines are Leslie, Winkelhaak and Sallies in the Transvaal and President Brand in the Free State.

At the Vierfontein colliery work was due to be resumed normally today after the work to rule campaign during the past few days.

Production at the mine, which supplies the Vierfontein Power Station, was 90 per cent of normal yesterday.

Gold Mines - Labour

Miners' campaign cuts coal output

Industrial Correspondent

THE Anglo American Corporation reported a 16 per cent drop in coal production at the Vierfontein Colliery, near Klerksdorp, as the work-to-manual campaign continued yesterday.

The other two collieries from which work-to-manual campaigns have been reported over the past few days were yesterday producing at the normal rate.

At the Springfield Colliery, according to a statement from the Anglo American Corporation, production had not been affected.

The "work to manual" of miners at the Kilbachen colliery, Newcastle, has been called off from 6 a.m. today.

GESTURE

Officials believe that the campaign at Vierfontein has turned from a sympathy gesture towards the gold miners to a means of obtaining higher pay.

All gold mines involved in the recent illegal strikes reported that the men had returned to work. A few men were not at work but this was put down to reasons other than the strike.

There was still no settlement yesterday over the five striking miners who have been refused their jobs at the Winkelhaak and Sallies mines. The Mine Workers' Union has undertaken to recommend an end to the work-to-manual campaign if the men are taken back.

Gold Mines - Labour

Five strikers refused jobs — 'rule work' goes on

By DEREK SMITH
Industrial Correspondent

BECAUSE five striking miners were refused their jobs back on two gold mines yesterday, the Mine Workers' Union has decided not to recommend an end to the work-to-manual campaign on three important collieries.

The five men have been named as instigators of the recent strikes by the managements of the two mines. They are all shaft stewards.

The president of the union, Mr Maurice Meiring, said last night that the union would have been prepared to recommend an end to the work-to-manual had all men been taken back. This has not happened.

Ignored

The managements — at Sallies and Winkelhaak mines — had ignored a request from the Department of Labour that all men who had been on strike should be reinstated. The department had undertaken to make this request.

Mr Meiring said that the miners who had been refused their jobs would be employed by the union to step up the door-to-door campaign among coal miners to "condition" them to the idea of working to the manual.

Meetings

He said he had planned mass meetings of coal miners for Vereeniging on Saturday, Vryheid the following Saturday and Witbank the Saturday after that.

"We are going to talk money — and the way in which it can be obtained," said Mr Meiring. "The present negotiations with the colliery owners have broken down completely. After hearing exactly what the monthly pay scheme entails, the men have decided to turn it down

We will discuss it further at the coming meetings."

In the meantime, he said, the work-to-manual campaign at three important collieries — Kilbachen, Springfield and Vierfontein — would continue.

Production loss has been estimated by the Anglo American Corporation at 15 per cent. The union has claimed a cut in production by as much as 50 per cent. The power stations served by the coal mines are not expected to be hit for some time as they have up to 10 days' supply stockpiled and current output is still sufficient to keep them going.

Although the strike on the four affected gold mines officially ended yesterday, 60 men did not return to work at the two Union Corporation mines, Winkelhaak and Leslie.

Dispute

Mr Meiring said it had been impossible to get a message through to these miners in time. He expected that they would all be back at work today — without the men who have not been taken on again.

The dispute in the union between the present executive and the suspended legal adviser, Dr Ras Beyers, and the former general secretary, Mr Eddie Grundling, will be heard in the Witwatersrand Supreme Court today.

Striking miners had planned to attend the proceedings en masse. Mr Meiring told me last night, however, that he had telephoned the leaders in the areas concerned and told them to keep the men away.

2. Gold Mines - Labour

Return to work by gold miners

THE STRIKE which has affected four gold mines — three in the Transvaal and one in the Free State — has petered out and the situation has returned almost to normal.

The work-to-rule campaign at the Vierfontein Colliery, which supplies the Vierfontein Power Station, continued, however, and production was reported today to be down by 16 per cent.

At the Leslie and Winkelhaak gold mines all the workers were back with a few exceptions, some of whom could not be traced.

A spokesman for the mines said that there were "a couple of people" who would not be signed on again.

STILL OUT

At the Sallies mine on the East Rand all the men were back and only five were still out at the President Brand mine in the Free State.

From Natal it is reported that a work-to-rule move has started at Kilbarchan Colliery near Newcastle, which supplies the Ingagane Power Station. An official of the Mineworkers' Union denied that the campaign at Kilbarchan was "fizzling out," but a spokesman of the mine management said that more miners were ignoring the move.

Gold Mines - Closed

Union holds en

END OF M

Warning on coal workers

INDUSTRIAL CORRESPONDENT

THE costly strike on four gold mines has been called off, the president of the Mine Workers' Union, Mr. Maurice Meiring, announced last night.

The decision was taken after an emergency meeting between the executive of the union and officials of the Department of Labour led by the Secretary, Mr D J Geysler.

Mr. Meiring added that the work-to-manual campaign, which had spread to at least three coal mines yesterday, would probably end tomorrow — once all the gold miners were back at work.

He warned, however, that the union had placed eight men on the coal mines to "condition" miners to the prospect of undertaking a work-to-manual campaign as soon as it became necessary.

By next week, he said, there would be 15 men going from door to door on the coalfields explaining the campaign to the miners.

Mr Meiring said the men had agreed to go back to work on the four gold mines concerned.

They are Sallies, with 40 still striking yesterday, Winkelhaak, 34, Leslie, 44, and President Brand in the Free State, with only seven still on strike.

An agreement

He said the managements had agreed to take back the men concerned. At one stage they had refused to do that.

"We will see whether they keep their promise to take back all the men. If they do, we will ask the coal miners who are working to the manual to return to normal," he said.

Coal mines which would probably be working to the manual today, he said, were the Killbachan colliery serving

the Ingagane power station near Newcastle, Natal, the Springfield coal mine in the same area and the Vierfontein colliery near Klerksdorp.

He said none of the miners concerned in either the gold mine strikes or the coal mine work-to-manual campaigns would lose financially for his action. The union would see to it that the men were reimbursed.

No charges

Asked what the next step would be after the men were back at work, Mr Meiring said: "We are not giving out any state secrets."

He confirmed, however, that the decision to ask the men to return to work had been taken as a result of the negotiations with the Department of Labour.

He said no criminal charges were to be preferred so far as he knew.

"Any charges will be fought by the union," he said.

He added that certain elements opposed to the union had been discovered in Witbank, Transvaal and Vryheid, Natal, urging the men to disregard the advice of the union.

MINERS' STRIKE

Emergency night meeting

Gold Mines - Labour

Union holds

END OF

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Gold Mines - Coloan

See also Trade Unions - Mine Workers' Union

ATTENDANCE NOT NECESSARY

Miners told: Stay away from court

THE LEGAL DISPUTE involving the Mineworkers' Union and its former general secretary, Mr. A. E. Grundling, will be heard in the Witwatersrand Supreme Court tomorrow and Mr. Maurice Meiring, recently elected president of the union, today appealed to mineworkers not to cause disruption in the industry and to traffic in Johannesburg by attending the hearing in large numbers.

"According to the indications there are large numbers of mineworkers in the Western Transvaal who intend to turn up in force I appeal to them not to do

so as their presence, apart from disrupting production, will not have any influence on the proceedings"

Mr Meiring said that all the union's organizers and shaft stewards will be on standby and members will be kept fully informed

Tomorrow has been made the return date of an order granted by the Rand Supreme Court on December 1, interdicting Dr Ras Beyers, appointed legal adviser to the union by the new leadership, from interfering in the affairs of the union

Mr Fred Short, appointed general-secretary, was ordered not to carry out his duties Also before the court will be an application by Mr Grundling for reinstatement as general-secretary

In a subsequent application Mr Grundling asked for the committal of Dr Beyers and Mr Meiring for contempt of court but this application, too, was postponed till tomorrow

Some don't know strike is over

WHILE 40 striking mineworkers at S A Lands mine and seven at President Brand returned to work today to end the stoppages at the two mines, 32 men were still out at Leslie and 28 at the Winkelhaak mine, according to a spokesman for the mines

The improvement in the situation follows talks last night when the 17,000-strong Mineworkers' Union decided to call off the strikes.

Mr Maurice Meiring, president of the Mineworkers' Union, said today that it had been arranged between the union and the managements that all the men should return to work. When told that some of the men were still out, Mr Meiring said that one of the difficulties experienced in taking over the Mineworkers' Union was communication. "We want to set up an organization whereby it would be possible to communicate any decisions or developments to all shafts within an hour or so"

Gold Mines - Labour

CHOICE FOR STATE AS DISPUTES CONTINUE

MINING

Growing official concern over illegal strikes

THE GOVERNMENT is likely to give early consideration to the situation that has developed in the mining industry, and to decide whether to apply legislation at its disposal to end the series of illegal strikes which have plagued the industry in recent weeks.

A total of 125 men were still on strike at four gold-mines today — two less than on Saturday — and the “work to the manual” campaign at the Vierfontein colliery, which supplies coal for the generation of electricity, continued today.

According to figures supplied by the Chamber of Mines, 34 men are on strike at Winkelhaak and 44 at Leshe, 40 at Sallies and seven at President Brand.

At Vierfontein production has dropped by about 15 per cent as a result of the work-to-rule campaign.

The president of the Mineworkers' Union, Mr Maurice Meiring, has stated that a “conditioning campaign” was in progress which could enable the union to apply the work-to-rule campaign on all coal mines.

UNEASY

An article in the Nationalist Sunday Press yesterday reflects the uneasiness about the situation. Mr Dirk Richard, editor of “Dagbreek,” refers to the “delicate situation” that has arisen.

He asks whether the Government should wait until this “endless dawdling” produced something fruitful or whether it should try to lay a foundation for peace.

“Will a thorough investigation into the conditions under which the mineworker lives and works

fontein power station, which supplies power to Western Transvaal and Odendaalsrus mines and towns in the area, has dropped by about half because of the work-to-the-rule campaign of the coal miners.

The Vierfontein mine usually produces 4,000 tons of coal a day. The power station uses about 3,000 tons a day. On Saturday the coal reserve at the power station stood at 21,000 tons.

The mine manager and senior members of the management again went underground today to negotiate with the miners.

not perhaps be the desirable thing. At the moment our political jacket has been so firmly caught in the mesh that we cannot move a foot,” Mr Richard says.

In the meantime a new meeting between the Gold Producers' Committee and the nine-member Federation of Mining Unions is expected soon. The committee has put certain proposals to the unions, which the unions undertook to put to their executives. They will report on the reaction at the forthcoming meeting.

Coal production for the Vier-

Sold Mines - Labour

CHOICE FOR STATE AS

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Coal production for the Vier-

Gold Mines - Labour

Coal strike hits power for W. Tvl. gold mines

INDUSTRIAL CORRESPONDENT

A SPOKESMAN for the Mine Workers' Union said last night that coal production had been cut by at least half at the important Vierfontein Colliery which supplies fuel for the power station feeding the Klerksdorp line of gold mines.

The coal miners, he said, had started a work-to-manual campaign from the early shift at 5 a.m. He said that at 2 p.m. the management of the mine had appealed to the men to maintain normal production levels. They had refused, he said.

There had also been a work-to-manual introduced at Witbank, he said. There had been no indications of how this had affected production.

The attempts to work to the manual were organised as a company gesture towards about 150 gold miners who are still on strike at four mines.

More pay

The coal miners are also attempting to draw attention to their demands for increased pay.

The two mining companies concerned in the gold strikes are Union Corporation, which controls Winkelhaak and Leshe, and Anglo American Corporation, which controls Sallies and President Brand.

A spokesman for Anglo American said yesterday that there were only 10 men still on strike at President Brand compared with 17 the day before. At Sallies there were 47 men compared with 49 on Wednesday.

Demand

"There is a trickle back," he said. "The men who come back are being signed on again."

At Winkelhaak, according to a Union Corporation spokesman, there were 41 men still striking yesterday. At neighbouring Leshe there were 43.

"Some of the men have resigned, saying they do not wish to work on mines where there are constant strikes. If it was not for this there would have been more men back."

Striking Sallies mineworkers gathered near the mine yesterday and demanded the dismissal of three senior mine officials.

SACKINGS

ILLEGAL,

SAYS UNION

CHIEF

Industrial Correspondent

THE President of the Mine Workers' Union, Mr Maurice Meiring said last night that as far as the union was concerned, the three senior officials involved at the Sallies Mine had acted illegally in sacking a number of men. The union backed the men.

Referring to the work to the manual campaign at Vierfontein, he said that he had been instructed by the management committee of the union to be at the pithead today at 5 a.m. to "encourage our members to maintain their stand."

The Government had appealed to the men to act within the law. He would like to see the men working to the rules and regulations.

"I am going to put it to the management committee tomorrow that we should extend this working to the manual campaign to other mines supplying the power stations. On Saturday evening I will address a meeting of coal miners in Vryheid, with a view to encouraging them to do the same."

He said special efforts would be made to extend the work to the manual campaign throughout the coal mining industry if, by next week, the Government had not responded to his call to ask the mining companies to act legally as he had done in the case of the miners.

Gold Mines - Labour

Electricity not hit by miners' work-to-rule

STOCKPILING OF COAL has made it unlikely that the output of electricity by the Vierfontein power-station will be affected in the near future by reduced production at the Vierfontein Colliery, a senior Escom spokesman said today.

Since yesterday workers at the colliery have been working to rule which has cut the day's production by about half. This figure has now been confirmed by the Anglo American Corporation.

This power station's main source of coal is the Vierfontein colliery. But since all Escom power stations are interconnected in a grid system a particular power station cannot be said to supply a certain area with electricity.

No specific region will suffer, therefore, should it become necessary for the Vierfontein power station to reduce its output at a later stage.

STRIKE DYING

As far as it known no other collieries have as yet responded to the call to work to the manual, believed to have been made in sympathy with mine workers on four goldmines who are striking. This strike was described by a

mining company today as "dying, but dying slowly".

Since yesterday another nine of the miners have returned to work, bringing the number of strikers down to 132. At Winkelhaak there are still 38 out (three returned), Leslie 43 (no change), President Brand eight (two returned), and Sallies 43 (four returned).

ENCOURAGING

Meanwhile the Mineworkers' Union has clamped down on statements to the Press. The telephone exchange has been told that there will be nothing for the Press today and that the president of the union, Mr M Meiring, will not be in his office.

He is reported to have said that he would be at Vierfontein pithead today "to encourage the men in their stand".

The work-to-rule decision is seen as a gesture of sympathy towards the striking goldminers, and also to draw attention to the coalminers' demands for more pay.

~~fold~~

Gold Mines - Labour

Govt. plea to miners to end the strike

THE Minister of Labour, Mr. Viljoen, appealed yesterday to striking mineworkers to resume work so that the disputes could be settled lawfully under the

Industrial Conciliation Act.

He said. "Strikes which are called to settle labour differences in any other way are illegal, and can only be detrimental to the workers, their dependants and the country as a whole.

"As a result of Press reports that certain mineworkers have decided to continue with a strike because of certain grievances, I want to appeal personally to all those workers to resume their work so that the disputes can be settled in a legal manner as prescribed by the Industrial Conciliation Act.

CONTRARY

"Strikes which are called to settle labour differences in any other manner are illegal and can only be detrimental to the workers, their dependants and the country as a whole. It is to be deplored that some workers have lent themselves to action which is contrary to the legal requirements of the country.

"The Government is fully aware of grievances among the mineworkers in connection with employment conditions, and this was really one of the reasons why the Government had done everything it could to allow new elections in the trade union so that negotiations in respect of new employment conditions can take place on a sound basis.

NO REASON

"The necessary machinery exists for such negotiations and all that is necessary is for a trade union to use it in the interests of the workers and the economy of the country.

"Grievances among our workers, not only in the mining industry but also in all other industries, were solved in this manner in the past and there is no reason whatsoever why it cannot be done now as well"—
SAPA

Gold Mines - Labour

Miners ask Vorster to act over dispute

INDUSTRIAL CORRESPONDENT

STRIKING miners on the Far East Rand yesterday appealed to the Prime Minister, Mr. Vorster, to intervene in the dispute in the industry.

The appeal was made in a telegram while groups of miners at Winkelhaak and Leshe on the Far East Rand and at President Brand in the Free State continued their stoppage.

The management committee of the Mine Workers' Union decided to support a work to rule campaign at two major collieries — Vierfontein near Klerksdorp and Witbank in the "powerhouse" area of the Eastern Transvaal.

The president of the union, Mr. Maurice Mering, said he had appealed to the coal miners not to come out on strike. He had advised them to work to the manual.

MEETING

Such action, he said, would apply to all the major coal-mining areas, including the important coal mines of northern Natal where he had tentatively arranged a meeting for tomorrow night.

He said the Government had appealed to miners to return to work because their actions were not legal. Mine managements had, in his opinion, adopted illegal steps.

The Government had made no appeal to these managements. It appeared that the Government was favouring the mining companies.

A spokesman for the striking miners in the Evander area said they had decided to approach all major mines for support.

● Government plea
—SEE PAGE 9

Gold Mines - Labour

Miners go back in steady trickle

The strikes at three goldmines in the Transvaal and one in the Free State seem to be petering out gradually as workers return to work in a steady trickle.

The total number of miners still out has dropped to 141 as against 156 yesterday and 177 on Tuesday.

In the Evander area, five men returned to work today at Winkelhaak, leaving 41 absentees. At Leslie, one miner returned with 43 still away. At Sallies, Brakpan, two of the 49 strikers who were absent yesterday have returned and at President Brand in the Free State all but 10 of the 17 on strike yesterday returned today.

Appeals have been made to colliery workers to work to rule, but the effects of this procedure will not be known until tonight when the day's production is assessed. It is known that a direct appeal to work to the manual has been made by a Mineworkers' Union official at the Vierfontein Colliery.

SIGNED ON

Strikers who return to work are all signed on again, although they lose long service privileges because of having broken their contract.

It is understood, however, that this is not a serious strike deterrent at the moment since many miners lost these privileges during strikes last year.

Gold Mines - Labour

Settling a mine strike in Ghana

From CAMERON DUODU

ACCRA.

WHEN 5,000 workers at the Ashanti Goldfields Corporation mines at Obuasi in Ghana went on strike, Colonel A. A. Afrifa, who is responsible for finance, trade and economic affairs in the country's ruling National Liberation Council, told newspapermen: "I am sending a message to congratulate the striking miners."

He continued: "I appreciate very much the spirit of freedom they have expressed through this strike action, for it shows that at last they've begun to understand why we fought to overthrow the Nkrumah Government. They're insisting on their rights, that's why they've broken the law. We will go to them and tell them we recognise the spirit behind their action. And they will go back to work, for the Ghanaian is a sensible person and will realise that in our precarious economic situation, we cannot afford to halt the production of gold, one of our most important exports."

Three days later, the miners were back at work.

Difference

The incident illustrates a difference between the methods of government used by the deposed Nkrumah and his administration and the present rulers of the country. Whereas Nkrumah would have sent armed forces to deal with the miners for causing an illegal strike, these soldier-rulers who seized power by force 10 months ago are behaving in a more democratic manner than the civilian government they overthrew, which claimed to wield its power at the instance of the people.

Almost all Nkrumah's Ministers and Members of Parliament and his party officials who were taken into "protective custody" soon after the coup have been released. Legal action may still be taken against some after inquiry into their properties, but the aim seems to be to reintegrate them.

The only sign of nervousness the Government has shown about them has come in the form of two decrees. One lays down a maximum penalty of

three years' imprisonment for publishing false information about the National Liberation Council, the armed forces and the police. The other decree makes it possible for the police — with the prior consent of the Attorney-General — to remand persons in prison for up to 28 days' investigations into treason and treasonable offences.

The Government has stuck to its guns about them, however, as it believes that the populace should not be exposed to a state of alarm while it is being ruled by the armed forces and the police.

Two committees are at work to pave the way for a return to civilian rule. One is seeking evidence on a draft constitution to be presented to the people at a referendum, while the other is drawing up new constituencies for a future Parliament. Political alliances are being forged, however in the dark, as all political activity is forbidden until the constitution-making process reaches an advanced state.

Advantageous

The United Party—the party which was in opposition to Nkrumah until he suppressed it — seems to be in an advantageous position for the moment, with one of its leading members, Mr Victor Owusu, appointed to the powerful post of Attorney-General, while its leader, Dr K. A. Busia, heads the Electoral Committee.

But the Convention People's Party (Nkrumah's party) was in power continuously for 15 years before the *coup d'etat* of February 24 1966, so the United Party feels it must seek an acceptable person from the CPP's ranks to fortify itself against any resurgence on the part of the CPP itself.

Ghana's economic situation is

one of austere deflation, with Bank Rate at a very steep 11 per cent and retrenchment fairly widespread, as the Government — the biggest spender — cuts down on the massive schemes started with borrowed money, with which Nkrumah padded the economy.

The International Monetary Fund has so far granted Ghana £19m in special foreign currency credits to offset sudden declines in export earnings.

Trade gap

(In October, the last month for which figures are available, there was a trade gap of nearly £5m. A deficit of nearly £20m was incurred from January to October.)

The Fund has also been helping Ghana to renegotiate the terms of repayment on the debts, totalling some £200m which Nkrumah bequeathed to the country.

In short, life is easier in many ways since Nkrumah was ousted. The economic outlook is healthier. Belief in the high moral purpose of the present rulers has been enhanced by recent far-reaching purges in the judiciary, and 194 chiefs who were elevated through political sycophancy have been ordered to revert to their former status, while 134 others who were wrongly enstooled have been removed altogether. Corruption in high places, the single biggest contributor to public cynicism in the past, is still being hunted and punished vigorously.

A really new start has been made and seems steadily moving towards a return to civilian rule. It can go awry, of course, as it did before when the fine start made in 1957 — the year of Ghana's independence — was sacrificed to megalomania and economic lunacy. O.F.N.S.

Gold Mines - Labour

Striking miners will get the union's support

INDUSTRIAL CORRESPONDENT

THE management committee of the Mine Workers' Union decided at a special meeting yesterday that striking miners would receive support from the union. A spokesman told me: "It was decided that whether the strikes are illegal or not, the union would not forsake the men concerned."

It is the first policy decision on the illegal strikes that has been taken by the union. The message was conveyed to a meeting of miners from the Leslie and Winkelhaak mines last night at a special meeting addressed by the union president, Mr Maurice Meiring.

Several deputations from different mines visited the head offices of the union in Johannesburg yesterday. A deputation from the President Brand mine in the Welkom area said that there were plans for a stoppage by at least 200 miners today.

Meanwhile the strikes at the Winkelhaak and Leslie Mines continued yesterday. There was also a continuation of the Salties strike in Brakpan and a few men did not go underground at President Brand.

Decision

A decision by the Witbank coal miners on whether they intend to support the strike was expected today.

A union spokesman said yesterday: "This is just a ripple on the waters. Eventually there is going to be a complete strike on all gold mines."

Production losses caused by the current strikes have not yet been calculated. However losses are believed to have reached five figures.

I DID ASSAULT BOSS, SAYS IMMIGRANT

Industrial Correspondent

THE threatened strike at President Brand today is in sympathy with a Scots immigrant who was sacked for assaulting a shift boss.

The immigrant concerned, Mr Robert Cameron, said yesterday "Yes, I did assault him. But it was under extreme provocation which I would have liked to have stated in a court of law."

"The men are striking, not because I was thrown out of my house or because I was sacked, but because of the refusal of the management to hear my case — as should be my democratic right."

"Now no-one will give me a job, and it seems I will have to get out of the industry altogether. I have applied for South African citizenship, and I have no intention of leaving this country."

Gold Mines - Labour

NATIONAL STRIKE BY MINERS THREAT

STAFF REPORTER

UNREST in the gold mining industry was moving to a climax which could result in a national strike in two or three weeks, said the president of the Mine Workers' Union, Mr. Maurice Meiring, at Kinross last night. The strike could be extended to

power stations.

Mr Meiring said the White miners of the Western Transvaal and the coal miners at Witbank were prepared to join the strikers at a moment's notice.

Mr Meiring was addressing a meeting of White miners in support of the strike in the Eastern Transvaal and the Free State gold fields.

Mr Meiring said the strike would be extended to the power stations if the miners' demands were not met.

DISMISSED

Extorting the mineworkers to refuse to go down today, Mr Meiring said "If matters do not improve, the time will come when we will have to ask for your full support."

Yesterday about 180 White mineworkers were still on strike at three gold mines in the Transvaal and one in the Free State.

They were striking at the Sallies, Winkelhaak, Leslie and President Brand mines in support of a colleague who was dismissed at Winkelhaak.

IN DANGER

Mr Meiring said "Your jobs in the goldmining industry are in danger. Certain types of work are being taken over by the Kafir, and you are gradually being pushed out of the industry."

"This thing the mining industry now wants to force on you is far worse than the experiment with Black labour. But we will work the mining company's case."

"The weakest party in this dispute is the Government, and the Government cannot afford to lose."

Mr Meiring said that the Mineworkers' Union would not be prepared to discuss the dispute with the Chamber of Mines but only with senior Government officials.

● STRIKING MINERS SEE PAGE TWO.

Gold Mines - Labour

180 mine men

still out

ABOUT 180 White mine-workers are still on strike today at four gold mines—three in the Transvaal and one in the Free State.

According to figures supplied today by spokesmen of the mines affected, there are 47 men on strike at SA Lands, Brakpan, about 57 at the Winkelhaak mine and 53 at the Leshe mine, with another 20 out at the President Brand mine in the Free State.

The unrest started at Winkelhaak on Thursday when about 60 miners refused to go underground in protest against the dismissal of a colleague. By yesterday the number had increased to 83 but some men returned to work today, leaving 57 still on strike.

IN SYMPATHY

At the near-by Leshe mine the strike is in sympathy with the Winkelhaak strikers.

Spokesmen for the mines say that there has been no marked effect on production yet, but this will follow if the disputes continue for any length of time. There is, however, a tendency to return to work.

The strikes are unofficial and the strikers are not using the recognized channels to air their grievances.

There have been no reports of stoppages at any of the Transvaal or Natal collieries.

The executive committee of the Mineworkers' Union is meeting in Johannesburg today and likely to discuss the situation.

fold - below

Coal men threaten to join miners' strikes

Industrial Correspondent

WITBANK coal miners — who control the fuel supplies of South Africa's largest power stations — threatened to join the latest round of gold mine strikes as continuing unrest was reported from the gold-fields yesterday

A spokesman for striking men at the Winkelhaak and Leslie mines, in the Evander area, said yesterday that the Witbank coal miners had asked to be included in the stoppage. This would happen unless satisfaction was gained by tomorrow, he said.

CONFUSION

The entry of the coal miners into the dispute would confuse the situation further, said the spokesman, because they would be striking over dissatisfaction with pay. The question of pay and conditions was not involved in the present stoppages on the gold mines, he said.

Since New Year's Eve:

- More than 100 miners have been on strike at the Winkelhaak No 2 shaft. There was a sympathy strike at No 3 shaft but these men have returned to work.
- At neighbouring Leslie mine about 80 men are still on strike in sympathy with Winkelhaak where the men want re-instated a miner who was sacked for allegedly not being able to "work in harmony with Africans."

DISMISSED

- A group of miners went on strike at the Sallies Mine, Brakpan, after a staunch member of the old Action Committee of the Mine Workers' Union, Mr Percy du Bois, was sacked. The miners concerned were dismissed and some have signed on again.
- At President Brand, in the Free State, all but 20 of the men who struck for one day have returned to work. They stopped work because a miner who was sacked for hitting a shift boss was evicted from his mine house on Christmas eve.
- At Western Deep Levels on the West Rand, a group of men who went on a "shopping strike" on Saturday morning have since returned to work. They refused to work on Saturday after they received their pay on Friday afternoon. They claimed they had been promised their pay on Thursday to enable them to do New Year shopping.

Gold Mines - Labour

500 on strike at four mines

SUNDAY TIMES REPORTER

MR. D. J. GEYSER, the Secretary for Labour, has pointed out that strikes by gold miners in the Transvaal and Orange Free State, are illegal. He has urged the men to return to work.

The acting president of the Chamber of Mines, Mr T Reekie, commenting on Mr Geysers statement on striking miners, said yesterday, that there were strikes on four gold mines in the Transvaal and Orange Free State

The strike at Winkelhaak was a continuation of one which started on December 29. There was a new strike at Leslie yesterday morning which appeared to be in sympathy with that on Winkelhaak

"Strikes have also occurred at S A Lands and President Brand, the reasons for which appear to be unrelated to those given in the Evander area. In all, 500 White miners have refused to work"

No justification

Mr Reekie added "The mine managements concerned have kept the Department of Labour fully informed and the Chamber has been in touch with the president of the Mine Workers' Union in an endeavour to bring the strikes to an end as soon as possible

"The matters in dispute are capable of being dealt with in

accordance with the normal conciliation procedures and there is, therefore, no justification for illegal strike action.

"The mining industry welcomes the clear statement issued by the Secretary for Labour that the action of the striking men is illegal for this should remove any doubt that might exist among mine employees

"In the interests of the country and the mining industry — including the men themselves — it is essential that the strikers return to work without delay and thus permit the recognised procedures for the settlement of disputes to be brought into operation"

Labour

Careers advice for young

A SERIES of lectures to advise young people on the choice of a career will be held at the University of the Witwatersrand during the week July 30-August 7, excluding the week-end, at 8 p.m.

The talks will be divided into two parts — one for those who do not propose to attend university, and the other for those intending to study for a degree.

Lectures on the non-university courses will be held at the social science theatre at the university, and will be dealt with at different levels. These lectures will be handled by senior lecturers from the Witwatersrand Technical College and by qualified speakers from industry and commerce. Speakers from the Public Service Commission will talk on careers in the Public Service.

NO CHARGE

The university lectures will be held in the geology theatre in the geology building at the university and the speakers will be from various faculties within the university.

These lectures have been arranged by a Careers Information Committee comprising the Convocation of the University of the Witwatersrand, the Rotary Clubs of Johannesburg and the Soroptimist Club of Johannesburg and District.

No charge is made for the lectures and further information about them may be obtained from the Secretary of Convocation at the university. Telephone 724-1311, Ext 371.

Deboo

Apartheid "doomed to fail"

From Our Correspondent

The Hague, Tuesday.

THREE DUTCH PROFESSORS who undertook a "study trip" to South Africa last year are to publish a report this week on "Apartheid and Labour."

The authors, Prof G A Kooy (University of Wageningen), Prof W Albeda (University of Rotterdam) and Prof R C. Kwant (University of Utrecht), visited South Africa under the auspices of the Werkgroep 2,000 (Working Group 2,000), an organization seeking a "new basis for a dialogue with South Africa."

According to Professor Albeda, the report does not offer such a basis, "but we hope that our analysis of the situation may result in a dialogue. We also hope that the book will be allowed to be imported into South Africa and that it will not be classified as subversive"

LAW AND ORDER

Professor Kwant writes in the report that the policy of apartheid has indirectly contributed to law, order and prosperity "The Bantu are not allowed to strike. For foreigners it is interesting to invest money in South Africa because there is plenty of cheap labour.

"But law and order in South Africa are partly the result of oppression," says Professor Kwant "The Bantu cannot discuss and decide about their own future"

All three professors believe that the system as practised in South Africa is doomed to fail. Professor Kooy, who is more positive about the South African policy than the others, states that "of the dream of 1948 (when apartheid was introduced) very little has been realized so far, in spite of the unselfishness and the enthusiasm of those who have been guided by that dream."

'Races will combine in economic growth'

SOUTH AFRICA'S economic growth will eventually lead to a form of integration between the races. This is the opinion of Mr A M. Deboo, a Member of the Dutch Parliament, who has just completed a three-week tour of South Africa as a guest of the Department of Information.

Mr Deboo was in a party of nine representatives of six Dutch political parties who returned to Holland from Johannesburg last night.

Before leaving Jan Smuts Airport, he said he was against the principle of apartheid but his visit had enabled him to gain a clearer picture of South Africa's problems.

"I believe South Africa is of great importance economically," he said. "Many people in your country want closer economic links with Holland and there is considerable scope for this."

"There was a Dutch trade mission in South Africa a few months ago and I think this will help to extend the trade relations between our two countries."

NO ALTERNATIVE

Professor Albeda, an economist, states that in South Africa there is no alternative to a multi-racial community. Economically South Africa will always depend upon the non-White majority. The economic development of South Africa will be in danger without the integration of this majority.

This, the report says, is also the view of South African industrialists.

All three professors are prepared to admit that for the time being South Africa will have to be governed by Whites. Professor Kwant adds that the one-man-one-vote system cannot be applied yet, because many Bantus lack the education for that system.

UNDERSTANDING

The professors also analysed the opinion of the Dutch Second Chamber with regard to the South African apartheid policy. According to their analysis, two-thirds of all Dutch Second Chamber members feel that the policy is for the benefit of the Whites only.

Seventy-five per cent consider apartheid morally unacceptable, and about a third have some degree of understanding for those in South Africa who support and operate apartheid.

Lebow

Sales tax wage boost

Staff Reporter

THE JOHANNESBURG Building Society is to increase the wages of its non-White staff by R1-a-month immediately to offset the impact of the recently imposed sales tax.

The increase will go to more than 220 non-White employees of the society, said a spokesman.

The society is the 13th commercial concern to follow a recommendation that a minimum increase of R1-a-month be made to non-White workers to offset the cost-of-living jump caused by the sales tax.

Labour

New pay rises 'gobbled up' by sales tax

INDUSTRIAL CORRESPONDENT

MORE THAN 100,000 motor trade workers have been awarded pay increases worth nearly R2-million a year. But the sales tax has "gobbled up every cent" and, before the new agreement is even published, union leaders are trying to re-

'DROP TAX,' UNION URGES

Industrial Correspondent

THE AMALGAMATED Engineering Union, largest organised labour body in the private sector, has appealed to the Minister of Finance to repeal the sales tax because it is "causing misery among the very low-paid workers"

The appeal has come simultaneously with a warning from the S.A. Typographical Union that workers are expected to begin agitating for pay increases to meet the new tax.

The A.E.U. says in its latest magazine "In a country where there are satisfactory balance of payment accounts, we cannot be expected year after year to accept that we, as workers, be fleeced to enable the Minister of Finance to budget for a surplus"

Far from being a give-and-take Budget, the tax burden was shifted from the prosperous to the very poor.

"We are told that in enlightened tax systems, the tendency is quite the opposite," the union says

DEMANDS

The consumer was at the mercy of the wholesalers and retailers who were in a dilemma and had to protect their interests — again at the expense of the purchaser

"During the course of this year workers, through their trade unions, will be serving demands on employers for improved working conditions which will include increases in wages.

"We will again be told that an increase in wages will disturb inflation by pushing up the cost-of-living. But how is the worker expected to meet the increases brought about by sales taxes when he is already finding it difficult to meet the increase in the cost to live since the last increase in wages?"

"There is still time to revise the taxes to give relief to the lower wage categories of workers. Or is it too late?"

open negotiations.

The new rates were scheduled to come into effect at the beginning of this month, but the old agreement has been extended for two months while minor changes are made in the new one

The general secretary of the Motor Industry Combined Workers' Union, Mr J. L. Rampono, said yesterday that his union was trying to start negotiations again immediately

"Even though the new agreement has not come into force yet, we want to start talks about additional increases because of the effects of the sales tax," he said

"Of course, we did not know while we were negotiating this increase that there was going to be a sales tax," he said. "The result is that the increase we have achieved has been gobbled up — every cent of it — by the imposition of the tax."

He said he was hoping to get new talks underway as soon as possible. Through the national industrial council for the industry, he also intended to raise the question of labourers' wages which were particularly affected by the sales tax

He believed employers could be called upon to review labourer wages every 12 months and, in view of the sales tax, he felt this should be done immediately

DEMANDS

The motor industry is one of many which is thinking of putting in new demands for higher wages to offset the sales tax. Labour leaders have warned that the trend could lead to a dramatic rise in the inflation rate, with a wide range of goods going up in price because of the tax and wages going up to keep pace with the cost of living

The Amalgamated Engineering Union and the S.A. Typographical Union are two labour bodies which have pointed out within the past few days that the tax is likely to trigger off fresh pay demands.

At the same time the MICWU is also closely watching the ban placed on White workers from teaching non-White apprentices

Mr Rampono said the Motor Industry Employees' Union, the White body which introduced the ban last year, had sent out a circular to members saying that Whites could complete the training of non-Whites already indentured

This meant, however, that they would not be able to train newcomers

"As it is the middle of the year, the industry has not seen the full consequences," he said. "We are watching the situation, however, and we are hoping to come to some arrangement with the M.I.E.U. if possible"

Labour

The colour salary gap is steadily widening

Lab ①

By HOWARD PREECE

AFRICAN wages averaged R35 a month compared with R285 for Whites during the last quarter of 1968 in the mining and quarrying, manufacturing, construction and electricity industries.

These figures are shown by the Bureau of Statistics in its latest bulletin on employment and earnings

There were 375,000 Whites employed in these four industries and 1,284,000 Africans at the end of last year, a large majority of both groups in mining, quarrying and manufacturing

The average White gross monthly earnings in these sectors have risen by R34 compared with the last quarter of 1966. The overall African figure has gone up only R4 in the same period

The highest paid White group at the end of 1968 among the four industries were the 7,000 people employed in electricity with gross December earnings of R334 a head

against R240 two years before. The 14,000 African workers averaged R45 a month in electricity, up from R43 at the beginning of 1967

In simple cash terms, mining and quarrying sharply pulls down total African earnings in the four industries. Actual wages a man were only R17 in December 1968 for the 551,000 workers

They were R16 a month two years back

But the Chamber of Mines claims that the African worker in this sector has special benefits — free housing, food, and transport, medical care and some clothing allowances — worth an extra R30 a month

White earnings for the 63,000 workers in the mining and quarrying rose from R263 to R312 in the same 24 months

All earnings' figures detailed include overtime, commission and bonuses

The 255,000 Whites in manufacturing averaged R275 a month last December, against

R238 at the end of 1966

For the 538,000 Africans, the figures were R50 against R45 and for the 169,000 Coloureds R73 against R66

Best off non-White group in the four industries was the 3,500 Asiatics in construction, with monthly wages of R140.

In construction, the 49,000 pay-packets for Whites were R294 a man, compared with R48 for the 180,000-plus Africans and R104 for the 37,000 Coloureds

The consumer price index compiled by the Bureau of Statistics was 119.9 in January 1967 and 125.8 for March 1969

The full effects of the new sales tax have yet to be seen, but a sharp rise this year seems inevitable

Seen in this background, the average rise in African wages in mining and quarrying, manufacturing, construction and electricity from R31 a month to R35 in the full two years 1967-68 looks shoddy

Most monthly earnings in the last quarter of a year are boosted by bonus payments and the yearly average has therefore to be scaled down slightly, particularly for Whites.

Labour

SPOTLIGHTS ON THE FLAW

I.L.O.

APARTHEID

S.A. dependent on African labour—report

From Our Correspondent

Geneva, Friday.

THE International Labour Organization claims that South Africa is so dependent on an African labour force that it will be increasingly difficult to maintain the policy of apartheid.

A report issued by the I.L.O., which is a United Nations agency from which South Africa withdrew five years ago — said that keeping up economic progress while moving Africans to Bantu homelands was “trying to reconcile the irreconcilable.”

“A change of policy on the part of the Republic of South Africa is not just desirable, but also still possible

“South Africa’s position today could never have been achieved without the efforts of its labour force, the overwhelming majority of which has always been African

“Its continued prosperity will depend directly on an increasing participation of the non-White labour force in all sectors of the economy.”

TRAINING

The report adds: “The system of migratory labour which has resulted from this attempt to reconcile the economic needs of South Africa with apartheid combines the worst of both worlds”

The “chronic shortage” of

skilled and trained manpower is making it increasingly difficult to maintain the official policy of reserving skilled jobs for Whites, says the report

“Economic necessity will force the South African Government to adopt a large-scale education and training programme for South Africa’s non-White population if the country’s economic development is not to be progressively strangled by the lack of availability of enough skilled manpower

“When this happens, the qualitative change which will take place in the South African labour force working in the urban and industrial areas is bound to have a very considerable impact on the future development of the situation

QUESTIONED

“Nevertheless, the situation is far from encouraging,” the report continues”

The concept of apartheid was being questioned to an increasing extent within South Africa, both as a moral issue and as a matter of practical politics

“Apartheid has weakened the position of the South African trade union movement because it excludes the vast majority of the country’s labour force

“Thus, this small trade union movement has found its bargaining power weakened because of diminishing representativeness, being less powerful to withstand Government pressure and becoming increasingly isolated from the world trade union movement.

INFLUENCE

“A crucial role in eliminating apartheid must be played by concerted world opinion and, as regards labour matters, the governments, employers and workers who make up the membership of the I.L.O.

“If governments, employers and trade unions are prepared to exert to the utmost the considerable influence which they can wield, it may still not be too late to bring about a change of policy and thus avert the tragic outcome which otherwise appears inevitable”

LABOUR

~~Sita~~

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CATERING WORKERS ON THE WARPATH

Industrial Correspondent

THE WITWATERSRAND'S small but determined band of catering workers, who have already gone a record two years without any kind of wage regulating machinery, are fighting a last-ditch stand to wrest what they call "essential" concessions from their employers.

A top priority in the battle is the question of late-night transport for women workers at evening functions.

Mrs L Poulsen, chairman of the Witwatersrand Tearoom, Restaurant and Catering Trade Employees' Union, believes the treatment of these workers is scandalous.

She told me yesterday that catering workers trying to get back after working late had been:

- Molested and robbed;
- Compelled to sleep on railway stations;
- Forced to appeal to the police for transport home; and
- Exploited by car-owners who demanded a big percentage of their evening's earnings to take them home.

"As far as the union is concerned we are now absolutely determined that there will be no agreement signed until this matter is settled," she said.

ARBITRATION

She said there had been such fierce resistance to the suggestion that the union was considering asking for a Wage Board determination, which would by-pass an industrial council agreement.

The union had also discussed the question of asking for an arbitration award from the Industrial Tribunal and this was still being kept in mind.

She said the 1,500 union members on the Witwatersrand had now gone for more than two years without being covered by any kind of wage regulating machinery at all.

The last agreement expired on November 6, 1966. It was extended for three months by the Minister of Labour, but since then the industry had been operating without an agreement.

This was believed to be a record period any industry has gone without an official agreement of determination, she said.

In terms of the law, however, workers could not be employed under conditions less favourable than those in force when the agreement expired.

FRUITLESS

Mrs Poulsen said an agreement had been finalised at one stage, but it had been sent back by the Department of Labour for further consideration.

Further discussions had been fruitless, she said.

The union had now made fresh demands through the industrial council for the industry and was waiting to hear from the employers.

The new demands sought a 15 per cent increase in wages, guaranteed late-night transport and stricter control of juvenile

workers among other things.

Referring to the question of juveniles, Mrs Poulsen said there were proven cases where children had been kept out of school to work at catering functions.

In some cases under-age workers were employed with free access to liquor supplies. This practice was abhorred by the union which was now demanding that identity cards of all workers should be produced before they were employed in the catering business — especially where it entailed the supply of liquor.

Labour

Miners want holiday on Republic day

REPUBLIC DAY should be a paid public holiday for mine-workers, Mr W J C Rossouw (NP, Stilfontein) said in the House of Assembly

Mineworkers were the only people in South Africa who enjoyed only three paid public holidays, he said

He appealed on behalf of all workers in the gold mining industry, the coal mining industry and other mines for a fourth

The Minister of Mines, Dr De Wet, said the question of declaring Republic Day a paid public holiday for mineworkers was a matter towards which not only he but also the

Minister of Labour, Mr Viljoen, and the Prime Minister were very sympathetic

Discussions on renewed representations, which included the Mineworkers Union, had taken place, after which the Prime Minister had issued a statement to those who had made representations.

In the statement the Prime Minister had said that after careful consideration it was not regarded as being in the best interests of the country at this stage to declare Republic Day a paid public holiday for all.

That was, however, not a final

decision. It had been decided to consider the matter again after the next Quinquennial Republic Festival in 1971 — Sapa

Below

PART-TIME JOBS FOR HOUSEWIVES

His idea is to get wives back to work

THOUSANDS of ex "white-collar" workers are holding down full-time unpaid jobs in Johannesburg—as housewives. Now an employment agency hopes to tap this potential.

The agency—associated with an America-wide organization—opens in Johannesburg next week.

Their aim is to attract housewives who were once skilled typists, bookkeepers, private secretaries and receptionists, back on to the Johannesburg commercial scene

The director, Mr Neville Mackay, said today that there is

a great need in Johannesburg for skilled temporary staff.

With female office workers commanding high salaries, firms would find it cheaper to keep their permanent staff down to a minimum. "Temporary staff can then be employed during peak periods or to relieve permanent staff on annual leave or off sick," he said

SUIT THEMSELVES

Careful classification is the secret of success for temporary employment, says Mr Mackay "Each employee will be tested and classified, even down to the make of machine she is accustomed to

"This facilitates quick integration into an office and avoids her wasting hours of the clients's time while she learns to operate

an unfamiliar typewriter or dictaphone

Housewives with domestic responsibilities can choose their working days to suit themselves "Some like to work only on the first three days of the week," said Mr. Mackay. "Others prefer the first two weeks of each month with December and January off. It's up to them."

South African - born Mr Mackay has been working in America for four years He was selected from applicants throughout the world for the post of secretary-general of the Jaycees International at their world headquarters in Miami Beach.

"In America temporary employment is a common feature of business," he said.

Mr Mackay believes that the shortage of skilled women office workers in Johannesburg will become increasingly acute.



MR. NEVILLE MACKAY

Labour



Mr Herbert Schroder, right, export sales manager of Apparatebau Stellingen, Hamburg, Western Germany, discusses Rols Recorder market development with Mr J. Springett, sales manager, business appliances division of GKN Sankey (Pty.).

This dictating machine is popular

IN less than a year the South African market for a highly sophisticated electronic recorder-dictating machine has grown from nothing to more than 3 per cent of total world export sales by the manufacturer, Apparatebau Stellingen, of Hamburg, Western Germany.

The market capturing machine is the Rols electronic dictating machine, supplied and serviced throughout Southern Africa by GKN Sankey (Pty).

And local demand is expected to grow by at least 25 per cent over the next year, according to Mr Herbert Schroder, export sales manager of Apparatebau Stellingen.

Mr Schroder is in Johannes-

burg for consultations with GKN Sankey and to introduce the Rols Central Dictating System.

This system can be installed for less than R200 for each executive linked to it and is completely independent of telephone lines.

It is the only system yet developed anywhere in the world to permit work to be shared by secretaries.

"Today we export 60 per cent of our production to countries outside Germany, the United States and Canada," Mr Schroder said. "America, Canada and Mexico are catered for by the manufacture of the equipment under licence in the United States — a reversal of the usual trend in this industry.

The third

"This year we will export at least 9,000 dictating machines to Britain, Australia, South Africa, the Far East and other countries."

South Africa, Mr Schroder said, was only the third country outside the United States and Europe to which the machine has been introduced and in which specially trained sales

and service staffs have been created.

The Rols machine was launched by GKN Sankey in June last year and by the end of January this market had grown to account for 3 per cent of export sales by the Hamburg plant.

"It is clear that South Africa is following a similar business path to Europe and America," Mr Schroder said.

"It is too costly for a business executive to be accompanied on business trips by a secretary or to use outside secretarial services.

"Dictating machines take the place of secretaries away from the home office and even in the home office. The executive merely dictates his letters or notes and either hands them or mails them to his secretary-typist for processing."

Labour See also Minerals, Metals - Iron & Steel

Iscor No. 3 yet another fish in rich Natal bag

OWN CORRESPONDENT

DURBAN.
 THE GOVERNMENT'S decision to site the third Iscor at Newcastle is another indication of the growing importance of Natal within South Africa's

economic framework.

There is evidence of Natal's industrial development on all sides

About the only big industrial "fish" which Natal has so far failed to land is the second Sasol.

This project is still on the shelf, but it will come as no surprise if the Government decides to site it in Natal's coalfields

Coal was a major factor in siting the third Iscor at Newcastle. The town is on the Natal coalfields and on the banks of the Ngagane River and is a border industry area

Newcastle is astride the main road and rail routes between Durban and Johannesburg and has available land suitable for all types of industry

LABOUR

The Iscor development will fall neatly into place with the establishment of the new Natal power-communications axis between Richards Bay and Vryheid, which is taking shape, and the rapid growth of the province's shipbuilding industry at Durban's bayhead

Now that the site of the third Iscor plant has been established, industrialists are wondering where Iscor will find the many skilled and semi-skilled workers needed to make the new plant operational.

In an effort to overcome this problem, Iscor undertook an intensive recruitment scheme in Europe, and began a training drive in South Africa at the beginning of the year

Iscor advertised for staff in the mass-circulation newspaper "News of the World" in January, and officials of the corporation visited Britain and Europe in March to interview applicants

NEED

The siting of a new Iscor at Newcastle is a big step towards meeting Natal's most pressing socio-economic problem — the need to resettle and find jobs for very large numbers of

paramount aspect of the Government's decision in terms of urgency, and one which has almost certainly been the major factor influencing the Government in the choice of the Natal site

It has been estimated that more than 500,000 unemployed and underemployed Africans live within the Tugela basin

Many of them are scattered over a wide area and the Government's decision on the Iscor site will now bring urgency to the need for the creation of new townships within reach of the development area

At Newcastle itself, the Madeni township is being established to accommodate 70,000 people, while even Limehill and its neighbouring settlements will be good sources of labour

The choice of Newcastle is in line with the planning preference of the Department of Bantu Administration, which believes that large-scale industrial development should occur from Colenso northwards, rather than to the south

Labour

AB See also

Building, etc

All races wanted

Staff Reporter

THE MAJORITY of building employers in South Africa favour throwing open the trades in the industry to all races as a measure to alleviate a critical labour shortage

A survey conducted by the C S I R's National Institute for Personnel Research disclosed that about 46 per cent of executives in the industry were in favour of throwing the trades open

The survey points out serious labour shortages in the industry and indicates that about 90 per cent are in favour of allowing non-Whites doing tasks at present being done by Whites

● SEE ANALYSIS ON
PAGE 11.

Labour

Typist must be given the correct tools

A "COMPLETE" typing-desk is about to appear in South African offices. It consists of a main work desk, typing-desk, typewriter and chair.

It is based on research in the United States, Europe and South Africa, into ways of increasing typist productivity, which has shown that attention must be given to the typist and her place of work.

Until recently, South African offices have looked on the desk, typewriter and chair (which makes up a "typing station") as unrelated units. In the United States and Europe it is now rare to find a typist at anything other than a correct "typing station." Staff shortages and continually spiralling wage structures have made it necessary to get the most out of every worker.

Ideal height

If the typist is to be efficient she must, like any other craftsman, be provided with the correct tools. In South Africa it has been customary for all desks, used by typists, clerks or executives, to be built to a standard height of 30 inches. (This is the same height as a dining-room table.) Scientific tests have proved that this height is unsatisfactory and, for normal office work, the desk should be 28in from the floor.

This has presented problems. In considering the specific requirements of a typist, however, scientific tests have shown that 28in is too high. For a girl to be comfortable, and have full control over her machine, the typing desk should be only 25in. high.

The situation is complicated by the fact that many typists have to do other work as well. This means that ideally she should have both working heights available to her.

Right angles

With the new typing station, the office worker will now have a desk of 28in. in front of her. To keep this vital working area entirely free, the typing desk, 25in high is attached at right angles — to the left or right as preferred. Not only does the typewriter stand on this unit,

but all papers and carbons are kept below it in a stationery cabinet.

"Plan 4," as it is known, centres around the typist's chair. Very few on the market really meet the requirements of the typist and many ailments such as backache and headache have been traced to poor seating conditions.

The typist will now have a chair specially designed to give her maximum support at all times at the right height, but maintaining full mobility. Most important of all, the height can be locked after adjustment.



Shorthand typist, Avril Mulvanney, tries out the new desk.

Labour

Haak appeals for more engineers

Political Correspondent

THE MINISTER of Economic Affairs, Mr Haak, has called on private enterprise to help the Government attract engineers to South Africa

He has told the Cape Town branch of the Institution of Civil Engineers that they might be in a better position to identify "suitably qualified prospective immigrants and get them sufficiently interested to approach the Government's representatives in the countries concerned"

Mr Haak was speaking at the institution's annual banquet.

He predicted that an increasing number of engineers would be required to help in spending "efficiently and effectively, vast amounts of money"

And the next three years would see a "massive programme" of planned fixed capital expenditure in the public sector.

Mr Haak suggested that engineering institutes could help by making more university bursaries available

TRAINING BILL DILEMMA FOR GOVERNMENT

From GEORGE OLIVER

Political Correspondent

HOUSE OF ASSEMBLY.

THE GOVERNMENT'S long-awaited Bill to step up the training of workers to meet future manpower needs was published in Parliament.



DR. JACOBS
... he tried it

It was immediately regarded by a number of Opposition M.P.s as less than adequate and a sorry imitation of the imaginative Manpower Training Bill which Dr G F Jacobs (U.P., Hillbrow) tried to steer through Parliament last year and again this session

Nevertheless, the Opposition will almost certainly find itself having to support the measure—the Industrial Conciliation Amendment Bill—however inadequate it might be, because it at least represents a step in the right direction

The Minister of Labour, Mr. Viljoen, will find it an embarrassing measure to handle in Parliament, for the Government has already voted this session against the principle of advanced manpower training

This was when the Opposition forced a division on the second reading of the Bill introduced by Dr. Jacobs, which had sought to provide for advanced training in all the important spheres of commerce and industry.

MORE LIMITED

Now, in spite of his Government having opposed the principle of advanced manpower training about two months ago, Mr. Viljoen will have to ask Parliament to approve it.

The Industrial Conciliation Amendment Bill is far more limited in its scope than the Bill of Dr Jacobs which the Government rejected.

Apart from being extremely obscure in its phraseology—one clause contains a single sentence which runs to 235 words, and virtually defies interpretation—the Bill makes no provision for advanced training in a wide range of industrial and commercial activity.

It links training to industrial councils for various industries, and could be regarded merely as providing for an extension of the type of training already provided for by way of apprenticeship and, in some cases, other methods

AN ADVANCE

Nowhere does it give the impression that it is designed—as Dr. Jacobs's Bill was designed—to thrust South Africa well into the technological era with fully-trained workers in industry, and to allow for

LABOUR POLICY REBUKE

A NATIONAL convention of employers and employees should be called to probe the present labour situation, in which non-Whites were being absorbed into skilled employment in the rapidly-expanding economy, Senator W M Crook (U.P.) said in the Senate

Introducing a motion disapproving of the policy of the Minister of Labour, Mr. Viljoen, he said the terms of reference of such a convention would be to solve the problem in the best interests of South Africa "with the overriding principle of protection of the White workers"

Senator Crook said the Minister had failed to introduce machinery to effect the maximum training and use of the South African labour force in the interests of the economic welfare of the country and to protect the interest of the White workers in the context of the changing labour pattern

The increasing number of non-Whites in industry would cause the ordinary observer to conclude that the National Party's policy was one of integration of non-Whites.

SIDE BY SIDE

Citing the building industry in Natal as an example Senator Crook said the Government's policy of job reservation was ineffective in a time of labour shortage

Thousands of Indians were now working on skilled jobs in the building trade, in many cases side by side with Whites, doing the same work.

He objected to this situation, which was causing White workers to seek employment in other fields

The debate was adjourned.
— Sapa.



MR. W. M. CROOK

commerce to make a major effort to catch up with the huge strides being taken overseas in modern business concepts

Yet, while it is being considered as patently inadequate and much of a minor-key parody of Dr Jacobs's Bill, Opposition M.P.s nevertheless acknowledged that it represented some advance in the direction that the Opposition has for several years been asking the Government to follow

Labour

Employees' training schemes

HOUSE OF ASSEMBLY, Thursday—The Industrial Conciliation Amendment Bill which has been introduced in the Assembly by the Minister of Labour, Mr. Viljoen, and which has been read a first time, amends the provisions of the Act that deal with training schemes of employees in organized industry, and also provides for training schemes in those industries not covered by Industrial Council agreements.

The provision that deals with organized industry, provides that an agreement which contains provisions relating to a training scheme, may be declared binding in an area additional to that in respect of which the Industrial Council concerned is registered. They may also be declared binding in respect of any other branch of the same industry in any area. In practice, it would mean that all employers in a particular industry would be bound to contribute towards the cost of a training scheme.

BINDING

The Bill provides for the insertion of a new section in the principal Act in terms of which any group of employers or an association of employers who have arrived at a training scheme for employees who are not subject to an Industrial Council agreement, may request the Minister to declare such a scheme binding in respect of their specific industry and area.

The Minister can only accede to such a request if he is satisfied that the group or association of employers making the request is sufficiently representative of employers engaged in the industry concerned.

The scheme envisaged in this section provides, therefore, for unorganized industry also to have the opportunity of arranging training schemes that would be binding on all concerned—Sapa

Labour



Hugh Carruthers

Go mining, young man

ALTHOUGH the gold mining industry, now at its peak, is steadily declining, and in about 40 years' time will be down to between 10 and 20 per cent of its present output, there is still a great future in mining for young South Africans — particularly those with a university degree

That is the view of Francis George ("Pinkie" to his intimates) Hill, who celebrates his 64th birthday on Tuesday and is due to retire in July from his post as technical adviser to Rand Mines, Limited.

And Pinkie, doyen of the mining engineering profession, who was recently awarded the honorary degree of Doctor of Philosophy by the University of Port Elizabeth in recognition of his contribution to the advancement of science in South Africa, knows his subject better than most.

"Gold mining," he told me, "will inevitably become a shadow of its former self. But our mining wealth is fantastic — platinum, chrome, iron ore, manganese, quarries. There is much to be exploited."

"Mining is one of the most exciting careers. There are so many challenges when you battle against the forces of nature. It calls on technical and leadership abilities. I have no hesitation in saying that if I were starting out in life I would do it again."

Kroonstad-born Pinkie took a B.Sc. degree in engineering at the University of the Witwatersrand. He gained a Hennen Jennings scholarship, a Chamber of Mines scholarship and gold medal and a Rhodes scholarship along the way. Then off he went to Oxford

to take an M.A. degree in jurisprudence, which he followed with post graduate studies in Europe, Britain and the United States.

"I took jurisprudence at Oxford on the advice of Jan Hofmeyr," he said. "It provides a wonderful study in relevance and is a great help in general judgment."

In 1932, Pinkie joined Rand Mines, Limited — one of the seven large mining groups that control more than 90 per cent of the mineral output in South Africa with about 75,000 employees working in its mining operations.

Between 1935 and 1937 he was sectional manager of New Modderfontein and then he became sectional manager of E.R.P.M. which, at 11,250 ft is the deepest mine in the world. Since then he has been mine manager (Durban Roodepoort Deep), consulting engineer, chief consulting engineer, manager of technical services and technical adviser.

"When I was at E.R.P.M. it became apparent to me that two of the most intractable problems facing the Rand Mines Group, and E.R.P.M. in particular, were those of high rock stress and heat. A third special interest was that of pneumoconiosis," he said.

"These problems had received a great deal of attention over many years from mining and ventilation engineers, but it seemed that further progress could best be made if the aid of more scientists was enlisted."

"In 1950, when it seemed that research work by engineers only was meeting with diminishing returns, it was decided to engage scientists from the C.S.I.R. to assist our staff in coping with the rock stress problem."

"Thereafter an increasing amount of time and effort was devoted to rock mechanics by the staff of the C.S.I.R., the Chamber of Mines where a rock mechanics unit was started, the University of the Witwatersrand, the Bernard Price Institute for Geophysical Research and various mining groups."

"The result is that today South Africa enjoys a high reputation for having developed sophisticated equipment and techniques for dealing with problems of rock stress."

"Mining at great depths on the Rand brings with it the disability of hot and humid working conditions because of the temperature gradient and the need to water down the workings continually to suppress dust."

"Despite large sums spent on ventilation and refrigeration, conditions in many of our deep gold mines were such that the acclimatizing of labour had still to be done on a large scale."

"Was the method in use



DR. F. G. HILL
... problems of mining

efficient? This question could only be answered by research, and in 1952 Dr. C. H. Wyndham was engaged by Rand Mines to study it in detail. This work was most rewarding and led to the establishment of the Human Sciences Laboratory of the Chamber of Mines — a laboratory that has gained an international reputation.

"The pneumoconiosis rate among our gold miners has been a continuing challenge to mining engineers. We have always had a comparatively large team working on the measurement and suppression of dust, and it is felt that significant contributions to our knowledge have been made."

"My own interest is shown by the fact that I have been chairman of the Government's Pneumoconiosis Research Unit for many years."

Pneumoconiosis — which, as of now, is being discussed by more than 200 experts from all over the world at a closed conference in Johannesburg — refers to lung impairment generally and is not caused principally by breathing in silica dust.

"The silicosis hazard has been cut fantastically," Pinkie said. "Chronic bronchitis is now the main problem and here we find that non-smoking miners suffer less than smoking miners."

"But how are we going to set about stopping miners from smoking?"

What does Pinkie, a non-smoker himself, plan to do in retirement?

"I'll continue my activities as a council member of the University of the Witwatersrand and of the C.S.I.R.," he averred. "And I'll also have time to play a lot more golf."

★

"COSMOS," muttered Small Beer, "are both distressing and an overwhelming delight to me."

"The fields surrounding my modest abode have been covered with cosmos for weeks now and they are a wonderful sight, particularly in the rays of the early morning sun. I stand on my balcony taking in their beautiful colours — and then I begin to sneeze."

"My apothecary tells me I have two chances — dig up the countless acres of cosmos or move to some place where there aren't any."

"Guess I'll stay just where I am and put up with the allergy."

Labour

R500,000 for Technical College

THE MINING industry would contribute R500,000 in the next five years to a centre for the Witwatersrand Technical College, said the president of the Chamber of Mines, Dr. T. F. Muller, yesterday in Johannesburg.

"We cannot afford to be stingy with this investment in South Africa's future," he said.

Nearly a century ago, Disraeli told the House of Commons: "Upon the education of the people of this country the fate of this country depends."

With South Africa's enormous natural resources and limited population, its fate depended on a highly effective and comprehensive educational system.

Dr. Muller said the gold mining industry was assured for many years to come, in spite of talk of a decline in the industry.

"The recent discovery of gas off our shores may well lead to the filling of the only major gap remaining in the bridge to self-sufficiency for South Africa." — Sapa.

Labour

Wits appeal to commerce

Staff Reporter

DR G. R. BOZZOLI, vice-chancellor and principal of the University of the Witwatersrand, last night called on commerce to do something about "graduates who are tramping the streets," and to provide further training for them

Judging from correspondence and articles in the Press, many university graduates in commerce were tramping the streets for jobs — while employers were suffering from a shortage of staff, said Dr Bozzoli

He was speaking at the annual banquet of the Johannesburg Chamber of Commerce

The medical profession helped young doctors continue their studies

A similar situation existed in engineering

Lab. Ed. (2)

'HELP GRADUATES WHO ARE TRAMPING STREETS'

This apparently did not hold true in commerce

"I gain the impression that where there is in-service training, the trainees are preferably schoolboys — while the graduate is believed not to need this training" he said

A thinking graduate was much more useful than an unthinking puppet

The fresh graduate from a university could not be expected to be a practitioner in the same way as a plumber at the end of his apprenticeship,

the plumber would have had his training confined to plumbing and practical plumbing only

Dr Bozzoli said conditions for training would be best drawn up by a professional institute or society interested in setting and maintaining professional standards

"This would do two things. It would ensure that all graduates received a proper training and it would bring home to them the fact that their training and education were not completed on graduation.

Open
10/1/51
L. S. Brown

U.P. CALLS FOR STEPS TO HALT

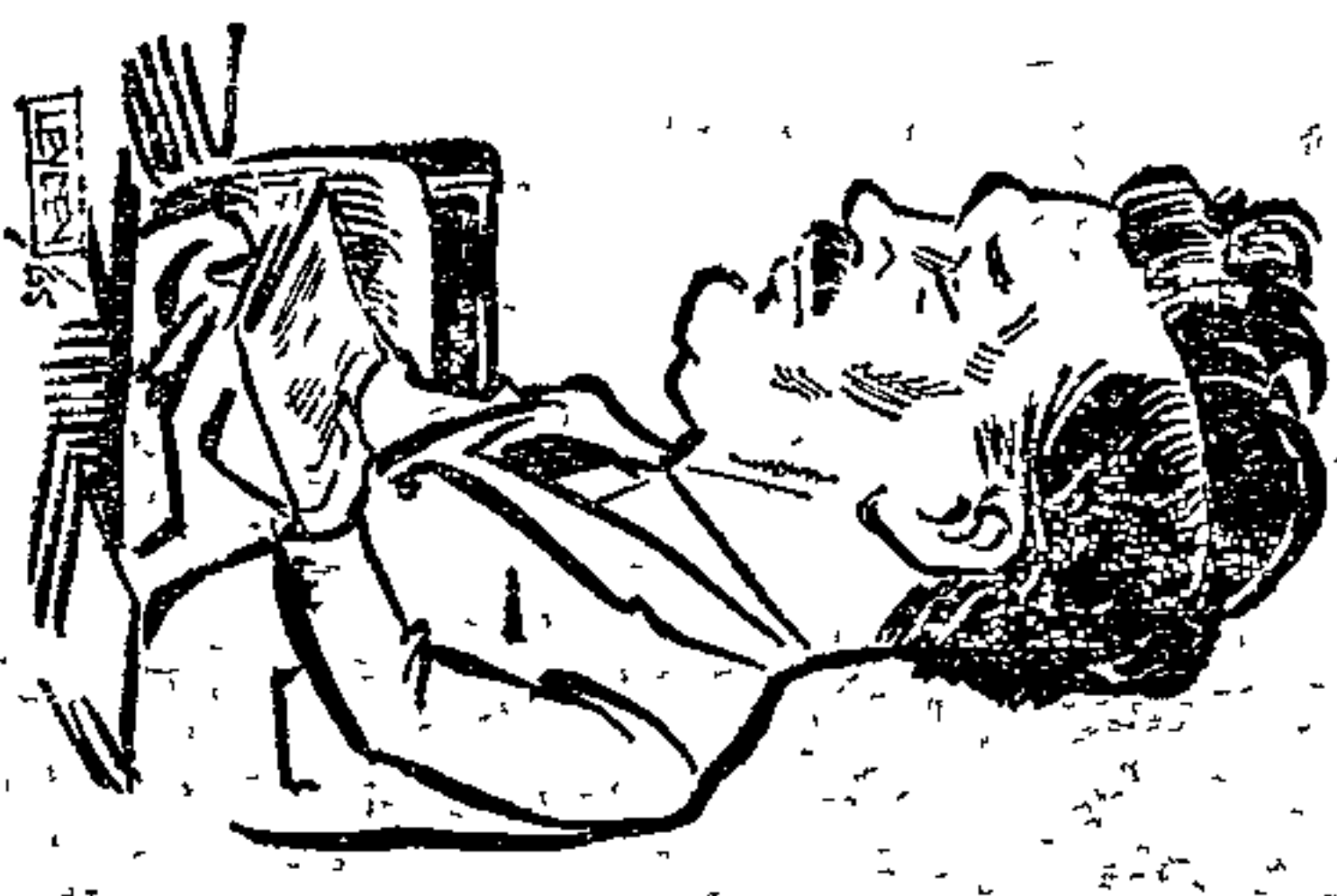
SHORTAGE OF MANPOWER

Progress, say Nats.

From Our Parliamentary Correspondent

House of Assembly, Thursday.

SOUTH AFRICA'S manpower shortage has a different meaning for the different parties. While the Opposition warned in the Assembly yesterday that urgent steps should be taken to overcome it, Government speakers found that it was, in fact, a sign of progress.



Sir de Villiers Graaff, "Whites strained to capacity"

On the second day of the second reading debate on the Appropriation Bill, the Opposition again attacked the Government for the way in which the sales tax would be applied and for its inability to deal with the manpower shortage, while Government speakers defended the Budget and praised the Minister of Finance, Dr. Diederichs, for his new vision.

It was noticeable, however, that Government Members made no real attempt to prove that the new sales tax would not put up prices and cause inflation. They were content with their own assurances that the Budget would, in fact, be deflationary and that it would distribute the tax burden more fairly.

Sir de Villiers Graaff, the Leader of the Opposition, started the debate by saying that price increases were inevitable as a result of the sales tax.

The public had not yet realized what had hit them with the sales tax. The consumer price index was reaching a critical point and nothing was being done to deal with it.

"This is a rich man's budget if ever there was one," Sir de Villiers said.

Manpower

The Government had once again failed to deal with the serious manpower shortage, he said. The Whites were strained to capacity while the country faced a population explosion. Not Whites were being drawn into skilled and semi-skilled jobs in order to provide a super-structure to provide work for the

Prize

Once again Nationalist speakers were lavish in their praise for the Minister of Finance. "A magnificent Budget," said Mr. W. J. C. Rossouw (N.P., Stilontem).

An enterprising and challenging measure which was welcomed in various parts of the country, Mr. I. Langley (N.P., Waterkloof) thought.

Mr. T. N. H. Janson (N.P., Witbank) thought the Budget showed confidence in the country and its future, while Mr. H. J. van Wyk (N.P., Virginia) called it a measure with great vision, which concentrated on the way money was spent, rather than on the way it was earned.

Mr. J. J. Engelbrecht (N.P., Altona) pleaded for measures to increase South Africa's White birth-rate. Immigration, from overseas alone was not enough. Whites were being drawn into skilled and semi-skilled jobs in order to provide a super-structure to provide work for the free medical services to

In order to protect the White workers he suggested a national minimum wage for White workers, coupled with the "rate for the job" above that. The Government's job reservation policy was being applied more by exemption than by application.

The answer of the Minister of Planning, Dr. de Wet, was stunning in its simplicity. The result of the great development that had taken place in South Africa and this, in turn, was due to the policy of separate development.

Skilled

Complaints about the manpower shortage were, therefore, the best testimonial to the success of the policy of separate development.

One of the Government's biggest problems was that the outside world had so much confidence in South Africa.

Mrs. H. Suzman (P.P., Houghton) was quick to tell Dr. de Wet that what South Africa was suffering from was not so much a shortage of labour but a shortage of skilled labour. There were, in fact, many unemployed and under-employed Africans.

Churchill

This chorus of praise from the Government benches led Dr. G. F. Jacobs (U.P., Hillbrow) to think that Sir Winston Churchill would have described the scene thus: "Never before in the history of parliamentary endeavour have so few been praised by so many for so little."

If the sales tax on goods was 20 per cent in the factory it would probably be 30 per cent by the time it reached the consumer.

Only a small percentage of the population would have more money in their pockets as a result of the budget.

Mr. L. G. Murray (U.P., Green Point) warned that it would be disastrous to the country to allow the manpower shortage to continue. The public service especially needed to recruit and retain competent senior officials.

Labour

BETTER PAY AT TWO BIG BANKS

By the Labour Reporter

SOUTH AFRICA'S two largest banks — Barclays and the Standard — in terms of a new pay and working conditions agreement have slashed by more than half the time in which departmental heads can reach maximum salary gradings.

Details of the agreement were released in Johannesburg today by Mr Tom Alexander, general secretary of the country's main banking trade union, the South African Society of Bank Officials. Mr Alexander said 20,000 employees — "ranging from new entries to branch managers" — would receive immediate improvements and better prospects

DEMANDS

The new agreement has been made retrospective to March 1, and was concluded towards the end of that month after seven weeks' long-drawn-out negotiations between the management of the two banks and the 16,000-member S A S B O.

The discussions followed de-

mands by the banks' workers that there be a complete revision of gradings and pay scales for all Barclays and Standard Bank staff members.

Mr Alexander said "S A S B O also looked for better long-term prospects for all, and the settlement provides improvements in this regard too. Figures at the top scales have been increased, and the scales themselves shortened, making it possible for workers to reach top figures in a far shorter time.

"For instance, departmental heads can now reach the new maximum of R349 a month in seven years from appointment, compared with R292 a month in 17 years on the old scales."

The two banks have also agreed to introduce a new intermediate — "merit" — scale

on which workers will be placed without any change in duties if employers regard them as being worthy.

"All yearly increases have been calculated to bring them into line with modern conditions," Mr. Alexander said.

OTHER BANKS

"In my view, it is now possible for young men and women joining the service of Barclays Bank and the Standard Bank to see just what a banking career has in store for them."

South Africa's other leading money houses, including Volkskas and the Trust Bank, are believed to have watched for the outcome of the negotiations with great interest. These are likely to spark off similar demands among their own employees.

Labour See Finance - State &

Starling
(Budget)

Lower P.A.Y.E. will be seen from July

STAFF REPORTER

THE NEW NORMAL tax, on which all P.A.Y.E. deductions will be based after July 1, is a gradient that becomes steeper as incomes grow.

And it becomes steeper more quickly for the single man than for the married. The ordinary taxpayer will not see the effect until after July 1, when P.A.Y.E. deductions will fall.

He will be credited at the Inland Revenue Office with the deductions made from now until July 1. They will be at the rate which has ruled for the last year.

The delay in reducing the P.A.Y.E. rate is partly because of the thousands of calculations which have to be made and printed for issue by the Receiver of Revenue to employers, so that employees' P.A.Y.E. can be correctly assessed by the employers.

TABLES

The tables showing normal tax issued with the Budget provide the basis of all income tax payments to the Receiver of Revenue.

To discover how much P.A.Y.E. will be deducted from his earnings after July 1 the taxpayer works out his basic amount from the rates in the tables.

He then deducts any rebates he is allowed, such as R35 for each of his first two children and R45 for each other child, with an added R8 for any child born after February 28 this year. He is also allowed a rebate of R62 if he is married or R46 if single, and additional amounts for dependants and insurance and pension contributions.

LOAN LEVY

To the amount he has calculated after allowing for rebates, he has to add five per cent. The figure he obtains is his normal tax. He has to pay the Receiver of Revenue, in addition to his normal tax, amounts for the loan levy (15 per cent of the normal tax), for Provincial personal tax and Provincial income tax. The last, in the Transvaal, is 32 per cent of the normal tax.

In the case of married people, where the wife works the Budget provides that the first R500 of the wife's income would be excluded from tax. The husband-and-wife team can at this stage calculate the total amount they will pay in the assessment they get in 1970, but employers will wait for the Receiver of Revenue to issue his tabulations of P.A.Y.E. deductions before they can say how much they will deduct from the pay of married women after July 1.

The present deduction tables require higher P.A.Y.E. payments by wives than by hus-

R1,000 STEPS

The table of basic amounts for married people shows that the calculation must be done by taking 5c in the R on every rand below R1,000 a year. From then on the rate goes up in R1,000 steps. On the second R1,000 it is 6c in R, so that the man with exactly R2,000 a year calculates R50 for his first R1,000 and R60 for his second, a total of R110.

Each R1,000 step means an additional 1c in R until each rand earned between R4,000 and R5,000 a year means 9c in R, and the man who earns exactly R5,000 a year will find that his basic amount is R350.

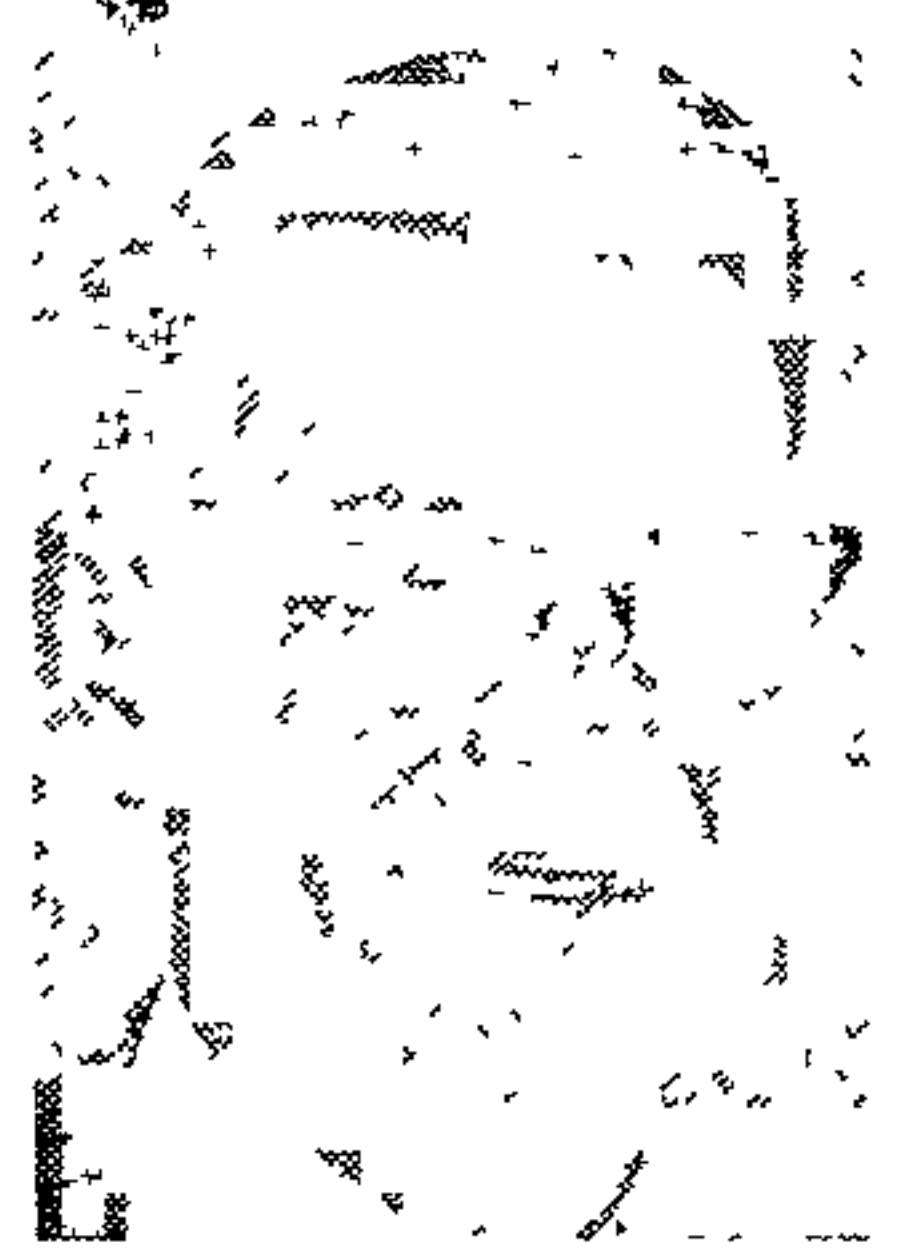
Labour See also

LABOUR - Africans

TUCSA NOT IN FAVOUR OF BILL

MR. L. C. SCHEEPERS (below) president of the Trade Union Council of South Africa (TUCSA), the largest co-ordinating body of trade unions in this country, said that TUCSA was strongly opposed to the Bantu Laws Amendment Bill because it would have the effect of arbitrarily restricting the African labour force. "What it will mean is that African workers will be treated like cattle, their whole lives to be controlled by legislation.

"This measure will have the effect of perpetuating the migratory labour system and destroying African family life."



Bantu Amendment Bill will choke industry — E. P. BRADLOW

By MARGARET SMITH

FULL IMPLEMENTATION of the Bantu Laws Amendment Bill would impose a stranglehold on South African industry, retard the country's economic progress and impose "a most damaging" lack of security on the African labour force, Mr. E. P. Bradlow, a leading business man and past president of the Association of Chambers of Commerce, said in Johannesburg yesterday.

He was expressing the views of worried industrialists who describe the Bill as possessing "Draconian powers" which, in the pursuit of ideological aims, could cripple individual industrialists and deal a severe blow to South Africa's industrial expansion.

Their representative body, the Federated Chamber of Industries, is making representations to the Minister to point out their fears on the far-reaching effects of the Bill.

Mr E L Klopfer, president of the Transvaal Chamber of Industries, stressed that industrialists were extremely worried about the wide powers proposed in the Bill.

"Already shortages imposed by other laws to reduce African labour are contributing to inflationary trends in wages and are proving harmful to productivity. "New restrictions could have serious repercussions."

The new Bill will empower the Minister to prescribe that no African labour be employed in any particular area, or in any particular category of employment or by any particular employer or class of employer.

Only harm

Together with the proposed powers to restrict where Africans may live, the Bill is seen by industrial leaders as the most concerted Government move yet to establish the migratory labour system on a large and permanent scale.

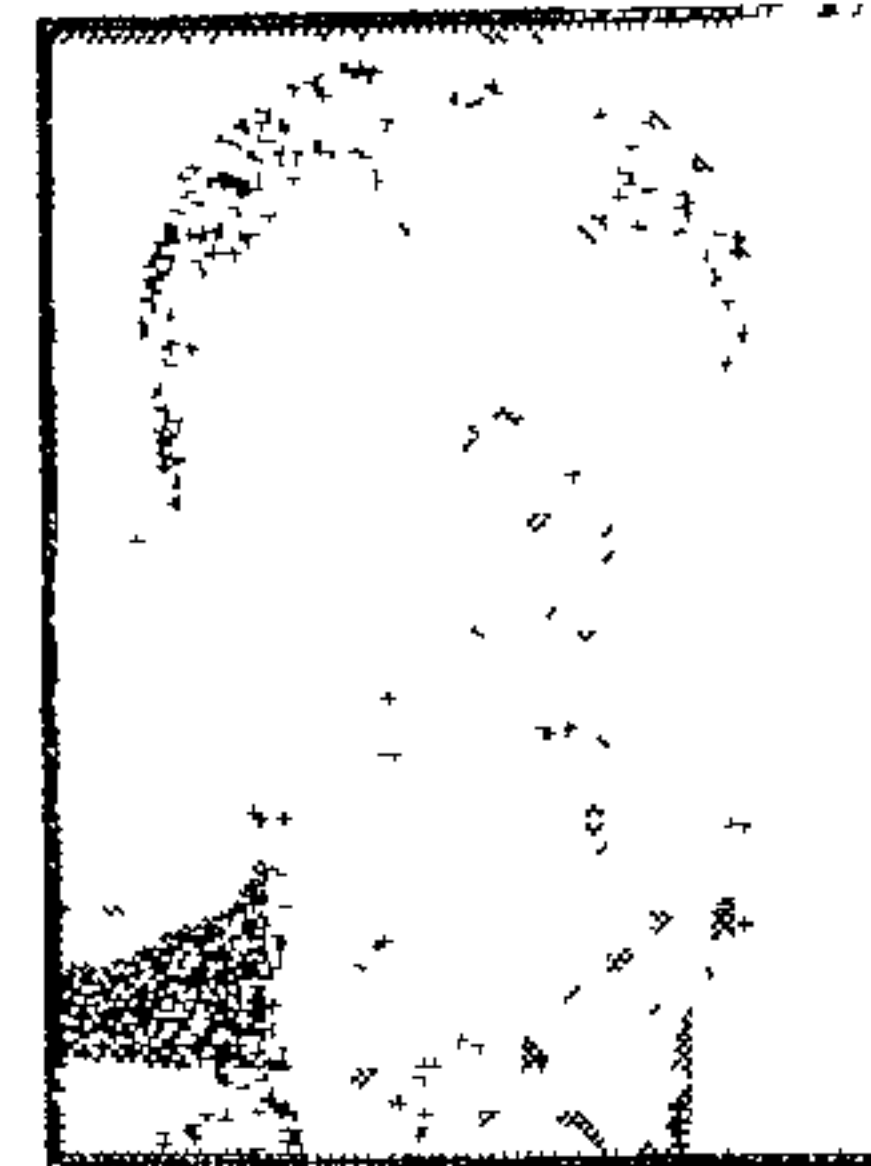
"This Act can only do harm," Mr Bradlow told me.

"If its powers are fully implemented it would slow down South Africa's industrial advance.

"It is essential that certain tasks now being performed by Whites must be performed by Africans in the near future if there is not to be a break-



MR. E. P. BRADLOW
... "scarcity of workers"



MR. E. L. KLOPFER
... "inflationary trends"

cult than ever to supplement the labour force with Africans.

"It will cause tremendous difficulties to employers and it will create great uncertainty among Africans.

"Employers will never know if they can continue to employ people they are employing because the Minister has such wide powers."

No safeguard

All African workers would feel deeply insecure because they would have no residential rights and could be endorsed out of an area or dismissed at the will of the Minister.

"There is no law to safeguard them.

"Decisions concerning their whole lives and future could be taken quite arbitrarily. Surely what the Government seeks is above all, a stable and contented non-White labour force. But this new Bill will not promote it."

Nobody doubted that the number of Africans in industry, mines, commerce and Government services was going to increase because if it did not, the economy would grind to a standstill.

"It is quite obvious that the effect of the new Bill will be not to decrease the number of Africans in the cities but to transform the African working force into migratory labour.

"This will have an unsettling effect on the economy because the new jobs that are now opening for Africans require training and a certain amount of skill.

"Labour stability is essential if people are to be trained to undertake more sophisticated work and if employers are to feel any security when employing Africans."

"AFRICAN WORKER STRIPPED"

SUNDAY TIMES REPORTER

THE SOUTH AFRICAN Institute of Race Relations yesterday issued a statement strongly condemning the Bantu Laws Amendment Bill. They termed it a "retrogressive power of total constraint." The statement reads:

"The introduction of this form of unlimited job reservation at the behest of the Minister, without any safeguards whatsoever in the forms of public hearings to assess the effects of a proposed prohibition or of prior consultation with the representatives of the industries affected, is so dictatorial and so far-reaching in its potential magnitude that it dwarfs all previous inroads—and they have been many—on what are commonly regarded as the basic tenets of modern government. It constitutes gross interference with the rights of employers, and strips the African worker of such meagre security as had been left him.

"The Institute views with alarm and dismay the introduction of this new and retrogressive power of total constraint."

STimes 30/3/19

The Minister of Transport, Mr Schoeman, had admitted that to run the railways it had been necessary to make up for the shortage of Whites by employing Africans.

The Post Office would be compelled to use Africans as postmen and for other positions.

In Johannesburg municipal transport is chaotic because White drivers are not available. Eventually they will be compelled either to employ a mixed labour force or to go over to Africans entirely.

The mines are losing White labour rapidly, and there the replacement process is already taking place.

In any factory one can see the number of Africans employed. In fact, in industry and commerce there is a scarcity of workers which is forcing salaries to uneconomic heights.

Unless more clerical workers can be found the standard of service by all commercial organisations will certainly fall.

There was no doubt that many tasks now performed by Whites in commerce and industry would have to be performed by Africans if progress were to continue.

This does not mean that a single White person need be unemployed, because Africans are

Caloow

DRASTIC CUTS IN CITY SPENDING

Lab. Transp. West f. Fin P.H. 4
JOHANNESBURG'S CITY COUNCIL has had to make drastic cuts in spending on capital projects, Mr. J. F. Oberholzer, M.P.C., said at the council's monthly meeting yesterday.

Speaking during the debate on Johannesburg's transport problems, he told councillors "Our capital requirements for the coming financial year are a little more than R57-million, but in terms of the formula applied last year we have to reduce this voluntarily to a capital sum of R32-million. We don't believe we will get more

"In arriving at this figure we have omitted essential capital items. We know the central Treasury will expect a further reduction of R10-million

STAGGERING

There was a good reason for the Treasury expecting cuts — the attempt to curb inflation. The council, however, had had the bitter experience of having ultimately to pay more for delayed projects.

Mr. Oberholzer said he hoped the transport problem would be tackled with imagination. The money would be found because the city would grow, as it must.

He added that certain measures could be adopted to ease Johannesburg's transport problem during the interim period when the overall solution was being tackled.

The staggering of working, shopping and school hours was being examined by the council's technical committee. Such staggering would lead to more efficient and economic use of the transport and road systems.

"I believe the time will come

when, in the interests of the city, people will voluntarily, as some do today, clamour to apply a method of staggering hours."

On government assistance in tackling Johannesburg's problems, Mr. Oberholzer said it was not necessary to have such aid in the form of direct grants — although these would be welcome. The city had only a single source of revenue through taxes, the rates fund.

INEVITABLE

He believed the Government, after consideration of the Borckenhagen Committee's report, would give local governments throughout the country additional sources of taxation. This was inevitable if one considered the tremendous demands that would be made on the population in the years to come.

The population explosion had been so great and unexpected that evidence laid before the Borckenhagen Committee by local authorities had outstripped itself. The additional sources of revenue mentioned in that evidence would no longer be sufficient to meet the tremendous challenge of the future.

Bus crew plan by Neppe

JOHANNESBURG would have to use non-Whites to solve its bus staffing problems — just as the Minister of Transport had made good the staff shortage in his department, Mr. Max Neppe told the City Council yesterday.

Speaking in the debate on the report by the City Engineer's Department on Johannesburg's growing transport problems, Mr. Neppe, chairman of the council's utilities committee, said the number of bus trips operated in peak hours would have to be doubled in the next 15 years. If restrictions on cars were imposed, the number of trips would have to be trebled.

"This means that our manpower problems are going to become more and more urgent and there can be no doubt that non-Whites will have to be employed in this field.

"Just as the Minister of Transport has been forced to make good the shortage of staff in his organization by employing non-Whites, so will the council have to solve its problems in the same way.

"The staff position of Johannesburg's Transport Department is being kept under the closest scrutiny and unless there is a decided trend for the better, we shall have no option but to take early action along these lines."

* * *

The proposed multi-million rand development of Johannesburg's sewerage system was approved by the City Council yesterday.

No decision was taken on proposals to raise sewerage tariffs, as these must be open to inspection by the public for 21 days before they are submitted to the council for approval.

Labour

'OVERTIME WITH NO PAY' ROW

By the Labour Reporter

THE INFLUENTIAL Garment Workers' Union of South Africa has struck out at moves to get workers to do overtime without payment in order to step up national productivity.

It says: "Productivity is not increased by people working longer hours and not being paid more. To think along these lines is merely adopting the simple man's answer to a complex problem."

"The responsibility for improving productivity lies in the hands of management. It is for this reason that employers receive such big salaries, as well as extra benefits such as car and entertainment allowances."

"Yet many employers are tradition-bound and over cautious."

INCREASE

In the latest issue of "The Garment Worker," its official weekly organ, the union raps Prof. Ben Roux, senior lecturer in public administration at the University of South Africa, for recently "suggesting that workers should think more about their jobs, and, if necessary, do overtime without expecting payment."

The clothing and textile employees' body adds "At the same time the Council for Scientific and Industrial Research decided to increase the working hours of its scientific personnel from 37½ to 40 hours. Fortunately the National Association of Scientists rejected the idea that by making scientists work another 2½ hours productivity would be increased."

Professor Roux, however, had touched on an important point when he complained of the "shockingly low level of logical thinking in the country's management," the union says.

"Employers complain bitterly about the lack of qualified labour, but when it comes to paying for a worker to be trained as a machinist they adopt a very non-committal attitude."

"If the experts find that South African industry is not efficient enough they must examine the position in depth. To spread the idea that the problem could be solved by asking workers to work longer hours for no pay is

dangerous because it lulls management into thinking it is not to blame.

"If management claims to be progressive it must take up the challenge of training all the workers of South Africa."

Labour

EQUAL PAY FOR EQUAL WORK

Africans exploited 'at cost to others'

By the Labour Reporter

OPPPOSITION of the Minister of Labour, Mr. Marais Viljoen, to the policy of equal pay for equal work, is the cause of Africans being exploited at the expense of other workers, according to a leading trade unionist, Mr. T. P. Murray.

The Minister's stand, he said, implied that when an employer was unable to get a White, Coloured, or Indian to do a

skilled job he could employ an African

"If the African is to be paid only a fraction of other workers then employers will be encouraged to search less diligently for White labour to take advantage of cheap Black labour."

Mr Murray is a member of the Prime Minister's Economic Advisory Council and senior vice-president of the Trade Union Council of South Africa.

In an editorial comment in the latest issue of "The Crucible," he says the Minister's opposition to paying the rate for the job has an important side-effect.

"When organized labour — the trade unions, who can only speak on behalf of White, Coloured, and Indian workers — negotiate for higher wages the employers will resist our demands. They know if they cannot fill the vacant jobs they will be able to use cheap African labour."

DIG IN

"It works this way: organized workers ask for a bigger wage to meet higher costs of living. The employers dig their toes in and refuse.

"If they keep refusing, workers will drift away from that particular trade and seek work elsewhere. Skilled Africans paid far less than the job is worth will then be snapped up. This is already happening in several occupations."

What would happen if the rate for the job policy were applied? Mr. Murray asks.

"If employers refused to pay a reasonable wage workers would drift away to more profitable occupations. Not only the Whites, Coloureds, and Indians, but the African as well."

"Employers, faced with a complete breakdown of their labour force, would inevitably have to meet the workers' demands."

"So the Great Debate goes on, as it has continuously since 1922.

"Organized labour must not weaken in its efforts to maintain the hard-won living standards of its members. Job reservation is not the answer — it has never been in the past, and certainly will not be in the future."

Labour

Ben Schoeman's "shattering blow to apartheid"

By STANLEY UYS

CAPE TOWN, Saturday.

THE STATEMENT by the Minister of Transport, Mr. Ben Schoeman, that 8,000 to 9,000 jobs formerly performed by White Railway workers had been given to Africans was a "shattering admission" which could have important repercussions on Government policy, Mr. Marais Steyn, M.P., the United Party spokesman on transport matters, said today.

He was commenting on the lengthy Railway Budget debate which ended in the House of Assembly this week. He described Mr. Schoeman's admission as the "culmination of a series of admissions which have been forced out of him over the years by the Opposition."

Mr Steyn said that last year, when he raised the question of housing 1,000 additional Africans employed at Cape Town docks, Mr. Schoeman had "blandly" admitted the position.

Mr. Schoeman had implied that the employment of the additional 1,000 Africans was not in conflict with Government policy in spite of official statements that the number of Africans in the Western Cape would be reduced by five per cent a year.

This admission was then followed by the new admission that Africans now occupied 8,000-9,000 jobs formerly performed by White Railway workers, not only in the lowest category of work, but at different levels of skill.

Courage

"After the emphatic statements by the Ministers of Bantu Administration and of Labour, to name only two Ministers, I suppose we should compliment Mr. Schoeman on his courage in defying official policy in this way," said Mr. Steyn.

"During the past five or six years, in every Railway Budget debate, the Opposition has emphasised the shortage of skilled labour and has extracted the admission from Mr. Schoeman, bit by bit, that he has had no alternative but to employ non-Whites in jobs formerly held by Whites."

In the Railway Budget debate, Mr Schoeman said that some of the Africans had been placed in White jobs with the agreement and co-operation of the unions concerned, but other Africans had been taken on only in the face of protests from Railway unions.

"We have also had the experi-

ence, recently of hearing the Minister of Labour concede that, in other fields of industry, too relaxation of the conventional colour bar has become inevitable," said Mr. Steyn.

"When the history of the apartheid comedy comes to be written, the role of Mr. Ben Schoeman as Debunker No. 1 of apartheid will have to be recognised, as will the role of the Opposition, which never missed an opportunity to strike at this Achilles heel of the Nationalist Party's apartheid policy."

"Last year, Sir de Vilhiers Graaff proved that the policy of separate development — in the sense of segregating Africans in every possible sphere — was an illusion."

Collapsing

"This year, many political observers agree that Sir De Vilhiers has proved, in fact, that the policy of separate development is fast collapsing."

"In proving this, Sir De Vilhiers has a redoubtable ally now in Mr. Ben Schoeman — an ally whose testimony must be accepted as being authentic beyond doubt."

"During the Railway Budget debate, Mr. Schoeman admitted that, to keep the Railways running, he has had to place these many thousands of non-Whites in jobs formerly held by Whites."

"His statement shatters the orthodox concept of apartheid which requires that the White economy of South Africa should become ever-less dependent on the labour of Black people."

"This admission is a culmination of a series of admissions which the Opposition has forced Mr Schoeman to make over the years."

"Mr. Schoeman's statement may yet prove invaluable for other employers when they ask the Government to relax the rigid laws preventing them employing the non-White labour they need."

Labour

New technique reduces need for artisans

BUSINESS TIMES REPORTER

A SOUTH-AFRICAN-DEVELOPED building technique is fast changing the concept of artisan-labour requirements on building sites.

The system — Unicon Dry Walling — was evolved by three construction experts working with Union Prefabricators (Pty.) Ltd

The theory of the three men — Mr. Bennie Caplan, Mr. Tony Smith and Mr. Joe Zermatten — was that complete wall panels 4 ft. wide could be manufactured in the factory, complete with fittings — cupboards, wardrobes. They could then be freighted to building sites as ordered.

The concept of dry walling is not new—it is used extensively in industrial building in Europe and the United States — but the South African breakthrough came from two ideas:

- A form of metal mortice joint to link the 4 ft. panels, and
- The development of special jigs to allow mass production assembly by unskilled labour.

These two techniques eliminate the need for plasterers and bricklayers on the construction site.

Mr. Caplan, managing director of Power Steel Holdings, told me: "We believe the design philosophy of the system makes it ideally suited for South African conditions, where skilled site labour is at a premium.

"The dry walling system used in Europe is basically a mass production job on the site. We employ mass production at the factory."

Mr. Tony Smith, general manager of Union Prefabricators, said "In the Unicon Dry Walling system all fittings come to the site finished to the highest standard that can be obtained

"We have also increased the speed of erection — so much so that the entire inside construction of a three-bedroom flat or house can be finished ready for painting within three days from the empty shell stage."

Orders incorporating the dry wall system have been received from many parts of South Africa and South West Africa

Labour

JOB LAW TO HIT WHITES - UNION

INDUSTRIAL CORRESPONDENT

IN THE SECOND indictment of job reservation by a major trade union this week, the S.A. Boilermakers' Society has warned that certain employers are already deliberately allowing Whites to drift away so that they may employ Africans at cheaper rates.

The society is one of several unions which have claimed in the past few months that the failure to pay rate for the job is breaking down the very reason for job reservation — the protection of the White worker.

The general secretary of the Boilermakers' Society, Mr T. P. Murray, says in the union's magazine that the Minister of Labour, Mr Viljoen, has admitted publicly for the first time — at a recent speech in Newcastle — that Africans would have to do skilled work if Whites, Coloureds and Indians were not available.

"Of course," Mr Murray says, "there is one tiny little snag. The Minister said nothing about the rate of pay these Africans would get."

FRACTION

"If the African is paid a fraction of what is paid to other workers, the employers, of course, will be encouraged to search less diligently for White labour in order to take advantage of cheap Black labour."

Employers resisted demands on behalf of Whites, Coloureds and Indians, for whom the unions could negotiate, in the knowledge that they could fill vacant jobs with cheap African labour.

If employers kept refusing these demands, workers would eventually drift away and seek employment elsewhere. The employers would then snap up skilled Africans and pay them far less than the job was worth. This was already happening in several occupations.

If rate for the job applied, the Africans as well as other workers, would drift away and employers, faced with a complete breakdown of their labour forces, would have to meet worker demands.

LIVING

Mr Murray says it would be irresponsible to ignore the threat to living standards which the situation had created.

"Job reservation is not the answer. It has never been in the past and certainly will not be in the future. To think otherwise is to play into the hands of the employers."

Earlier this week, the "Mail" reported a statement by the Typographical Union in which it referred to job reservation as a "colossal failure".

Labour

"MOST SERIOUS BOTTLENECK"

More manpower is vital—Jan Marais

SOUTH AFRICA'S most serious bottleneck is a shortage of trained manpower, but it is not insurmountable if approached positively and the necessary drastic steps are taken in time, Mr. Jan S. Marais, chairman of the Trust Bank, said last night at the interfaculty lectures at the University of Potchefstroom.

"Education and research should be given the biggest priority in planning our self-dependent future. Therefore, one of the most important requirements is that we should do everything in our power to develop the brain and creative power of all our people actively and vitally," Mr Marais said

Far too little was spent on this, he added. This is one field in which there should never, and under no circumstances, be attempts to economise.

SIGNIFICANT PART

"I have no doubt that if we could make our nation free — the best educated and the most civilized — and could keep our people inspired and hard-working, we could become the leaders and the most prosperous nation of the future world, — within the lifetime of many of us."

Mr. Marais said that he had for years advocated more immigration, than the net total of 39,000 a year.

"In my opinion we do not only need the manpower and the larger numbers to help make possible the expansion we are aiming at, but equally important it forms a significant part of the more complex formula for the long-term solution of, among others, our important racial problems in this country. At the same time immigration makes available ad-

ditional know-how and entrepreneurial talent"

South Africa was one of the most richly endowed, and thus most independent countries in the world regarding natural resources, with the important exception of oil. It has a reasonably well developed infrastructure, and other advantages

Mr. Marais said that South Africa should from now start thinking of its position as a capital export country

In the business world, he said, the signs of the time should be read correctly. The aim should be the highest brilliance and efficiency in all fields—the best quality and services at all times and hours

"The object of an econo-

mically completely self-dependent and defensible South Africa should be a national philosophy, proclaimed from every platform"

Mr Marais said he agreed with the so-called outward movement under the leadership of the Prime Minister

"I believe it is important if we want to achieve our objectives," he said.

Labour

Workers want more than a salary (7)

SALARY ranks much lower than management gives it credit for in the factors that contribute to employee satisfaction.

This was one of the findings of a Cleveland professor who interviewed workers in the United States.

His findings were reported in Johannesburg yesterday to more than 200 executives who attended a presentation on improved management performance sponsored by the Transvaal Chamber of Industries in association with the Minnesota Mining and Manufacturing Company (S.A.) (Pty) Ltd.

The presentation was given by 3M's director of training and education, Mr. Jay L. Beecroft, and its training controller in Europe and Britain, Mr. N. Glyn Davies.

The Cleveland professor found that achievement (41 per cent) headed the factors that resulted in job satisfaction. Then came recognition (33 per cent), the job itself (26), responsibility (23) and advancement (20).

Salary (15 per cent) was sixth important. Salary was only fourth in the factors that led to job dissatisfaction.

Most dissatisfaction was caused by company policy and administration (31 per cent), supervision — technical (20),

lack of recognition (18) and then salary (17).

The conclusion was that once an employee reached a certain comfort level money was not all that important.

Mr. Davies gave these key rules for managers to motivate staff.

- Recognise that people are different
- Self abnegation — play down their own roles as managers

- Expect a lot from people
- View mistakes as a necessity
- Make results a man's security

- Help staff into a changed orientation

- Maintain mutual trust
- Develop people to breed development

- Make work meaningful.

Mr. Beecroft said experience had shown that two factors more than anything else contributed to the growth and development of people.

These were working on a series of challenging jobs and working for one or more demanding supervisors.

The major place where development occurred was on the job and the manager had a major role in determining how much development occurred.

Only a limited contribution could be made by off the job

training, and then only if the right man with the right attitude attended the right course at the right time and received the right kind of training.

Labour

See also

LABOUR - Africans

LABOUR BILL STUNS COMMERCE CHAMBER

INDUSTRIAL CORRESPONDENT

GOVERNMENT proposals to introduce "administrative job reservation" are being strongly opposed by the Johannesburg Chamber of Commerce and other organisations. This was announced at the half-yearly meeting of the Chamber yesterday by the president, Mr. J. Melville Pels.

He warned that the powers which the draft Labour Amendment Bill would give to the Minister of Bantu Administration and Development could have serious consequences on the economy.

In his address, Mr Pels

also hit out at the "plethora of controls" imposed on commerce by the Government

Speaking of the draft Labour Amendment Bill, Mr. Pels said the Chamber was greatly concerned at the continued trend towards placing increasing restrictions on the effective use and training of non-White labour.

One of the provisions of the Bill was particularly disquieting. This would enable the Minister to introduce a form of job reservation merely by gazetting a notice that Africans might not be employed on a specified type of employment

HARM

Employers would no longer even have the opportunity of commenting on such proposals as was the case with the job reservation clause in the Industrial Conciliation Act

"The Chamber fears that much harm can be done in the economic sphere if this type of job reservation is applied. There are already a multitude of restrictions which limit the use of non-White labour and the extension of these by administrative job reservation decrees can have serious consequences"

Labour

ALB - See also

- 1) Civil Service (Post Office Budget)
- 2) Finance - State & Sterling (Post Office Budget)

R7.8m pay rise for P.O. staff

From GEORGE OLIVER
Political Correspondent

HOUSE OF ASSEMBLY.—The Minister of Posts and Telegraphs, Mr. Van Rensburg, will announce details of the promised pay rises for Post Office staff when he presents the first Post Office Budget to the House of Assembly this afternoon.

Until now Post Office finances have been lumped in with the general Budget of the Minister of Finance.

The salary improvements will, along with pension adjustments which will follow in their wake, total R7.8m — about 10 per cent of the total bill in the 1968-9 financial year for salaries, wages and allowances.

The total under these three heads will, according to Post Office estimates tabled in Parliament yesterday, shoot up from R78.5 million to R94.5m, a jump of R16m.

To wipe out the backlog in the provision of services 1,250 new posts have been created in the Post Office since April 1 last year. The total establishment for 1969-70 has been set at 43,575.

According to the estimates the Post Office made a profit of R23.4m for the year ended March 31, 1968.

EXPENDITURE UP

Only today will Mr. Van Rensburg give the projected surplus of the Post Office for the 1968-9 year and his estimates of how the Post Office — as a separate business — is likely to fare in the 1969-70 financial year.

Estimated expenditure for 1969-70 shows a R39.8m increase over the current year's figure of R115.2m, bringing it up to a record R154.9m.

However, this expenditure includes two big new ventures:

- The takeover of the postal, telegraph and radio service of South West Africa, meaning additional expenditure of R4.5m.

- The takeover of the Durban telephone system from Durban Corporation, which will mean an extra R1.2m in expenditure.

Labour

RESERVATION OF JOBS 'A COLOSSAL FAILURE'

INDUSTRIAL CORRESPONDENT

THE TYPOGRAPHICAL UNION, one of the strongest unions in South Africa, has condemned job reservation as a "colossal failure" and re-affirmed its support of rate-for-the-job as the only policy to safeguard workers' interests.

The union said that its members had never taken kindly to the implication that they were unable to compete, on merit, with workers of other races.

"They consider themselves the equals of skilled printing workers anywhere in the world and have proved themselves capable of competing against all-comers, at the rate for the job," the union said.

The union added that job reservation had no ethical basis "so why confine it to the colour of a worker's skin?"

It could be extended to "protect" the interests of one religious or language group. It could even be used to protect the interests of brunettes against the "glamorous competition of blondes".

However, as presently intended, it was meant to protect the economic interests of one racial group of workers from the encroachment of another.

"As was anticipated by the objecting trade unions 13 years ago, it has proved to be a colossal failure," the union said.

PARADOX

Paradoxically, one of the main causes of its failure was the very reason for which it had been introduced—to recognise the difference in living standards of the various racial groups.

The union's statement, contained in its latest journal, said that to reserve occupations for certain racial groups without determining the rate to be paid was completely unrealistic.

"We doubt whether anything could be more demoralising to White workers than to shelter them from competition of other workers on racial grounds instead of merit." This would foster in those of integrity a massive inferiority complex and in others a contempt for competence and diligence.

"We can think of nothing more likely to bring the essential leadership and guidance of the White race in the republic and farther afield into disrepute," the union said.

Experience only went to prove the utter futility of resisting the rate for the job as the only safeguard for the workers' standards.

Union blasts labour report

Industrial Correspondent

THE ANNUAL report of the Department of Labour has come under heavy fire from the Garment Workers' Union of South Africa, which says that the "scanty information" in the report does not allow for potential pitfalls in the industrial relations system to be highlighted.

The union points out in its weekly newspaper that the 1967 report became available only this year.

'DISAPPOINTING'

Dealing with specific points, the union says it is disappointing that there is no statistical breakdown by race of the number of workers affected by industrial council agreements. It says 300,000 Africans cannot have their conditions regulated by the councils in terms of the Industrial Conciliation Act. But even this figure had to be obtained from sources other than the official departmental report.

The union also notes that the total number affected by council agreements fell from 714,000 in 1966 to 480,000 in 1967.

"If this is not a printing error, why was a decrease of about one third recorded without explanation?"

After singling out other points in the report, the union says that although it is critical of the report, it acknowledges the excellent services rendered by officials.

"But," it adds, "sound labour relations are to be maintained and developed in South Africa, objective and comprehensive information is required."

"Vital and necessary steps to bring about changes in legislation to meet the requirements of our development have not been taken if no detailed reports exist as to what is actually happening."

Labour

The best way to deliver a reprimand

THE BEST WAY to reprimand a subordinate is to combine the rebuke with a measure of approbation.

This, according to a bulletin issued by the National Development and Management Foundation, is the "smack-and-kiss" reprimand.

It quotes as an example two young navy officers on an island in the South Pacific during the Second World War who had to cross the island, but had no transport. However, there was an unattended Army car.

They helped themselves to the car, skidded off the road and wrecked it.

They were officially reprimanded—the "smack."

The "kiss" came with the words. "Only the need in wartime for officers possessing the initiative and readiness to act in the way you did prevents us from taking a more serious view of your misconduct."

The bulletin says that if the recipient of a reprimand walks away feeling that it was deserved, that he had not been unjustly treated, and aware he would avoid repeating the offence in the future, the reprimand is successful.

By contrast, "blundering" reprimands seem to travel through an organization like lightning. There will be climax and even arbitration.

There are five key factors involved.

- Patience to hold back from spur-of-the-moment reprimands;
- Patience to collect all the facts;
- Knowledge of comparative values and punishments established by the employer, the staff organization or union, and the customs;
- Consideration, making sure the reprimand is in private;
- Wisdom in wording the reprimand to reflect the relative importance of all involved factors.

Labour

NON-WHITES IN S.A.R.—NO LIMIT ²

—Union President

STAFF REPORTER

THE EMPLOYMENT of non-Whites in railway jobs classified as "White" would continue and probably even increase, the President of the Artisan Staff Association, Mr. J. H. Liebenberg, said in an interview in Pretoria yesterday.

Mr. Liebenberg said he was unaware of any disagreements with the Minister over the use of non-White labour.

"There is no limit to the number of non-Whites in semi-skilled occupations which can be employed in the railway service. We must make maximum use of our human resources if this essential national transport service is to continue to function efficiently and service breakdowns are to be avoided."

LABOUR SHORT

Labour shortages afflicted all sectors of the economy if White workers were not available for an essential service, non-Whites — "with proper safeguards" — would have to be used.

Mr. Liebenberg was commenting on a statement made

in Parliament on Wednesday by the Minister of Transport, Mr. Schoeman, who said he had filled certain posts with Africans "in spite of the disagreements of the unions."

He pointed out that because job reservation laws did not apply to the South African Railways he had asked the Minister several years ago to establish the necessary machinery in the service to protect White workers.

"Subsequently the Minister agreed to the appointment of a work allocation committee which is still functioning and which in consultation with the railways management, screens the use of non-Whites in White occupations."

MORE COSTLY

Mr. Liebenberg said that the alternative to using non-White labour in White jobs was to send vital work out to private enterprise — a far more costly proposition than paying non-White railway workers more and allowing them to do semi-skilled work.

The work allocation committee laid down specific periods for the temporary lifting of the railways job barrier. At the end of these periods the situation was reviewed and, if necessary, the non-Whites affected were permitted to continue doing White work.

Labour

S.A.R. ASSOCIATIONS NON-WHITE WORKERS MOVE

Members are protected

THE "WHITE LABOUR" policy of the Railways is under pressure and special machinery has been created whereby non-Whites can take over jobs previously done by Whites in consultation by the staff organizations and the management.

Spokesmen of staff associations, however, say they are satisfied with the machinery and the way it is applied, and that their members are receiving full protection.

Mr D J Jacobs, general secretary of Spoorbond, which represents a large section of the lower grades in the service, said today that he agreed with the Minister of Transport, Mr Schoeman, that the work must be done. The staff associations, however, could obtain as many Whites as they can to do the work — if not, there is machinery to appoint non-Whites

There are still thousands of Whites in the category of "railworker," one of the lowest general grades. But in a process which has been going on for 20 years, this work has gradually passed into non-White hands

GRADED POSTS

Railworkers are being actively encouraged to apply for positions on the graded staff. In 1965, for instance, when Spoorbond was asked to recruit railworkers to fill vacant graded posts, 2,600 railworkers were promoted to these posts

The general feeling among railway employees coincides with that of Mr. Schoeman. During his reply in Parliament yesterday, to the Railway Budget debate, he said he does not believe that Whites should do "pick-and-shovel work"

Managerial chiefs of the Railways have also repeatedly stated that there is no longer any place for unskilled Whites in the service.

Because of the shortage of Whites for certain jobs and the pressure for the appointment of non-Whites, the machinery for the "dilution" of White jobs was created some time ago. A special committee was created by the General Manager to discuss, with the staff association concerned, the handing over of jobs — usually officially only on a temporary basis — to non-Whites

Spokesmen of staff associations said today they were satisfied with this and there has always been agreement

DIFFICULT

The crucial grades for which it is difficult to recruit Whites are station foremen, checkers, stokers, conductors, ticket examiners and shunters. Some time ago there was discussion on appointing non-White shunters and to make some marshalling yards "non-White," but this has not happened

Mr Schoeman has told Parliament that between 8,000 and 9,000 non-Whites have been placed in jobs previously held by Whites

A recent considerable increase in starting pay has, it is stated, relieved the position in some grades

HAPPY OVER

Lobson

See also

Lobson 11 com 2

ESSENCE OF PARLIAMENT

Manpower shortage answer

From Our Gallery,
Correspondent
HOUSE OF ASSEMBLY,
Thursday

THE MINISTER OF TRANSPORT, Mr Schoeman, may have delivered an insipid Railways Budget, but his vigorous speech in the Budget debate yesterday, made up for it. It bristled with combative recriminations and mordant asides, and penetrated under the flesh covering both parties' dilemma over the major issue — the chronic manpower shortage.

Throughout the debate the Opposition has argued that only a dramatic change in the "labour pattern" can overcome the staff shortages it believes are not only crippling the Railways but the economy as a whole.

To the Nationalists, this clearly meant that the United Party was advocating the wholesale introduction of non-White labour to do White jobs — and they accused the Opposition of being too timid to say so.

Vulnerability

The United Party, which also champions the White worker, hotly denied this time and again. But between its policy of retaining an industrial colour bar and its demand for a change in the labour pattern lay a vulnerability Mr Schoeman was determined to expose.

He called its attitude a "dishonourable bluff" and posed a pointed question: What would the United Party do if it was in power and there was a serious manpower shortage? Would it give White jobs to non-Whites, even if it had to force the trade unions to hand over White jobs against the unions' will?

The silence that greeted him was significant, but the United Party Members were even less prepared for the frank admission that was to come.

The United Party has always countered the Nationalists' charge of dishonesty by levelling the same charge at Mr Schoeman. Wasn't he contradicting apartheid policy by quietly allowing non-Whites into certain jobs on the Railways?

But the Minister of Transport, who has made no secret of the fact that he is prepared to bend Nationa-

list ideology to make the Railways pay, is less vulnerable on this ground than some of his less flexible colleagues in the Cabinet.

And yesterday he gave his own disarmingly forthright reply to the question the UP was noticeably reluctant to answer. Not only had he already given thousands of White jobs to non-Whites, he admitted, but when it had been in the interests of the country, he had overruled the unions' objections and handed them over just the same.

Approval

For this realistic recognition that "economics are stronger than politics," Mr Schoeman was handed a bouquet from no less an adversary than Mrs H. Suzman (P.P. Houghton). She wished to commend him, she said, for this new courageous attitude.

When the Minister denied his attitude was new, Mrs. Suzman conceded that perhaps it wasn't — but Ministers were being a lot less coy over this issue of late, she said, and this she welcomed.

The Member for Houghton also won the warm approval of the Members opposite when she sided with them over their approach to the manpower problem. The United Party, she said, could not have it both ways. Either it was in favour of an industrial colour bar, or else it was in favour of the unrestricted use of non-White labour.

But the argument is far from over, and before the 18 hours set aside for the full Railway Budget debate expire, more than one Opposition speaker is bound to complain that Mr Schoeman is having it both ways, too.

Plane crash

A great deal of the Minister's speech was devoted to an angry and detailed repudiation of Dr A Radford's (U.P., Durban Central) comments on the Windhoek air disaster.

The suggestion that drugs in the captain's cabin may have been a cause of the crash amounted to a vote of no confidence in the Board of Inquiry, Mr. Schoeman said.

Labour

see also

Railways

Railways - Finance

Railmen need the overtime

Staff Reporter

MANY railway workers needed overtime to sustain their standard of living, and certainly most of the 20,000 artisans welcomed the opportunity of earning extra money, the President of the Artisan Staff Association, Mr J. H. Liebenberg, said in an interview in Pretoria.

For the past 20 years, he added, most technical workers on the railways had worked substantial amounts of overtime to keep pace with the expanding demand for services.

Some earned as much as a third of their basic wages extra every month this way.

He stressed that in all industries in South Africa there was a serious shortage of skilled workers, and large amounts of overtime had to be worked to keep abreast of production schedules.

As a trade union the Artisan Staff Association was opposed, in principle, to large amounts of overtime being worked, but under the circumstances there was no alternative and, in fact, he had heard very few complaints from the staff.

Labour

**REPORT FROM
PARLIAMENT**

**Overtime
charges
'nonsense'**

IT WAS nonsense that the working of excessive overtime by the railways staff was a general practice as the United Party alleged, the Minister of Transport, Mr. Schoeman, said in the House of Assembly.

The Minister, who was replying to the second reading debate on the Railways and Harbours Appropriation Bill, said he agreed that individual cases of excessive overtime might occur.

But it was nonsense to make a general statement, as Mr. Marais Steyn (U.P., Yeoville) had done, about the working of overtime on the railways. There was no such thing as excessive overtime as a general rule.

In discussing the question of overtime the Opposition had also failed to take into consideration the recent salary increases and the higher rate for overtime.

STEPS TAKEN

Opposition speakers had also failed to state precisely what they regarded as excessive overtime. How many hours did they regard as excessive?

Opposition speakers had referred only to trained men. But overtime was worked by all the departments of the railways and harbours.

The department was continually taking steps to reduce the amount of overtime worked but the fact had to be faced that there was a serious shortage of manpower and that all the transport offered had to be dealt with.

The amount of goods transported had greatly increased and in spite of the fact that the manpower shortage had existed for years the railways had succeeded in doing the work.

There was general satisfaction and praise from the public for the railways — Sapa.

Labour

Longer shop break wanted

By the Labour Reporter

SHOPS, supermarkets and department stores this year will be asked to close on Saturday, December 27, to give their workers a four-day Christmas week-end.

The Witwatersrand branch of the shop assistants' and store employees' movement — the National Union of Distributive Workers—has submitted a resolution to the conference in Durban next month calling for a country-wide approach to be made to all firms in the commercial distributive trade to close on December 27.

The secretary of the branch, Miss Dulcie Hartwell, said in Johannesburg today: "We drew up the resolution following a suggestion from our Cape Town head office that branches contact local companies for the day off."

Miss Hartwell said in 1958 a similar situation had arisen, with Christmas Day falling on a Thursday. Shops had closed the following Saturday, and the long holiday period had been most successful.

The Witwatersrand branch's resolution will be debated by delegates from 11 branches, representing workers in shops and stores in about 100 towns throughout the country.

In Durban the branch secretary of the union, Mrs I. Taylor, acting on the Cape Town head office's suggestion, has already made a start to have December 27 declared a holiday. She has approached several commercial undertakings, and they are now considering the matter.

Mrs Taylor also says the union's campaign for a five-day working week for workers in the commercial distributive trade was showing results in Durban. Most firms were now allowing their employees at least one afternoon off a week, and many were giving them a day off every month.

Labour

NEW DRIVE FOR WEEK IN STORES

Big campaign by N.U.D.W.

By the Labour Reporter

THE WITWATERSRAND BRANCH of the National Union of Distributive Workers has started a massive letter-writing campaign addressed to shops, department stores and supermarkets in a bid to get them to introduce a five-day working week.

Johannesburg and Reef members of the shop assistants' and store workers' movement are asking for individual employees to be given time off within the framework of the present 5½-day working week — which includes Saturday morning trading — for the commercial distributive trade.

They say that in this way business will not be interrupted, nor will the public be inconvenienced.

The campaign goes back to 1966 when the N.U.D.W. leaders came under strong pressure from members to press for the progressive introduction of a shorter working week. After a slow start, the programme is reported to be "bearing fruit."

In the past week letters calling on employers to implement a five-day working week were sent to seven major companies in the commercial distributive industry by the secretary of the N.U.D.W.'s 5,000-member Witwatersrand branch, Miss Dulcie Hartwell. The workers' organization plans to send out batches of letters periodically.

CONCESSIONS

Miss Hartwell said in Johannesburg "To date our campaign has resulted in some firms, including some very well-known chain stores, giving all their workers one afternoon off a month. Others are giving them two afternoons off a month."

The letters sent out by Miss Hartwell point out that according to information given to the workers' body they have "not extended to your staff the benefit of any regular half-days off." The firms are urged to grant a minimum of:

- One afternoon off a month (except in December).
- One Saturday morning off in every two-month cycle (again excepting December).

Firms are asked to make their own views known to the workers' body within 10 days.

FIVE-DAY

"In a few cases some have gone so far as to allow one afternoon off a week.

"In these last instances employees are now enjoying almost the equivalent of a five-day working week. The afternoon allowed off actually amounts to a third of a normal working day, not the half really needed.

"At least one large firm has conceded us a further point — the granting off of a periodic Saturday morning to each member of the staff. This is yet another commendable step in the long-term objectives of the N.U.D.W., which includes being given alternate Saturday mornings off, with a Monday morning off in the remaining four-week cycle. This is a scheme similar to that operated by one of the largest commercial companies in Britain."

9 March 1969

Labour see also Railways - Finance (Budget)

R68m S.A.R. overtime bill

CAPE TOWN, Saturday.
THE SOUTH AFRICAN RAILWAYS' overtime bill will reach the staggering total of more than R68-million in the 1969-70 financial year—an increase of more than R17-million, or 25 per cent, over 1968-69. This will bring overtime payments up to 14 per cent of the Railways' total wage bill.

These figures are disclosed in the Railway Estimates for the financial year ending March 31, 1970, tabled by the Minister of Transport, Mr. Ben Schoeman, in the House of Assembly this week.

The huge overtime bill reflects the shortage of skilled personnel on the Railways. Because not enough trained staff are available, the existing staff have to work longer hours.

Although some railway employees welcome the extra earnings which overtime work brings in, others complain that the work interferes with their family life. In other departments, too, like the post office, overtime work is becoming a major subject of complaint.

Long hours of work could subject railway employees to psychological strain, according to Dr. G. F. Jacobs, M.P. (United Party), and this could be a cause of a higher accident rate.

Dr. Jacobs told me this week that the increase in overtime payments was a further warning of the growing manpower crisis in South Africa.

"The Government is guilty of a wicked waste of our biggest national asset — the talents of our people," said Dr. Jacobs. "It refuses to take the steps necessary to develop this talent, primarily because it persists in putting ideology first, and politics before productivity."

Dr. Jacobs referred to the latest report for 1968-1973 of the Department of Planning, entitled "Economic Development Programme for the Republic of South Africa."

It states: "If the growth rate is fixed at 5½ per cent a year, the demand for both White and non-White labour increases more rapidly than the growth of the supply of labour. In the case of the Whites, the demand will exceed the supply in 1973 by 28,000 persons, if the annual nett immigration level is fixed at 20,000 persons."

The report states that South Africa simply does not have the manpower resources to sustain a 5½ per cent a year growth rate. If it wanted to achieve such a growth rate, even with 20,000 immigrants a year coming in, the manpower demand would exceed the supply in 1973 by 64,000.

Government members voted against it.

"The Government gave two reasons for opposing my Bill," said Dr. Jacobs. "One was that it would 'open the sluice gates to non-White labour,' which is silly. My Bill made no mention of non-Whites. It does not propose that any race laws, like job reservation, should be changed."

"The second reason given by the Government for opposing my Bill was that it was based on the British Industrial Training Act of 1964.

"When I was in Britain last year, however, I found that the Act was working very well, and that it had been copied by Holland, Belgium and Western Germany. If we were to copy it, therefore, we would be in good company.

"The shortage of skilled workers has become the Achilles heel of our economy. Unless this situation can be corrected immediately, our growth rate will begin to decline and we will be unable to exploit adequately what is generally regarded now as one of

the most favourable economic situations in the world."

Dr. Jacobs said one of the present difficulties was that many industrial concerns acquired their skills "spasmodically, sometimes even surreptitiously, but seldom as a right, or as a result of conscious national planning, or as an accepted, indispensable part of normal industrial growth."

Waste

Dr. Jacobs said he believed firmly that there was no shortage of manpower in South Africa, only waste and misuse of manpower.

"There might be no unemployment in South Africa, but there is a greater degree of under-employment than in any of the advanced countries of the world," he said.

"Australia, with a much smaller total population, is producing twice as much as we are, Canada's population is the same as

By STANLEY UYS

SUNDAY TIMES POLITICAL CORRESPONDENT

ours, yet the value of its industrial production is six times as great as ours.

"The soundest and most rewarding investment we could make would be to invest in the education and training of our people. Education has been shown as the key factor in the economic development of a country."

Dr. Jacobs said that while no government could force an employer to train his employees, he could be forced to make a financial contribution towards the national cost of training.

Legislation should therefore be aimed at using the minimum of coercion and the maximum of incentive.

This should be done by rewarding the energetic and farsighted employer and penalising those who were lazy and short-sighted.

"Training levies could be used to sponsor new training institu-

tions, new procedures or research into training, and for paying out grants to those organisations whose training has reached an approved standard.

"What is needed is a gigantic national device to stimulate organisations to greater training activity and to spread the costs of training evenly among employers in proportion to the size of their labour force."

Dr. Jacobs suggested that proper co-ordination of training activity could best be achieved through the creation of a National Training Council.

South Africa had come to the cross-roads on manpower development. Unless corrective measures were immediately applied and crash programmes instituted, the prosperity of South Africa could become seriously impaired.

"Dramatic and imaginative action is needed. Sedatives will not do the trick — a heart transplant is required," said Dr. Jacobs.

② ↓
If the immigration influx could be increased to 30,000 (economically active) people a year, the shortfall of manpower would still be reduced only to 40,000.

The report urges that to retain a 5½ per cent a year growth rate, the Government will have to give the "highest priority" to manpower training.

Dr. Jacobs commented: "South Africa's growth rate is being stifled. We cannot reach our maximum growth potential because of this manpower shortage and this inhibition of the growth rate is going to have a cumulative effect — it will get worse and worse."

"The country's demand for highly trained people is going to increase dramatically in the next 10 or 20 years, and our problem is how to produce better-trained people quickly.

Obsessed

③ ↓
"Our charge against the Government is that it has let South Africa down. Our most important aim should be sustained economic expansion, but we are falling short of this because the Government is obsessed with race and related issues."

Dr. Jacobs pointed out that when he introduced a Private Member's Bill in Parliament last month urging the Government to adopt a comprehensive plan for manpower training,

① ↑

Labour

see also

Railways - Finance
(Budget)

More White rail jobs go to Africans

From Our Correspondent

Cape Town, Saturday.

THE MINISTER OF TRANSPORT, Mr. Schoeman, has lifted the veil over more aspects of a breach of apartheid in railway employment as a result of the manpower shortage.

He disclosed in the Assembly this week, in reply to an Opposition questioner, that more than 1,000 Africans were now employed temporarily by the Railways in jobs normally done by White graded staff.

This latest picture of labour trends in the Railways comes soon after his disclosure that 1,000 Africans had been imported into the Peninsula to work in Cape Town's docks.

Further questions aimed at establishing the extent to which traditional "White" jobs in the Railways are being filled by non-Whites will be put to the Minister next week by Mr. L. F. Wood (U.P., Berea). Mr. J. O. N. Thompson (U.P., Pinelands) commented in an interview this week that certain labour trends on the Railways, as shown by the Minister's information, were "a complete contradiction of declared Government policy".

Mr. Wood asked the Minister in the Assembly this week "How many Coloured, Indian and Bantu employees of the S.A. Railways administration are performing work formerly reserved for Whites?"

TEMPORARY

Mr. Schoeman replied that owing to staff shortages 18 Coloureds, 81 Indians and 1,025 Bantu were at present temporarily employed on work normally performed by White graded staff.

Last week Mr. Schoeman said in reply to a question from Mr. Thompson that 3,453 Africans were permanently employed in the Cape Western System in August, 1968, against 3,106 in August, 1966, and 3,209 in August, 1965.

The report of the controller and Auditor-General on the accounts of the Railway administration for the 1967-68 financial year, tabled in the Assembly recently, shows an increase in the total number of non-White employees and a decrease in the total number of White employees, compared with the previous year.

The figures are: Non-Whites: 108,487 in 1967-68 compared with 103,580 in 1966-67. Increase: 2,907 Whites: 81,324 in 1967-68 compared with 83,694 in 1966-67. Decrease: 2,370

These figures include employees of the Railways, Harbours, Airways and Pipelines

Lobow

Manpower training call

THE SENATE, Friday
IN the face of world uncertainty about the future of gold, it was necessary that South Africa should get her own economy in order by combating the rising cost of living and the excessive liquidity which existed in the Republic, Sen P. J. Swanepoel (UP) said in the Senate yesterday.

Senator Swanepoel, speaking in the debate on the second

reading of the Part Appropriation Bill, said the call by the Minister of Finance, Dr Diederichs, to "work and save" was an old one which had been repeated on previous occasions. It was apparent that the Government's own R S A savings scheme was only having a limited measure of success.

What was required was a determined effort to deal with South Africa's manpower shortage.

Enough manpower from over-

seas would not be available. The solution lay in training South Africa's own manpower.

There were sources of manpower in South Africa which had not been touched, and more training should be provided for Indians, Coloureds and Africans. Afrikaners who entered the business world in ever greater numbers were as concerned as others about the possible imposition of a capital gains tax.

The debate was adjourned — Sapa.

about
LONGER W

**ORK WEEK MAY
 SPREAD IN
 PRETORIA**

***C.S.I.R. sets it
 in motion***

The Star's Pretoria Bureau

THE FUEL RESEARCH INSTITUTE will probably follow the example of the Council for Scientific and Industrial Research by increasing the present work week of 37½ hours to 40 hours from March 10, Dr. C. C. la Grange, acting director of the institute, said in an interview.

On Monday the CSIR announced that it would introduce a 40-hour week to attain greater productivity in the national interest

This decision followed a meet-

ing towards the end of last year, organized by the Department of Planning and held under the chairmanship of Dr H. O. Monnig, scientific adviser to the Prime Minister

The various research bodies, including the C.S.I.R., the Atomic Energy Board, the Fuel Research Institute for Metallurgical Research and the Bureau of Standards, were represented at the meeting when it was approved in principle that a longer working week should be introduced.

Mr R. F. J. Teichman, director-general of the Bureau of Standards, said yesterday that it had not yet been decided if the bureau would increase its work week to 40 hours. The matter was being considered and a decision would be made later.

He said that if it introduced a longer work week, the bureau would make certain it got maximum efficiency and productivity

Labour

Working women vital to country

The Star's Pretoria Bureau

WOMEN employees form an indispensable part of any country's work force, a Pretoria woman, Mrs. Cilna van Wyk, has found in a thesis which won her an M.A. degree Cum Laude.

If the majority of working women withdrew from the labour force, the country would suffer an economic regression, she says in the thesis which probes the problem of women and work against the background of the South African manpower shortage.

Mrs. van Wyk took two and a half years over the study and interviewed 500 women, married and unmarried, employed and unemployed, in the Johannesburg area.

She found that most working women were married and that increases in the number of female employees should come from those ranks.

Mrs. van Wyk is herself a working woman with three children.

She says that in America it is estimated that by 1975 half the work force of that country will be made up of married women between the ages of 35 and 50.

In South Africa the unmarried woman was a fully integrated part of the labour force but an increasing number of women over 30 were starting to go to work. Economic considerations were the main reasons for married women working. They worked to improve their family's standard of living and derive the mental satisfaction absent from household chores.

The willingness of non-working married women to take a job was much stronger than their actual intention of doing so because of certain limiting factors — the most obvious being income-tax considerations.

Mrs. van Wyk predicts a much greater entry into part-time work rather than full-time work in the future.

Labour see also Railways - Finance (Budget)

Aim now: more work from less staff

A SOLUTION to the long-term problem of labour shortage on the railways was being sought by the introduction of schemes and procedures which would make it possible to do more work with less staff, said Mr Schoeman.

The Minister said that although the existing programme of authorised work was heavy and included projects which would require several years to complete, it was essential if the country's transport needs were to be met that new items should be provided for each year. Major schemes often had to be carried out in stages to ensure proper co-ordination of the various phases of work. Due regard had to be paid, too, to the availability of capital and labour.

In commenting on the steps being taken to keep abreast of the country's transport needs, the Minister said he mentioned last year that the Brown Book for 1968-69 contained a programme of sanctioned works to be completed in future years at a cost of R471m.

The total programme of new works which last year amounted to R1,293m, now stood at R1,429m, and cash provision for the coming year against the various Brown Book items

totalled R158m. The amount to be spent in future years now rose to R550m.

Referring to progress made with certain projects, the Minister said the committee appointed to re-examine the proposed harbour extension scheme at Table Bay had submitted its report. The admin-



istration had accepted the majority view that the outer harbour scheme proposed by the Department was preferable to a separate harbour at Rietvlies. Work on this project would now be commenced.

Work on the new pipeline was progressing rapidly and was expected to be completed for the conveyance of crude oil at the beginning of June this year.

With the ordering of new rolling stock, provision was being made for a number of trucks to be specially designed for the conveyance of cars and to be used on the basis of fixed train sets.

Altogether 10 new Boeing aircraft were now on order, namely three 707's, four 737's and three 747's. One of the Boeing 707 aircraft had been ordered by Trek Airways but was to be taken over by the administration in exchange for one of the older model Boeing 707 aircraft acquired some years ago.

Line improvements and other new projects, and the acquisition of additional equipment such as rolling stock and aircraft, represented only a few aspects of the progress being made with a range of measures to modernise the country's national transport undertaking and to improve its efficiency.

In his budget speeches in recent years, he had referred to mechanisation and automation which, apart from other advantages, also assisted in

overcoming manpower shortages.

Last year he had mentioned that the mechanisation of track maintenance had resulted in a considerable saving in staff, notwithstanding an increase of almost 60 per cent in the gross ton-miles of traffic.

SALARIES SAVING

Realising the need to utilise its manpower resources to the best advantage, the administration was making extensive use of organisation and method studies conducted by specially trained officials to streamline administrative procedures. Considerable success was being achieved and 672 posts had so far been abolished with a considerable recurrent saving of salaries, part of which had been used to improve the grading of certain positions.

"The overall staff position continues to cause serious concern, but as it is realised that the general shortage of labour is a long-term problem, the solution is being sought by introducing schemes and procedures, such as those to which I have referred, which make it possible to do more work with less staff," the Minister said.

Leeson

Spiro sounds warning on economy

By JOHN VON AHLEFELDT
Financial Editor

A WARNING of tragic consequences in South Africa's failure to make better use of available human resources was given yesterday by Mr. Sidney Spiro, chairman of Union Acceptances Ltd.

Mr Spiro says in his annual report that if the future of gold were assured South Africa's economy would be on the verge of a tremendous advance.

"It would be a tragedy if this opportunity were to be rejected from lack of confidence in our ability to reconcile economic and social objectives in a more developed and prosperous community," he says.

Mr Spiro warns against complacency because many of the world's troubles seemed to pass South Africa by or even rebound in its favour.

RECOGNITION

For all its present stability, South Africa contained within it the ingredients of the global conflict between rich and poor, affluence and squalor, that be-devilled relations between the developed West and the undeveloped East, which created an immense aid problem.

In South Africa there was no need to aid in the commercial sense but merely a recognition of the need to permit people to realise their full potential to the benefit of themselves and the country as a whole.

Precious time and human resources seemed to have been wasted on the fundamental issue of the use of labour, technical training and general education of non-Whites.

The problem was acute — not only because of population growth but because economic events would require adaptations to ensure further progress.

Labour

See also

1) Economic policy & Condition

2) Library catalogue

Skilled men shortage (2)

House of Assembly, Wednesday.
IF THE PROPOSED TARGET growth rate of 5½ per cent. for 1968-73 is to be maintained, skilled manpower resources will have to be strengthened, according to the economic development programme for the Republic for 1968-73, which was tabled in the Assembly yesterday by the Minister of Planning, Dr de Wet.

If a growth rate of 5½ per cent is to be pursued, the shortage of skilled manpower will increase considerably if only 20,000 immigrants are gained a year, the report says.

Even if South Africa has a net gain of 30,000 immigrants a year, the demand for skilled labour will still outstrip the supply to some extent.

"The immigration programme of the Government, which has been so successful in recent years, will therefore have to be continued during the programming period."

Apart from immigration, the report says, an average growth

rate of 5½ per cent a year in the gross domestic product also requires that the training of local manpower resources should receive the highest priority.

After referring to the steps taken by the Government for training skilled manpower and the success achieved in this direction, the report says:

"Although much is being done by the authorities to provide basic training to the labour force, it is also necessary for entrepreneurs to contribute more to the training of labour for specialized work peculiar to their industries."

Labour

Salary surveys— confusing issue 1

SALARY surveys in South Africa tend to be undertaken on a scale which takes in too many jobs. This in turn, means that contributors to surveys have to do too much work and the analysis of their contributions becomes a somewhat confusing exercise.

This, at least, is the conclusion of Mr. A. W. Lowe and Mr. D. C. Wallis in a paper in the latest newsletter of the South African Institute of Personnel Management, which sets out to discuss the whole salary survey movement in this country.

The basic plea of the authors is that jobs be much more closely defined and their evaluation be more strictly related to the size of company in which the particular employee works.

And, that fringe benefits be taken into account much more than hitherto, and that at the same time allowance be made for the fact, for example, that a company which is marketing orientated "may need better marketing people than the average company and so must be prepared to pay higher salaries to attract and keep them."

The few salary survey companies operating in South

Africa have close links with international experts in the field, whose approach to the subject is highly sophisticated, and is based on appraising markets where executive and other capacities are in short supply.

The IPM paper, in fact, spells out its own ideas of the basic rudiments of any salary system and implies that in one way or another, those who are conducting surveys in this country are guilty of oversimplification, both in their collection and interpretation of information, in spite of the wide range of facts collected.

Meanwhile, in mid-October, IPM will be holding its annual convention in Cape Town.

Labour

Tucsa vital to labour, says Mayor!

By the Labour Reporter

DISAPPEARANCE of the Trade Union Council of South Africa from the scene will "bring about the death of the labour movement itself," the Mayor of Johannesburg, Mr. Schlapobersky, said today.

Opening the three-day 15th annual conference of the workers' national co-ordinating body in Johannesburg today, he told delegates "Your movement is such that it is flexible and able to adapt to changes and pressures and to survive. Your responsibility in protecting and assisting employees in the furtherance of worker ideals in a world of industrial change is of such prime importance that never must your organization relinquish its democratic right to run its own affairs in the best interests of the people it represents."

"Adhere to certain basic principles demanded of you," he said.

The country's trade union movement was faced by a dilemma how best to protect the interests of the recognized work force, and at the same time prevent exploitation of the mass of unorganized workers now coming on to the labour market.

CHALLENGES

"These are the challenges facing you today, and I am indeed proud to be able to witness the start of discussions on these challenges," Mr. Schlapobersky said.

"Local government in this 20th century has come to be so developed that expectations of its citizens are of a high order. Better public relations and higher educational standards are needed to accommodate these standards.

Expectations of the workers have undergone a vast change, too, and depend on organizations such as Tucsa to anticipate and accommodate such changes by effective public relations and representation of issues in clear and realistic terms, away from the dangerous emotional undertones these issues so often have. Coupled with this is the need to educate your affiliated members even more in the high principles and ideals of trade unionism, such as it is in this country, the striving for industrial peace and responsible inquiry and dissemination.

"Tucsa is aiming to gain the best for organized labour — the Johannesburg City Council is trying to gain the best for its citizens," Mr. Schlapobersky said.

5 lines 10/24/67

Men super-secretaries go to finishing school

By COLIN DANGAARD

MORE South African men are becoming "super-secretaries" — dynamic youths fluent in everything from shorthand to business charm, and the latest in a range of highly-paid "status symbols" for today's jet-set business men.

Mrs. Leah Fairweather, principal of the Associated Management and Secretarial College, a Johannesburg finishing school for men and women, said. "At first the boys thought it was sissy doing everything the girls were doing at class, but suddenly the attitude has changed because the man secretary is in new demand

"High-pressure, jet-set business men seem to prefer men for tough overseas assignments. They have become something of a status symbol

"In the college the course for the men is a little different from the conventional one for the girls. But they still sit in on the etiquette and deportment lectures

"The big boss of today seems to like a man to meet his clients at the airport. If he is unable to do so himself, it is therefore necessary to teach the male secretary how to entertain, how to choose the right wines at lunch — and how to present the very best image for his company."

Mrs. Fairweather, who has nearly 100 pupils, said she found young men surprisingly talented at turning on the "business charm."

More work

She said the requirements of a secretary in the business world had altered greatly in the last ten years

"There is a greater emphasis on selling. Once a secretary was expected only to take down notes in shorthand and then type out letters," she said.

"But now she — or should I say, he — is expected to keep books, handle public relations matters, entertain clients, be a super-salesman, completely understand company policy — and in fact be ready at any time to stand in for the boss.

"The jet age has made travelling almost a must for the hard-sell business man. And he is expected to do a lot more work to justify the extra expense. Unlike the old days, where everything was done with

personal contact, which can often sway a deal"

Mrs Fairweather, whose school has grown in four years from one room to almost an entire office block floor, is something of a jet-set type herself. Almost every year she flies to Europe to study the latest trends in the business world

"It's the only way it can be done properly," she told me in her office. "Even small changes, such as new styles in setting out letters, are important"

Confidence

She said many of her present pupils were sons and daughters of past graduates. On the wall I saw a letter, framed, from the local manager of an international airline. It said, "With grateful thanks from your old pupil!"

"What many of today's young people want, if they are not going to university, is confidence in themselves

"And there is no need for parents to worry. If their children are not clever enough to be doctors or lawyers in commerce today, there are good jobs for all," she said.

Mrs. Fairweather said it took about three months for a matriculant to be given the foundation to become a "super-secretary."

"In the final stages, years after they graduate from here it is up to the individual. We can give knowledge and confidence, and that is more than half the battle in being successful in business," she said.

Mrs. Fairweather is considered one of the top women in finishing schools in South Africa. Her husband, Bob, has a music-teaching college.

In the class I saw men and women, covering a wide age group, learning typing and shorthand. There was a former traffic inspector, Mr. Henry van der Merwe, who said he was enjoying learning to write letters instead of writing tickets.

Also in the class was Leonard Friedland, 21, who was preparing to start his own car bus



ABOVE, left Former traffic inspector Mr. Henry van der Merwe, learning shorthand "it's better than writing tickets"

ABOVE Department exercises are serious business for Mr. Leonard Friedland, centre, and Mr. Duncan Bright, who go through their paces with one of the girl students, Miss Ann Corbett

LEFT. Mrs. Leah Fairweather, principal of the Associated Management and Secretarial College, Johannesburg, instructs Mr. Leonard Friedland and Mr. Walter Craandyk in operating a switchboard "all in the course of duty for super-secretaries."

Pictures by JAMES SOLLIER

Labour

Salaries keep pace with C.O.L.

IF YOU EARNED R10,000 in 1964, then to compensate for increases in taxation and cost of living indices you should now be earning at least 30 per cent. more.

This information is contained in a survey based on more than 700 salary returns in a wide variety of industries, according to the latest issue of "S.A. Industry and Trade"

The survey is divided into four main sections — an analysis of tax and cost-of-living figures for the four provinces and adjacent territories, comparisons of salaries paid in 1968 to each of 22 different posts, an analysis of fringe benefits and bonuses paid and a detailed analysis job by job of salaries and fringe benefits, showing the most common gradings and salary levels for individual posts

The report also shows that if gross income was R20,000 in 1964, then an increase of around 56 per cent would have been required to maintain purchasing power

Generally speaking, however, it appears that increases in salary over the past four years have been more than adequate to meet increasing taxation and the rise in cost-of-living index

CHEAPEST

East London, the report reveals is the cheapest town in South Africa in which to live, according to the local standard of living, and the proportion of total income spent by local inhabitants

And apart from East London, it is cheaper to live in Johannesburg than any other city, providing income is less than about R6,000. Above R9,000 however, Johannesburg becomes the most expensive place in which to live and to maintain a comparable standard of living

The report shows that company secretaries, cost accountants and heads of work study are relatively well paid in smaller firms, most probably because these are specialist occupations.

Larger firms tend to pay greater attention to personnel managers, sales managers and chief accountants, and in this connection it is interesting to note that few firms have a specialist export manager.

Where the sales manager is responsible also for exports, his salary is only marginally above that of his colleague who handles local sales only

HIGH AND LOW

Lower levels of staff receive relatively higher salaries than do their counterparts overseas, although the salary differentials between the higher grades are closely the same as in Britain

Top-ranking posts in Natal tend to be paid relatively higher than elsewhere, while middle-management salaries in the Western Cape are decidedly low

In the section dealing with the turnover of staff, the report indicates there is a comparatively high turnover of data-processing personnel, the average period in one of these jobs being about two years. Credit managers, marketing managers, and heads of work study tend to move on after about four years.

Younger employees have a much higher turnover rate, and move, either to other employers or by being promoted, within three to four years

About 56 per cent of executives qualify for an annual bonus, which ranges from 20 per cent of salary for the managing director to about 10 per cent, for cost accountants

The report has been published by Pettifor and Associates, of Johannesburg, in association with Associated Industrial Consultants of London

THE JOBLESS

S Times
16/2/69

THE MANPOWER shortage has become a stock phrase in our economic vocabulary. Everybody takes it for granted — to such an extent it seems, that nobody has bothered to look behind the phrase itself to see what is going on and what wastages are occurring.

Now "Inside Mail" has done just that, and come up with the remarkable discovery that this country which is supposed to have such a crying need for technicians and young men of managerial calibre in fact contains a large number of graduates who can't find jobs.

The anomaly is baffling. Many firms, it seems, prefer to take on a matriculant of 18 rather than a degreed man of, say, 22. By the time the matriculant is 22 he has been well integrated into the firm and moulded according to its particular needs. From the firm's point of view, his further education has been strictly functional. The graduate, on the other hand, still has to be taught the job. His broader education is not valued, indeed in many instances it seems to arouse hostilities.

For the graduates, this is disconcerting. They have grown up in a society which has encouraged them to believe that, with South Africa's expanding economy and the manpower shortage, a university degree is the open sesame to almost unlimited opportunities.

They have studied hard for several years. Their parents have sunk a good deal of money into their university education. In most cases a degree represents an investment of at least R2,000, often much more, with three or more years at university there is a concomitant loss of R4,000 to R5,000 in earnings.

And after all this they are finding all too often that the degree, if anything, is a handicap. They would have done better to get a job fresh from school.

Here is a good example of what is happening. During the recruitment season about four months ago an advertisement appeared in several newspapers inviting applications from both graduates and school-leavers who wanted to join a large retail organisation as trainee managers.

The starting salary offered was adequate, not exceptional. More than 60 graduates applied, the firm's personnel manager revealed this week. Yet only one was taken on. For the rest the firm chose matriculants fresh from school.

"It seems that many employers just do not know what a degree is all about," one frustrated young graduate, Mr Leon Kok of Pretoria, told me.

"They are often hostile and accuse us of wanting to 'take over'. Then they ask us the ridiculous question, 'But what can you do?'"

"Graduates are the product of an education, not a training. The distinction between the two is obviously not understood by certain leaders in the business world."

It was a letter from Mr Kok, who last year completed the third year of a B.A. (Public Administration) course, that caused "Inside Mail" to start its investigation.

Mr Kok complained that he had

written to 17 firms for jobs in November last year. By the end of January he had received replies from only five — and some of those were after a delay of seven weeks.

Two of the firms who replied asked him to come in for an interview. One simply sent him an application form which he filled in and returned immediately since then he has heard nothing from them.

I spoke to all the firms Mr Kok had written to without receiving a reply — Colgate Palmolive, the Johannesburg Stock Exchange, Olivetti, Leo Computer Bureau, African Explosives, Thos Barlow and Sons, Bradlows, Escom, Siemens S.A., African Oxygen, Felt and Textiles of South Africa Ltd, and Tiger Oats.

All said that either his letter to them or their reply must have gone astray somewhere along the line. Some said office reshuffles might have been the cause, others checked and said Mr Kok's letter was definitely not in their files. In every case it was claimed that Mr Kok's letter would have been answered even if no position were available for him.

Even so, only two of the 12 firms said they might be able to offer him a job at present.

Inquiries made at 20 large firms in the city, who all advertise for staff in publications aimed at graduates generally, brought to light only one certain vacancy for a B.A. — and four possibles. The small survey revealed some disturbing facts.

● There are few vacancies indeed for graduates with general degrees (the great majority). The personnel manager of one firm that employs thousands of people said "We know there is a great mass of these chaps floating around but we have no jobs for them."

● Many large and seemingly progressive firms prefer to take on school-leavers rather than graduates as trainees, even for top jobs. "We can mould them better," is the explanation.

● A number of graduates have been forced to return to university for further studies because of their difficulties in finding suitable employment. Some have switched direction altogether, others simply hope that they will fare better with higher degrees.

● Worst of all, few of the right people seem even to know that the problem exists. In fact, several prominent people in commerce agreed that better deployment of manpower is needed but found it difficult to accept that graduates have trouble getting jobs.

I spoke to Mr Kok and a number of other young university people — some of them his friends — who hunted for employment last year.

"Many students I know are highly dissatisfied," Mr. Kok, who is now employed by a bank, told me. "We don't expect to take over the world, all we want is to make careers for ourselves."

"Employers expect you to come out of university fully experienced in all facets of their business; or else they are prepared to pay you little

more than someone fresh out of school.

"Surely the years one has spent at university should count for something? A man who has spent three or four years at university and a year doing military training has not been wasting his time."

"When he tries to get into business at the age of 23 or 24 he finds he has lost out by going to university. He gets offered a lower salary than that paid to anyone who matriculated with him and entered commerce straight afterwards."

After getting no replies to two-thirds of his written applications for employment, Mr Kok adopted "gate-crashing" methods.

"They worked better," he said. "You just turn up at a place and say you want to see the personnel officer. At least you get a reply in most of the cases."

Even so, most of the jobs he was offered in his rounds were just that — certainly not careers.

"It seems we are not wanted," he added. One of his friends is returning to university to study for a B.Com. He describes his B.A. degree as a "glorified matric" and says "This time I'll try to get something useful."

Most students now studying for arts degrees are not so unprepared for the shock awaiting them. They have been forewarned by the experiences of graduates in the past few years.

"That is one of the reasons why I applied early and to so many places," Mr Kok said. "I knew what had happened to some friends who graduated the year before. But it didn't really help. Fortunately, my parents were able to support me while I looked around. I pity those graduates who were less fortunate."

One of the students who left university a year before Mr Kok to look for work went back for a year to do honours because he could not find a suitable job.

He had gained five distinctions in matric and majored in applied mathematics and statistics for his B.Sc. degree in 1967.

"I got the impression that there were very few posts to be had," he said. "I must say I was surprised at the lack of interest displayed by the different firms."

He approached about 15 firms in vain before returning to university, where he is now staying on as a lecturer.

"It is ironical," he remarked this week, "that the only way I can apply my knowledge at present is by teaching it to other people."

Mr Des Kew also graduated at the end of 1967. His subjects included mathematics, psychology and statistics, in which he gained a distinction.

"I had some very bad treatment from firms that I approached for employment. Many did not reply to my applications; others simply sent forms and then faded from the scene. Finally I decided to return to university to do honours. After I had started, there were some offers of jobs."

In July last year — early because of his previous experiences — Mr.

Kew again wrote to various firms.

"I looked for something in the statistical line. Mathematics seems a dead loss in this country, except at the CSIR or as a lecturer. There were some offers of jobs and one can always get employment in the civil service. But the salaries are terrible. Things are so bad that I think I will continue studying this year."

Another graduate who is returning to university this year is Mr John Jacklin.

He got a B.A. degree last year with psychology, English, Afrikaans and business administration among the subjects. He made inquiries about jobs, and was so depressed with the results that he decided he might do better with a B.Com. — which he is now taking.

Mr Cyril McKechni managed to get a post without much difficulty — but, he says, "I was lucky. Unless you know someone it may be very difficult to find the right employment. I have many friends still studying who don't know what they will do when they graduate."

Also employed is Mr "Pip" Tucker, B.A., with majors in English and psychology — but not doing what he wanted, which was work in personnel research or management.

"I failed to find a single bloody job that would make use of my qualifications. Everyone was positively thrilled with my degree, but no-one wanted to give me a job unless I had some experience. Where do I get it?"

"At present I am kept busy sorting cheques into alphabetical order. I cannot even do honours part-time as I had hoped, it would be impossible in the circumstances."

And so on, from one case history to another. But the actual shortage of jobs is not all that graduates complain about. Many are bitter about what they consider to be hostile attitudes on the part of personnel officials.

"We are told very rudely and bluntly that we are simply know-alls who know nothing about business," one said. "Or else we are overgrown schoolchildren who either want to take over the organisation or else want to use it as a stepping stone."

Interviews with the personnel officers of several large organisations confirmed that at least some of the graduates' complaints are well founded.

Apart from the present lack of openings, fewer than a quarter of the firms interviewed had taken on any graduates with general degrees in the past year. A number said they very seldom had suitable vacancies, although they ask for applications from arts graduates in their general advertisements.

Several of the firms had very promising openings for school-leavers. I asked the personnel manager of one mining group how he would react if an arts graduate applied for such a post.

"Very negatively, to be honest," he replied. "I would want to know just why a man with a university degree wants a job we have earmarked for a school-leaver, even though it is a good job."

Why are young university graduates unable to find jobs at a time of great manpower shortage? J. C. VIVIERS investigates

"Didn't he know when he took his degree what he wanted to do? Of course, if his motivation is right and he really wants to make a career with us we'll take him."

A banking organisation said that, although there were no specific openings for a B.A. graduate, they would take an applicant if he was "good, with strong motivation."

Another personnel manager, for a large manufacturing organisation with diverse interests, stated his views very clearly. "Nothing has devalued as much recently as a B.A. degree. Once upon a time it was the open sesame to a lot of good jobs, but today it quite honestly means almost nothing."

"There are a lot of subjects being taken that have little bearing on business. They are purely cultural subjects."

"It is hard, I agree, on a lot of these people who spend three years of their young lives getting a degree only to find out that it does them no good. I have a certain amount of sympathy for them."

"Possibly, a little career guidance at an early stage would do them good. For us a man with a B.A. degree is worth no more than a matriculant. The fact that he has taken classical English or whatever else is no earthly use to us."

Another personnel manager, also for a manufacturing concern, was even more blunt. "We don't hold a B.A. degree against anyone," he

adopt an ambivalent and frequently even openly hostile attitude towards university graduates in possession of commercial degrees.

"Young men and women who have spent expensive years at the Republic's various 'seats of learning' complain, not without some justification, that they are offered clerk and bottle-washer jobs and that their qualifications are treated with studied indifference."

"Graduate starting salaries — another serious bone of contention — are usually on a par with those of totally untrained school-leavers."

"Yet corporate heads who recruit raw 19-year-olds for management grooming gripe about the shortage of personnel schooled in at least the basics of decision-making."

"South African management has cultivated the habit long cherished by professionals on the political stage, of saying one thing and promptly doing another. This is the considered opinion of several management employment consultants who vainly struggle to fit top-bracket square pegs into top-bracket square holes."

"Some bosses," said a consultant candidly, "just don't know what they want. They wouldn't know that they had the right person even if he got up and kicked them in the backside."

The Johannesburg Chamber of Commerce is certainly not aware of the size of the problem. Officials I

"It is our understanding that a substantial proportion of South African youth is dissatisfied with the present vocational guidance and training systems and that they feel unprepared for entry into business."

About universities it says: "There should be far greater liaison between commerce and industry and the universities."

"There is a conflict between pure education and the demands of business for a more professional education, and the facilities of the universities should be increasingly adapted to meet both academic and business requirements."

The Trade Union Council of South Africa has also submitted a memorandum to the Permanent Committee. It says that graduates in arts and social sciences are finding difficulty in getting suitable employment.

"One can find a number of graduates wandering from job to job, their talents under-utilised. The reason for this lies on the one hand with the employers, who do not fully understand how to use these new graduates and fail to give them suitable work orientation."

"On the other hand, the expectations of the graduates are sometimes misplaced and they are not sufficiently aware of the need for a practical orientation in their training."

"A more comprehensive description of job information and job

Times 16/2/69

GRADUATE

said "We really prefer engineers
- its graduates do tend to lose out to
- others in job-seeking, I know

"Of course, if there is trouble at
the universities you usually find it is
caused by BAs. The engineers are
usually on the other side of the
fence"

Some recognition of this schizo-
phrenic character of South Africa's
manpower problem came last month
in an editorial in "Business Efficien-
cy," and authoritative management
journal

It said "There is in corporate
executive recruiting policies an ob-
vious and unfortunate gap between
what management says and what it
does. While a few companies do
sensibly exploit embryo manage-
ment talent, most organisations

spoke to said they were not aware of
any large-scale problems on the part
of graduates in finding jobs. One
flatly denied that there could be
such a general problem "Just look
at the appointments pages in the
newspaper," he said

However, in a memorandum
which the Association of Chambers
of Commerce has prepared for the
Government's Permanent Inter-de-
partmental Committee for the Co-
ordination of Educational Services
for all Races, the following appears

"An obvious feature of the South
African educational system is that
there is a wide gap between high
school education and university edu-
cation, and also between these insti-
tutions and the requirements of the
business world

allocation, job placement and voca-
tional guidance, is urgently needed
if the problem of the educated
unemployed and under-employed is
to be reduced"

Tucsa starts its memorandum by
saying "We are on the brink of our
third industrial revolution

"The first, based on primary re-
sources, came with the discovery of
diamonds and gold a century ago,
the second in the thirties when
secondary industry expanded consid-
erably, the third industrial revolu-
tion will have to be based on human
resources

"This challenge of raising the
productive capacity of the nation's
manpower is probably greater than
any we have yet faced in the eco-
nomic sphere"

Labour

Labour leaders on the look out after C.O.L.A. cut

By DEREK SMITH
Industrial Correspondent

2

LABOUR LEADERS throughout the country have been alerted to watch out for developments which may follow a Government decision to abolish payment of a statutory cost of living allowance.

The Department of Labour itself has refused a request that special legislation be introduced to ensure that workers do not suffer through employers summarily cutting off the allowance.

The department, in answer to representations from the Trade Union Council of South Africa, said an increasing number of employers and employees, no longer treated the cost of living allowance as a separate entity but as part of normal pay scales.

It was clear, said the department, that the majority of workers were already enjoying consolidated wages by the end of June last year when the War Measures Continuation Act was amended to terminate compulsory cost of living allowance.

The Department added that it was unlikely that employers would reduce wages anyway because of the prevailing labour shortage.

WARNING

It warned, however, that if this happens the department would not hesitate to enforce other machinery to protect employees. Instructions to this effect had been sent to divisional inspectors of labour.

Tucsa has sent circulars to more than 60 affiliates recommending steps which could be taken if there were any pay cuts.

They include:

- Reference of the matter immediately to the industrial councils where they existed

- Application for a hearing by a conciliation board where wages were governed by these boards

- Application to the Minister of Labour for retention of the status quo while the question was being considered by these bodies

- An appeal to the Wage Board to review the position where wages in an industry were regulated by the Board.

Tucsa emphasised that if wages were cut, appeals could be made on the basis that there had been a change in conditions of employment

WORKER EARN'S R2.92 WEEK

Industrial Correspondent

LAMP SHADE workers in Durban are earning as little as R2.92 a week, but the Government will not authorise a Wage Board review of wages because it says these wages are not unduly low and compare favourably with other industries.

The attempts to obtain better wages, which have been going on for more than 18 months, are now likely to end in an official dispute which will bypass the Wage Board.

The story of the workers with a "favourable" pay rate of R2.92 a week is told in the annual report of the executive of the Trade Union Council of South Africa.

The report says that the Union of Lampshade Workers applied to the Department of Labour for a Wage Board investigation in July, 1967.

NOT LOW

The Department replied in October that the Board was committed to a heavy programme and that a relatively small number of people were involved. The Department added that since the wages paid were not unduly low and compared favourably with prescribed wages in other industries, the request was being turned down.

The union appealed for help to Tucsa and an application for a Wage Board hearing was drawn up with details of other industries.

It was pointed out that certain unskilled labourers were earning R1.50 a day in Durban but some lampshade workers were on R2.92 a week. Out of 31 occupations, 14 were getting less than R5.45 a week and two less than R3 a week.

"Tucsa said it was unrealistic to expect that R2.92 per week could be considered a living wage. It was also forcefully pointed out that, since the Wage Board had been constituted to function expeditiously and without delay, Tucsa could not accept the Department's contention that the Board was committed to a very heavy programme."

A reply to Tucsa by the Department again refused to authorise an investigation of the industry.

RJM
6/2/69

Labour

See also

Jacobs, JF

Manpower training

Bill too late — U.P.

By DEREK SMITH

Industrial Correspondent

INDUSTRIALISTS and labour experts are studying a draft Bill with which the Minister of Labour, Mr. Marais Viljoen, hopes to meet South African manpower requirements over the next decade.

NOT INCLUDED

The Bill is not likely to affect several major industries such as the steel, building or clothing industries which already have training schemes of their own.

The new measures do not include other aspects of training, including the long-sought rationalisation of apprenticeship training which was promised by the Minister in a speech last year to the Steel and Engineering Industries Federation.

It is expected that further amending legislation will be introduced, possibly to the Apprenticeship Act, to give effect to the new measures. Alternatively, the Government may bring about reforms through the apprenticeship committees.

CHANGES

Changes envisaged by Mr. Viljoen, on the recommendation of the National Apprenticeship Board, include:

- Encouragement of industries to provide their own training programmes, with levies imposed on employers. Firms providing their own training could claim rebates according to the amount of in-company training provided.

- An extension of the scheme to cover all training, including management, supervision and technical and operative work classes.

- Compelling industries which provided no training of their own to contribute to any industry-wide scheme.

- Approaches to apprenticeship committees to attend to the continual updating of training courses to meet technological changes and also to the institution of intensive training methods to reduce apprenticeship training periods.

Interested parties have been given until February 21 to submit representations on the proposals. The Trade Union Council of S.A., which has set up a special committee to study the draft Bill, has applied for an extension of time of 30 days.

But in labour circles at least, the Bill is seen as providing too little too late. The United Party's spokesman on industrial affairs, Dr. Gideon Jacobs, has described the new measures as "trying to save a dying man with an aspirin".

Dr. Jacobs' own Manpower Training Bill, which was read a first time during the last session of Parliament, is now expected to be scrapped. The Bill, based largely on the British Industrial Training Act, sought to introduce a co-ordinated training programme financed by employers and the Government.

COUNCILS

The proposed Government Bill, however, provides only for the establishment of industrial training schemes through existing industrial councils and financed by employers and workers.

The Bill, which will amend the existing Industrial Conciliation Act, also provides for employers who are not parties to the councils to set up their own schemes with Ministerial approval. More than one industry would be able to participate in a training scheme.

The draft Bill does not compel training programmes to be established, however. It merely gives industrial councils the right to supply funds for training purposes and allows the Minister to impose a training scheme on all parties in an industry or section of industry when he has accepted representations from a group of employers not parties to any industrial council.

Labour

MINE BENEFITS TO BE STOPPED

THE CHAMBER OF MINES BENEFIT SOCIETY has decided to stop giving sick and funeral benefits for the first time since its inception 29 years ago

The reason, according to the society, is that the small amounts paid for such benefits had decreased due to the higher cost of living. Amounts paid over the past few years as sick pay had been "of no real assistance to a member."

In the case of funerals the comparatively small benefit paid by the society was only a fraction of the cost of burials

After several meetings of the Society's General Council last year it was decided it would be in the best interests of members to devote the Society's total energy and funds to the maintenance of a comprehensive medical service in keeping with advances in modern medical practice.

Instead of obtaining sick and funeral benefits from the society, mines themselves had now introduced schemes for sick pay and assistance to meet the cost of funerals, according to the Society's general manager, Mr. O Knox

Labour

LABOUR: ONLY ONE PATH, SAYS EXPERT

STAFF REPORTER

SOUTH AFRICA'S growing labour crisis had reached a stage where a clear alternative confronted the Government—allow more Africans into the semi-skilled and skilled trades with proper safeguards to protect White, Indian and Coloured workers, or watch helplessly as the economy advance slowed down.

That is the view of the president of the Trade Union Council of South Africa, Mr L. C. Scheepers, who was asked to comment on recent employment figures which show a three to one African-White ratio

Mr. Scheepers said in Pretoria yesterday prominent trade unionists had suggested calling a round-table conference representative of the Government, commerce and industry, agriculture and other interests, to face the problem squarely and to find a formula for the future.

The Government, however, had not responded to the suggestions.

"We, as trade unionists, are concerned with the economics and not the politics of the labour problem in South Africa," he said.

FILL GAP

"It is clear to us that the demand for skilled workers is going to continue to grow and that South Africa, even with a liberal immigration policy, cannot hope to meet this demand from the White section."

The gap would have to be filled by properly trained non-White workers.

This should be admitted by the Government and a start made with providing organised training facilities to ensure that industry and other sectors of the economy, including agriculture, were supplied with all the labour they needed.

A more intensive use of Indian and Coloured labour would contribute little to a lasting solution to the problem, Mr. Scheepers said.

FRAGMENTATION

"There is no point in turning a blind eye to the fact that there is only one solution—a greater use of the potential of the African urban populations."

Mr. Scheepers said more Africans in skilled and semi-skilled employment in industry would probably result in fragmentation of a wide range of jobs.

But this represented no threat to White workers as safeguards could be provided.

1 Labour

Expensive advertising fails to fill posts

Lack of skilled labour hits R570m Iscor plans

By PETER SCHIRMER

PROPOSED plans for the R570-million development of South Africa's iron and steel industry — involving the creation of a third Iscor — are likely to be bogged down by lack of skilled and semi-skilled labour.

As a result of labour scarcity, the projected third Iscor plant will face serious problems, a senior Iscor official indicated this week.

In an intensive campaign to overcome the labour shortage a major training drive in South Africa and an expensive recruitment scheme in Europe — particularly in Britain and France — have been undertaken.

But Iscor officials admitted this week: "Even this cannot be expected to reduce our manpower shortage for several years to come."

There has been considerable speculation in recent months that the third giant Iscor plant would be built in the Vryheid-Dundee area of northern Natal.

No decision

According to leading industrialists, the Government's delay in announcing the site of the new plant — in December two Cabinet Ministers emphasised that no decision as to the site had yet been taken — has probably been because of the impossibility of obtaining necessary staff.

At present Iscor is advertising for staff in British and European newspapers and for two consecutive weeks this month carried advertisements, each costing more than £600, in the mass-circulation English Sunday newspaper, News of the World.

The News of the World, which charges more than £50 per single column inch is the most expensive newspaper advertising medium in the world.

"A team of leading Iscor experts will visit Britain and France in February and March to

vet applicants for the posts of production workers at our two existing plants," said a spokesman for the staff section of Iscor, which has an annual turnover of R200 million.

Good response

"Although the response to our advertisements has been good and it is too early to say just how many people from overseas we are likely to employ, it is apparent that we will be unable to fill all the posts."

Mr H C Jerling, head of Iscor's public relations staff, told me. "We are very short of operators and have tried to get South African and Rhodesian staff, but we just cannot get enough to fill all the positions."

"As far as further developments are concerned, we are battling to provide our existing works with staff."

"Our Vanderbijlpark works are expanding all the time and we need every man we can recruit and train to keep pace with its expansion."

"Everyone that we manage to employ from overseas sources — mainly from France and Britain — will be used in our existing works. If a third plant starts we do not know where we will begin to get staff for it, except by drawing them from the two existing plants."

A spokesman for the staff office at Iscor's headquarters in Pretoria, said that campaigns to attract semi-skilled and skilled workers were launched in Europe "once in a while."

"We are the biggest employers of semiskilled labour in the South African steel industry and right now we are faced with a big

headache.

"We are finding great difficulty in manning our existing plants and this is why we have started this major recruiting drive overseas. We need hundreds of production workers and operators. Naturally, we prefer to take on local people but they are not obtainable."

He said the rapid growth of Iscor meant that even if 100 people were recruited at the beginning of each year and all resignations were replaced, at the end of the year there still would be a shortage of 1,000 skilled and semi-skilled employees.

"As plants expand or new plants become completed more and more workers are needed," he said.

Training

In an attempt to alleviate the scarcity of workers a new intensive training scheme had been introduced.

"This scheme holds great possibilities and we hope that in the long run it will meet all our requirements," he said.

Iscor makes about 85 per cent of all steel produced in South Africa and in 1967 (the latest year for which figures are available) it supplied 76 per cent of all rolled, drawn and forged steel products for South Africa, South West Africa, Botswana, Lesotho and Swaziland.

● FOOTNOTE: At a ceremony to present long service awards to employees held at Vanderbijlpark in December, the general manager of Iscor, Mr. J. P. Coetzee, said that the corporation's biggest asset was its staff.

Labour

See also

PENSIONS

A PENSION PLAN FOR JOB CHANGERS

By DON WILKINSON

A PENSION PLAN which will enable South African companies to offer incoming executives and "valued employees", aged between 35 and 45, pension benefits up to 50 per cent more than they would normally obtain under existing schemes, is now on the market. It has been devised by a Schlesinger Organisation company and offered by African Life Assurance Society.

The main thinking behind the plan is the undoubted fact that many senior executives, when offered employment with another company, are unwilling to change places because they would lose their existing pension benefits and have to begin all over again, but much further down the service scale in terms of eventual pension.

Market research by African Life has shown that employees tend to work for several employers during the earlier years of their working lives — and do not settle down with any idea of permanency until they are in the 35/45 age group.

At the same time, the commonly-accepted pension basis — among South African firms — of one-sixtieth of salary for every year of service is really only fully effective if an employee stays for 40 years with the one firm.

ANSWER

Anyone entering a pension scheme who cannot serve the required 40 years is, therefore at a disadvantage according to African Life — and although "various devices have been adopted from time to time to meet this problem, they have usually only been partially successful while introducing anomalies and inequities between various employees."

African Life's answer to this may not be the most ideal — even executives at 46 to 50 might like to change jobs — but at least it incorporates higher percentage accruals to the individual's pension for

each year of service in the later age groups

Pension plans can then be tailored to meet the needs and cost acceptance of any individual company, and can be funded either on a conventional basis or linked to equities.

SERIES

What I find interesting about the whole plan is that while it may well contribute to some greater mobility among executives and other senior personnel in industry, trade and commerce in this country than hitherto, it also demonstrates the way in which the insurance industry in this country has developed a whole new series of plans to meet a much wider range of possibilities and situations than might have been thought possible only a year or two ago.

While in this greater flexibility of approach to insurance the industry is perhaps only following the lead given by American and British companies — who have also had their own often not-so-quiet revolution in thinking in the last few years — the important point is surely that it has happened and — to judge by the plans of the various leading companies which are as yet unannounced — will continue to happen.

Labour

Aid centres no substitute for courts

By J. CARLSON

ON June 14, 1954, the Department of Native Affairs, with the concurrence of the Secretary for Justice and the Commissioner of the South African police, issued General Circular No. 23 of 1954.

The first four paragraphs of this circular read.

1. "It is common knowledge that large numbers of Natives are daily being arrested and prosecuted for contraventions of a purely technical nature.

2. These arrests cost the State large sums of money and serve no useful purpose.

3. The Department of Justice, the South African Police and the Department of Native Affairs have therefore held consultations on the problem and have evolved a scheme, the object of which is to induce unemployed natives now roaming the streets in the various urban areas to accept employment outside such urban areas.

4. This scheme aims primarily at assisting unemployed Natives to obtain employment, but it is self-evident that one of its results will be that the number of unemployed Natives in the urban areas will be greatly reduced and there will be less temptation for such Natives to resort to crime as a means of livelihood."

As a result of this scheme hundreds of Africans were ar-

rested daily by the police for petty pass offences, but instead of being charged and brought before the courts, the police handed over their prisoners to Bureau officials. These officials then "induced" the prisoners to accept work.

Habeas Corpus

IN 1959 more than a score of Habeas Corpus Applications were successfully brought before the Supreme Court. In these cases Africans dealt with under this scheme alleged wrongful arrests by the police, serious abuses by Bureau officials, and brutal ill-treatment at the farms where they had been sent, by farmers, and their boss boys.

The police, the Bureau officials, the farmers and their boss boys all denied on paper the serious allegations made against them, but when called upon to give evidence under oath in court they declined to do so.

Typical of the attitude of Bureau officials was the state-

ment by one such official, which read.

"I explained to them, inter alia, that they had been arrested by the police because some of them had no passes and others were in a proclaimed area without permission, that the police had brought them to me so that I could help them, that the help I could provide was work, the nature of the work was farm labour on contract for three months at £3 a month, with free food and accommodation, and free medical services.

"There are two particular points which I stress whenever I address Native groups, and these are "I do not sell you, people are not sold like donkeys" Secondly, "I do not force you to accept the work, you are free to accept or reject the work."

At all times the Bureau officials conducted their operations behind closed doors. Furthermore a careful perusal of the 11 paragraphs of the General Circular revealed no provision for the protection of the Africans taken by the police to these Bureaux. These two factors permitted and encouraged the inevitable abuse of the wide powers given to unsupervised petty officials.

In making arrests, police did not have to arrest people with a view to their prosecution before a court for a crime. It is obvious that indiscriminate arrests are less likely to be made if the person arrested is brought to the court on a specific charge, where evidence is heard in open court and an accused either acquitted or convicted.

However, policemen arresting someone who is merely going to be referred to a Bureau official need not worry about evidence and charges.

Finally, no proper provision was made in the scheme for those arrested and detained to communicate with their family, friends and employers, and in many cases husbands and sons disappeared leaving no trace of their whereabouts.

This state of affairs was put before the courts and I personally wrote to the two Cabinet Ministers concerned (Bantu Administration and Justice) calling for a judicial investigation into the scheme. Many others supported the call. In Parliament the Deputy Minister at first denied the existence of such a scheme. Six weeks later and after a score of Habeas

● In this article, Mr. Carlson, an acknowledged expert on African labour and the pass laws, traces events which have led to the establishment of new aid centres for African workers, and questions the efficacy and desirability of such centres. Mr. Carlson, a South African, is an official observer for the International Commission of Jurists and for the International Press Institute.

last scheme was exposed and abandoned, a new aid scheme has been produced. Like its predecessors it is significantly lacking in any provisions for protecting the persons it is designed to help.

If the operators of this scheme have nothing to hide, and perhaps even something to be proud of, will they confirm that the aid centres will operate openly and in public where their good work is not only done, but seen to be done?

● Will Africans be detained, and if so where, for how long and under what conditions?

● Will detained Africans be able to communicate with their family, friends and employers, and what provision is made for advising those concerned?

● In fact what will their status be — prisoners, detainees or free persons?

● If they are sent out to work, with whom, for how long and under what conditions, and what inspection or supervision will be maintained over such places, and will the Africans be prisoners or free persons?

● If they have complaints, who can they complain to, and who will deal with their complaints?

● Will a wife, mother or father find a relative dealt with by the aid centre?

● Can such aid centres serve a useful purpose in dealing with large numbers of people arrested unnecessarily for petty offences, arrests which cost the State large sums of money and serve no useful purpose? No, they cannot.

Decent wage

GIVEN the existence of the Pass Laws, what is needed is for employers to pay an adequate minimum wage and to provide proper housing and other facilities. This remedy is proved by the fact that many farmers in rural areas pay a decent wage and provide decent working conditions, and keep their employees on a permanent basis.

Until satisfactory protective provisions are written in and the scheme is operated publicly there is little reason to believe that the new aid scheme will not follow the pattern set by its predecessors, encouraging abuse and ill-treatment of the persons who are supposed to be helped.

Aid centres are no substitutes for courts

Corpus Applications, the then Minister of Bantu Administration and Development announced the suspension of the scheme and appointed a Parliamentary inquiry into the scheme and its operation.

In open?

THE scheme was not new. Under the previous Government a similar scheme had existed, but in the late 1940s the abuses were exposed and the then Minister of Justice immediately stopped it. However, in the early 1950s the Director of Prisons reported a strong demand for the re-implementation of such a scheme, and this led to the 1954 circular. Now, some ten years after the

Labour

He simply cannot

From Our Bureau
LONDON, Saturday

THE problem with most British business executives is that they cannot stop working. That, at least, seems to be the verdict of Associated Industrial Consultants who have just surveyed them.

In their report the consultants say that three-quarters of the top men in industry take

fewer than 20 days' holiday a year.

The business conference on some palm-fringed beach is not for them. That may be the escape valve of the American tycoon. His British counterpart hurries pin-striped along the "prom" to get his report to the office.

If he expects praise for this single-minded devotion to the

export drive or profit he is reckoning without Eric Wright.

"The trouble with business," says the doctor, is in charge of the Institute of Directors' Medical Centre, that it only thinks a man is working if he is chained to a desk answering the telephone.

"The executive earns his money by working," Dr Wright says, "but he

stop working

ting in the sun on a beach and seeing the wood for the trees. After all, he certainly is not going to find a secretary who would accept less than three weeks holiday.

"Civil servants, national health scheme doctors, school-teachers, dons—they all get longer holidays. Why should the businessman be the odd one out?"

What the executive and his firm seem unable to grasp is that fatigue is cumulative. "We are always beseeching them to break the trip to Australia and take a few days off in Fiji, but they won't do it. We think that any 50-year-old who has done reasonably well should get a sabbatical six months. Enthusiasm is cumulative as well, you know."

Labour

Top economist wants labour bars lifted

OWN CORRESPONDENT

DURBAN.—If all labour restrictions were lifted and if all labour was effectively trained, South Africa could sustain a growth rate rivalling that of Japan, Dr. Lawrence McCrystal, one of the country's top economists, said in Durban yesterday.

For this reason the Government should establish more technical and industrial training schools for non-Whites. Dr. McCrystal said the academic training given by African university colleges would not meet the major needs of the non-Whites in the areas set aside for them by the Government.

What was required were people who could promote the development of agriculture and of the manufacturing industry, and not lawyers and arts graduates.

AIMS

The Government should also limit its dispersal of industry to two or three growth points at one time, rather than trying to develop a dozen or more simultaneously.

Dr. McCrystal is assistant to the principal of the University of Natal. He is the former Chief Economist of the Industrial Development Corporation.

Asked to discuss South Africa's economic aims over the next 20 years, Dr. McCrystal listed these priorities:

To ensure expanding economic opportunities for all groups, and to provide for the possibility of falling foreign exchange earnings from declining gold production.

ABILITY

"We cannot afford to base the future of our economy on a problematical rise in the price of gold. We must budget for the worst possible eventuality."

South Africa would have to aim at a policy which would ensure the highest growth rate commensurate with its ability to import, which in turn was dependent on its ability to export.

"I would therefore say that the critical factor over the next 20 years will be our ability to finance imports — in other words our balance of payments position."

Labour

Permanently short RAILWAYS' OVERTIME SOARS

THE SOUTH AFRICAN RAILWAYS now have a semi-permanent White staff shortage of about 15 per cent. and during the last two quarters overtime payments for the remaining staff have risen by one-third from R27-million to R36-million to keep the service going, one of the Railway staff associations has been told.

At the recent meeting, which was between representatives of the Railways Administration and the Railways Salaried Staff Association, the S A R Assistant General Manager for Staff, Mr R H. Botha, warned that it must be accepted that the Railways' chronic staff shortage would probably not be solved "within the foreseeable future," says the latest "Salstaff Bulletin," organ of the association.

Mr Botha said the Railways now had to employ workers who should not be in the service. This was a result of the low unemployment rate of 3,000 men throughout South Africa. The administration could not be "choosy" for then it would increase unemployment.

The Acting General Manager of Railways, Mr. R H Tarpey, said the administration could not favourably consider any staff requests which would cause higher expenditure because the Railways would run at a "considerable loss" until the end of the present financial year.

The Minister of Transport, Mr Ben Schoeman, had budgeted for a loss of R24-million during the present financial year, mainly because of the recent R43-million wage concessions

During the first six months of the present financial year, the real Railways deficit was R8,300,000 against the estimated R123-million budgeted for. But a loss was still expected.

Overtime payments had increased by R9,000,000 since 1967, and everything possible had to be done to curb these.

The president of the Railways' Salaried Staff Association, Mr. P. C. du Plessis, told the railway chiefs that his association accepted the staff shortage in the railway service as a "permanent phenomenon"

But experienced, salaried staff had to carry a great burden and responsibility because there was insufficient trained junior staff. To ensure a source of staff for the future, the association warned that recruitment of clerks should not be curbed, as had been done in the past, Mr. du Plessis said.

Labour

EQUAL PAY FOR WOMEN ON S.A.R.

SOUTH AFRICA'S biggest single employer, the Railways Administration, has agreed in principle to equal pay for equal work for its growing female staff. Higher salaries for women in Railways service are expected to be instituted this year.

The Railways' decision, which follows the country-wide trend towards equal salaries for women, comes at a time when the Railways Administration is employing more women than ever before, according to the Railways' Salaries Staff Association which published the news in its official journal, "Salstaff".

A possible new deal for women was mentioned at a recent meeting between the Association's executive and prominent Railways chiefs by the then acting general manager of the S.A.R., Mr R. H. Tarpey.

PROPOSAL

After hearing representations from the Association, Mr. Tarpey said "I am glad the idea of equal pay for equal work was mentioned because the Railways Administration subscribes to that. "I cannot give the details, but we recently submitted proposals to the Minister of Transport, Mr. Ben Schoeman, which will achieve what you desire. We anticipate that the Minister will agree to the proposals and if that is so, your representations will be met."

The Salstaff delegation, led by the Vice-President of the South African Confederation of Labour, Mr P C du Plessis, told Railway chiefs that the basis on which the Railways now employed more women than ever before nullified any possibility of their lasting usefulness.

CRITICIZED

The delegation criticized the Administration's "very shortsighted view" in deciding, previously, there had been no justification for increasing women's salaries because they were "flooding the labour market."

The delegation put it this way: "Girls receive exactly the same education as boys and are both issued with the same school certificates. How can we then discriminate between the sexes to the absurd extent that is evident in S.A.R. wage scales?"

The delegation also stressed that female officers could no longer be regarded as transient staff; in fact, an American survey had shown that women were less apt to change their work than men.

Labour

Employers are having to give extra benefits

By M. C. WORRALL, of African Life Assurance Society Ltd.

THE recent rapid developments in industry and commerce have resulted in the demand for staff outstripping the supply, and employers are finding it increasingly necessary to offer attractive ancillary benefits, such as membership of pension and medical aid schemes, to induce recruitment of new staff.

A good pension scheme serves a dual function to provide a living after retirement and to enable savings to be mobilised for the benefit of the economy.

The fundamental function of a pension scheme is to provide benefits to enable its members to maintain a reasonable standard of living. These benefits include pensions after normal retirement age, ill-health retirement pensions, widows' pensions, payable on the death of an employee on or after retirement and life insurance benefits for unmarried persons.

To maintain a standard of living, a pension should be related to the salary being earned immediately before retirement.

In addition, where the scheme rules require members to contribute to it, it is essential for the pension to depend upon the number of years' service.

Dissatisfaction

If, for example, a person with only 10 years' service receives the same pension as one with 40 years' service then, other things being equal, the long service employee is very likely to be dissatisfied. It is desirable to have a retirement age between 60 and 65, with the option to retire persons earlier should senility set in.

Widows' pensions payable on the death of an employee in service become increasingly important after the age of 30, when the chances of remarriage of the widow diminish, when inexperienced women have difficulty in embarking on a career, and when the provision of finance for the education of orphans becomes burdensome. An effective method of cutting down the cost of providing this benefit is to stipulate that the widow's pension will cease on remarriage. The provision of orphans' pensions payable until the completion of the child's education is a very worthwhile benefit.

On the death of a pensioner after retirement the widow may receive a pension equal to a half or two-thirds of the full pension. It is difficult to make provision for adequate ill-health pensions without making the pension fund liable for substantial claims in the event of a catastrophe.

Probably the most satisfactory solution is to provide nominal ill-health pensions which would be supplemented by the

employer at his discretion.

While it is easy to generalise on the requirements of a scheme acceptable to all members, it is not so easy to formulate a general formula for calculating benefits for all classes of employees. The rules should, however, ensure a reasonable degree of equity amongst different categories of employees, and where minor anomalies exist the employer could remove them by making *ex-gratia* payments.

On withdrawal from service, the employees should receive

Continued on Page 6

Labour

Extra benefits for staff have to be offered

● Continued from Page 5

at least their own contributions back from the fund. This withdrawal provision is particularly important in the case of female staff, the majority of whom cease working some time after marriage.

The cost of a pension scheme is usually met by the employees, who may pay, for example, 5 per cent of their salaries, and by the employer, who would pay the balance of the cost. From an administrative point of view it is highly desirable to have a non-contributory scheme—only the employer would pay. This would result in considerable reductions in paper work by eliminating the need to calculate and maintain records of individual contributions. On the other hand, a contributory scheme gives employees a greater sense of belonging to the scheme, and this probably outweighs the advantage of a non-contributory scheme.

It is a good idea, once a scheme has been established, to set up a committee to review the scheme once every two or three years. The committee would consist of a representative group of all classes of employees—younger and older persons in different categories of employment.

Its function would be purely to report to the employer, who pays most into the scheme, on improvements to benefits and anomalies in benefits that may become evident only some years after the inception of a scheme.

The transferability of pension rights from one scheme to another has become a subject which has come to the attention of government commissions overseas and in South Africa

Difficulties

Normally, when a person leaves a pension scheme, he receives his own contributions, sometimes with interest, which he probably spends, and consequently his benefits are lost. In addition, the company contributions paid in respect of an employee who later withdraws are not usually returned to the employee. It has become apparent that if pension benefits are not preserved on changes of employment, the companies themselves will ultimately be

INVESTMENT AND SAVINGS SURVEY - 2

called upon to supplement inadequate pensions.

Pensions can be preserved by granting a pension payable at normal retirement age from the original pension fund. This is complicated by the fact that benefits may become payable in many years' time, when the ex-employee cannot be traced and the pensions may be too small to administer economically.

An alternative would be to pay withdrawal benefits into a state or privately-administered scheme, but again small pensions would make this uneconomic to run.

Probably the best way to preserve pension benefits would be for the employee seeking a new job to negotiate his pension benefits. The refund he receives from the former scheme would be used to pay for his new benefits.

If this system is to work it is essential for employees to be aware of it and for employers to be prepared to refund the employers' contributions to employees when they withdraw. The method of making payments to the new fund each time avoids the difficulty of collecting several small pensions all starting at different ages.

At present the State pays pensions subject to a means test, and in some quarters it has been suggested that this test should be abolished.

Possibly those who have been agitating for this have not realised the tremendous cost of maintaining such a vast scheme, which would have to be supplemented by the already overburdened taxpayers and, in particular, by the more highly-taxed, would pay proportionately more for the same pension benefits.

In any event, as a State scheme could never provide totally adequate pensions, it would be necessary to retain all the existing schemes to provide supplementary benefits to the state pensions.

Labour

A fringe benefit may be better than raise ②

BY JOHN WILKINSON

AS the New Year arrives, so do the palpitations of the executives and wage earners in companies all over South Africa as they wonder whether or not they have been given a rise in their money

Having already spent their Christmas bonuses, and/or used their 1968 stock exchange gains to provide the country's best retail figures for this time of year, they are now hoping against hope that the monthly or weekly pay packet is going to expand this month

They might, however, be better advised to ask the boss for a fringe benefit — instead of a salary rise, since the former, in

all its devious forms, is less subject to tax.

The recent survey of executive salaries and fringe benefits in South Africa, carried out by Pettifor and Associates and Associated Industrial Consultants, showed that 94 per cent of the companies asked about their fringe benefit provisions made a medical aid scheme available to their employees, and all of them had a pension scheme

As for the other categories of fringe benefits, which included bonuses based on profit or turnover, company car, car provided for sole use, or allowance for use of own car, subsidised lunches, non-accountable expense allowance, free life insurance, subsidised housing, club and professional subscriptions paid, and long leave as well as annual leave — the most popular benefit granted by firms was free life insurance

Some 47 per cent of all job holders in the firms queried in the survey, were given this facility although, somewhat curiously, only 40 per cent of the managing directors, general managers and company secretaries were offered it.

Admittedly these toppish people can make their own arrangements, but it seems rather curious that they do not

take advantage of what their own firms offer

In a country with a rapidly rising national income — like South Africa in 1968 — the various non-taxable benefits which companies can grant to their employees are probably of little or no importance, in terms of the potential amount of revenue which the existing tax system can raise. Nor are they a useful political gimmick.

But already there has been talk of the political usefulness of a tax on capital gains after last year's breathless pace on the Johannesburg Stock Exchange. And if, for any reason, the economy loses some of its buoyancy in the next year or two, it seems a reasonable assumption that it would be very viable, politically, for the Government to take a much closer look at the extent of fringe benefits which are currently enjoyed tax-free — as a potential means of raising revenue.

Most sophisticated economists, in any case, already practise this most efficiently, and voters as a whole are in favour of it