

PD-ABH-107
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SOUTH AFRICA

A. GOAL

The black trade union movement in South Africa has the potential to be the major vehicle for social and economic change in that country. The AFI-CIO's Program of Action, initiated in 1983 and implemented through the African-American Labor Center, recognizes this potential and has encouraged its development.

It is imperative that such assistance be continued. To enable black trade unions to achieve a high level of competency and effectiveness, the AALC, in consultation with the unions themselves and with other international organizations, proposes a multi-dimensional program approach.

First, training is of paramount importance. Capable negotiators to gain improvements through collective bargaining; trained administrators to handle the functions of the organization; shop stewards who are able to solve grievances and other shop floor matters; educators/organizers who are competent recruiters and teachers of new members; and specialized instructors in such diverse areas as safety and health and pension fund administration are all key elements in the development of an effective labor movement. A trade union able to provide this training to its members can effect change through the redistribution of economic benefits and, eventually, social advantages.

Structural support is also important in improving the functioning of black trade unions and their ability to provide the services members require. Finally, it is equally important to assist in the development of various social activities that can be provided by the unions to enhance the quality of life for members and their families.

Through a viable labor movement, which is well-trained, well-administered, and well-structured, black workers will have the necessary representation and organization to attain economic and social improvements and, ultimately, transform South Africa into an equal society for all races.

TRADE UNION SITUATION

South Africa's economic structure is both highly organized and diverse, providing employment for more than 11 million people and a vast majority of goods and services to other countries in the southern African region. This advanced economic structure has been developed at the expense of the 84 percent of the population which is non-white¹ through the legal separation of the races—a system known as apartheid. Such a system excludes non-whites from political participation, denies them job advancement and restricts their every movement.

¹Black Africans in South Africa account for 73% of the present population with a projected proportion of 83.7% by the year 2020. See Table 1 for a complete population breakdown.

The black worker in South Africa historically has carried the burden of the physical and manual labor of the country without just compensation or recourse. By 1980, there were over six million blacks in the labor force, or 66.6% of the total.² These workers were and are concentrated in unskilled jobs at the lowest end of the wage scale.³

This system, however, has recently shown signs of gradual change. Although it is debatable whether these changes are real or "window dressing", they have come about through pressure from the international community, the need to appease a hostile and confrontational non-white population, and, most important, the need to meet the manpower needs of the country.

Legislation was enacted in 1980 following some of the recommendations of the Wiehahn Commission which allowed black workers to form trade unions, select their own leaders, and engage in collective bargaining. Where past practices had prevented Blacks from forming unions, by 1984 half a million black workers belonged to unions. Although this figure is only 7 percent of the total black work force, it is a testimony not only to rapid growth but also to potential expansion.

The growth of black trade unions and union membership has not come about without bitter struggles with both the government and employers. The government has created a climate of hostility through mass arrests, detentions, bannings and utilization of the Group Areas Act and migrant labor policies to prevent the development of black unions. Banning orders and detentions have been most effective in eliminating union leadership and leaving a union to founder and possibly cease to exist. Although late 1983 and early 1984 saw a reduction in these overt acts, more subtle approaches have begun to emerge. Recently, the government has been considering legislation which would make it more difficult for unions to function.

Employers, in many respects agents for change, have nevertheless fought equally hard to maintain control of their workforce. Because strikes⁴ are illegal in South Africa unless they conform to a cumbersome dispute mechanism, employers have the right to discharge illegal strikers en masse, send them back to the so-called homelands, and hire a new workforce which is guaranteed to be reluctant to join unions. An additional strategy of employers is to deny union recognition and stop order (check-off) to unions who fail or refuse to register with the government.

²See Table 2 for a breakdown of the South African labor force.

³See Table 3 for wage distribution by industrial sector and race.

⁴See Table 4 for data on strikes.

And, finally, employers historically have negotiated within an industrial council setting where management representatives in a given industry meet with their union counterparts to negotiate a collective agreement. The new black unions, for the most part, have rejected this forum and have demanded "shop floor" bargaining. Employers have resisted, but there appears to be movement from both sides to reach a middle ground which would incorporate aspects of both the council structure and shop floor system.

Despite these hindrances, black unions have prospered and grown, although not as a unified movement. Black unions cover the spectrum of ideology, approach, development and emphasis. As stated above, a major area of disagreement has been the legal requirement of registration and the access it gives a union to the industrial courts, check-off system, and industrial councils. Many of the emerging unions reject the government by refusing to register, and are thus handicapped by battles for recognition outside of the councils and dues collection on an individual basis. Equally debilitating for a unified black labor movement are each union's differing jurisdictions, racial composition, and structural approach. Some unions are industry-specific while others opt for a broad spectrum of any and all workers; some unions advocate the Black Consciousness approach of "Blacks only" while others adhere to the Freedom Charter of open membership; and some unions view their role according to the employment conditions of their members while others are more community-based.

In spite of the differences among black unions, recent developments have tended to stress the advantages of unity. Six major union groups (two federations and four independent unions)⁵ have been engaged in serious and fruitful discussions concerning a merger into one federation. In all, approximately 300,000 members of predominantly black unions would be affected by such a merger. In addition, within the metal industry, the unions which are involved in the industrial council have actively sought to present a unified bargaining position. And, finally, opposition to political decisions such as the new General Sales Tax, Black taxation, and the Constitutional Amendments has served as a unifying point around which unions have drawn closer together to minimize their differences.

Although the political and economic superiority of established (white or mixed) unions mitigates against black labor unity, the growing power of black unions is a force to be reckoned with. If merger talks and cooperation continue (which is likely) the jurisdictional battles and constant vying for each other's members will take a back seat to more effective trade unionism. This does not mean, however, that the black trade union movement in South Africa will have an easy road ahead, nor that it can develop without continuing outside assistance.

⁵ The unions involved in the unity talks are the Cape Town Municipal Workers, the Commercial Catering & Allied Workers Union (SA), the Food & Canning Workers Union, and the General Workers Unions. The two federations are the Federation of South African Trade Unions (FOSATU) and the Council of Unions of South Africa (CUSA). See Table 5 for a list of all unions in South Africa.

The major problem facing all new unions is fulfilling the needs of their members, and adjusting their programs to combat government/employer tactics and maneuvers. These problems are magnified by a dearth of skilled manpower and the lack of a financial base. The manpower shortage within unions is due to a combination of factors: little previous union experience, inability to conduct training, and a rapid expansion of membership. As a result, too few people attempt to do too many things across a large geographical area. Organizing members, for example, is not difficult. Educating those members, negotiating on their behalf,⁶ establishing an effective branch or local, and developing a shop steward system that can adequately handle day-to-day situations are more problematic.

Furthermore, new black unions do not have the advantage of treasuries that have been built up over the years. Added to this is the problem of dues collection and dues structure. Without a check-off system, unions are forced to rely on monthly contributions from their members who may or may not be working or willing to pay. What is paid in dues, moreover, is usually a very small sum (approximately \$1.00 per month) which reflects the paltry wages paid to black workers and which inhibits the efficient operation of their organizations.

In summary, black trade unions in South Africa have made substantial gains against considerable odds in a very short period of time. They have accomplished this with perseverance and determination. If they are to reach a level of membership and financial viability that will effect economic and social change in South Africa, they will continue to need international assistance and support.

PAST AFL-CIO/AALC ACTIVITIES

The AFL-CIO has long been one of the few organizations protesting the violation of human and trade union rights and supporting the struggle of the black workers for equality in South Africa. The AFL-CIO has passed numerous resolutions condemning the apartheid system and its activities against the black trade union movement. Among its early resolutions was one advocating full recognition of all bona fide trade unions and urging that aid and assistance should be provided to such union organizations.

During 1979 and 1980, the AFL-CIO, through the AALC, sponsored the training of sixteen black trade unionists at Cornell University. The success of that program led to the adoption by the AFL-CIO of a Program of Action in Support of Black Trade Unions in South Africa (Annex 1) followed by the establishment of a special labor fund supported by AFL-CIO affiliates. The task of implementing this program was entrusted to the AALC which immediately created a unit for this purpose.

⁶The emerging unions have negotiated over 300 contracts.

In September 1982, a high-level AFL-CIO delegation⁷ visited South Africa for the express purpose of determining in what areas and in what ways the AFL-CIO could be of maximum assistance to the emerging black unions. The delegation met with a wide cross section of South African society and solicited opinions on the current state of the Black trade union movement and on the efficacy of past assistance.

Although an ideologically-motivated media attack was mounted by a small but vocal faction of the English-language press, it was clear that the black trade unionists welcomed the AFL-CIO presence, were eager to receive assistance, and desired closer ties. From meetings and discussions, it was apparent to the delegation that there was not one solution or one approach which could be utilized. There were too many unions which spanned almost every spectrum of development and individual need.

For this reason, the AFL-CIO established a program which was multi-dimensional in nature. This approach incorporated the expertise of the Brussels-based International Confederation of Free Trade Unions (ICFTU), of which the AFL-CIO is an affiliate, and whose South African Coordinating Committee includes AALC Executive Director Patrick O'Farrell. On a bilateral basis the program involved direct AALC assistance, union-to-union assistance, the International Trade Secretariats,⁸ and other American organizations which have specific expertise needed by the South African black trade union movement.

AALC's representative assigned to the South African program was directed to coordinate and monitor the program in close cooperation with the Washington office. Following the allocation of funds in September of 1983, the AFL-CIO was able to embark immediately upon its first concerted program of direct action on behalf of the black unions. In the first seven months of the program (September 1983 to April 1984), the multi-faceted approach proved effective in responding to the needs of the diversified unions and in improving their skills, structures, functioning and membership.

⁷The delegation consisted of AFL-CIO Vice President and President of the International Ladies Garment Workers Union, Sol C. Chaikin; AFL-CIO Vice President and President of the Associated Actors and Artistes of America, Frederick O'Neal; AFL-CIO Director of the Department of International Affairs, Irving Brown; and AALC Executive Director, Patrick J. O'Farrell.

⁸ A trade union secretariat is an international grouping of national unions engaged in the same area of economic activity, i.e., metalworkers, service workers, textile workers, etc.

On a multilateral basis, the AFL-CIO allocated \$200,000 to the ICFTU for the latter's efforts in South Africa.⁹ These funds were earmarked for the Urban Training Project to improve and expand its programs on behalf of the unions.

On a bilateral basis, a number of significant programs were initiated. The AALC was able to directly assist five unions and has received requests from three additional groups:

- The Brushes & Cleaners Workers Union;
- The National General Workers Union;
- The Black Allied Workers Union;
- The African Workers Association;
- The Bakery Employees Industrial Union;
- The Steel, Engineering & Allied Workers Union;
- The Cape Town Union Library; and
- The Teammates

On a union-to-union basis, the AALC facilitated contact between the Amalgamated Clothing & Textile Workers Union (ACTWU) and the National Union of Textile Workers (NUTW). An ACTWU health and safety specialist spent two weeks with the NUTW advising them on health and safety concerns in the textile industry.

In November of 1983, a delegation from the A. Philip Randolph Institute (APRI) visited South Africa to observe the union situation in terms of their expertise—civil rights and voter registration.

Finally, the International Metalworkers Federation (an International Trade Secretariat) was able to coordinate and establish a committee of all unions engaged in the metal industry in order to present a common front in negotiations in the industrial council.

In summary, it must be said that South Africa is a difficult area in which to become involved. Official South Africa is watchful and resentful of what is perceived as outside interference, while the black trade unions themselves must overcome their uncertainty and suspicion of the motives behind any form of assistance. The AFL-CIO program, however, is well under way and is reaching more and more unionists within a short period of time. It is envisioned that requests for assistance will accelerate in the latter part of 1984 and throughout 1985. This in itself is an indication of the success of the AFL-CIO's program, and, along with the increased capabilities of the unions and their impact on official policies, it can be said that AFL-CIO assistance is having an important effect.

⁹The ICFTU has an annual budget for SA of over two million dollars contributed mainly by the Nordic trade unions with the British, Canadian, and Dutch unions also contributing.

PROGRAM OBJECTIVES

The basic format of the AFL-CIO's original proposal has not been drastically altered. On a multilateral basis, AALC proposes that assistance again be channeled through the ICFTU in order to maintain the international commitment of the AFL-CIO to assist Black trade unions. The funds will be dispensed according to decisions taken at the annual meeting of the ICFTU Coordinating Committee based on requests received by the Committee at that time.

On a bilateral basis, the AFL-CIO/AALC will continue to give direct assistance to individual unions. This will be augmented by union-to-union programs (AFL-CIO affiliates to South African unions), utilization of the expertise of the International Trade Secretariats, the A. Philip Randolph Institute, the Labor Desk of the U.S. Youth Council, and other AFL-CIO-linked organizations.

The details of the bilateral program are as follows:

Administrative Support for Independent Black Trade Unions

During 1984, the AALC has responded directly to requests for organizing campaigns, transportation and office equipment. As a result, many unions can account for increased membership, an improved organizational structure, and a more professional atmosphere.

Requests continue to be received from other unions in the same situation. Items such as transportation, telephones, typewriters, copying machines, office furniture and supplies are essential.

Assistance with office rent will be necessary in some cases. It is projected that twenty unions will receive this kind of assistance.

Transportation is a fundamental problem facing all black trade unions. The ability to reach people, and to provide transportation to them, is instrumental in the development of membership and membership services. It is projected that four vans will be provided from funds in this section.

Training Program for Independent Black Trade Unions

As mentioned previously, training is a key element in the development of an effective labor movement. Funds in this section will be used to build up the education programs of individual unions. Target groups have included and will continue to include potential instructors, new organizers, shop stewards, and leaders. In addition, specialists in diverse areas will be trained. Consultants will be used to provide advanced course material in several seminars.

International Trade Secretariats

International Trade Secretariats (ITS) are international trade union organizations composed of individual national trade unions whose members work in similar industries or occupations. For example, the International Metalworkers Federation (IMF) is composed of metalworking unions from many countries, including, from the United States, the United Steelworkers of America, the United Automobile Workers, the International Association of Machinists and others. There are currently 14 such ITS's representing more than 60 million workers worldwide. The ITS's are independent of but cooperate fully with the ICFTU, and are in competition with corresponding organizations of the communist World Federation of Trade Unions.

A number of these ITS' have developed programs of assistance for their South African affiliates. Several U.S. unions have indicated to the AALC that they wish to contribute to the South African programs of their particular ITS. These unions include: the United Steelworkers of America, the United Food and Commercial Workers Union, the International Association of Machinists, the American Federation of Teachers, the Service Employees International Union and the International Ladies Garment Workers Union.

It is proposed here to provide funds for such participation in a manner similar to that of the ITS program of AALC's basic grant with U.S.A.I.D. The success, in 1984, of the IMF in assisting the development of the South African coordinating body for the metals industry is an excellent example of the type of assistance an ITS can provide. This, as are all proposals, was reviewed by the AALC South African program and, when approved, was undertaken on a sub-contract basis. Under AALC's basic grant with U.S./A.I.D., an average of \$25,000 is allocated to each of six participating U.S. unions for its African Trade Secretariat involvement. In light of the success of the 1984 venture, it is projected that additional U.S. unions will become involved. It is proposed that an average of \$15,000 be made available here for up to eight different U.S. unions to contribute to their ITS' activities in South Africa.

A. Philip Randolph Institute

The A. Philip Randolph Institute (APRI) is an AFL-CIO-affiliated civil rights organization who sent a delegation to South Africa in November of 1983. Based on the discussions held with black trade unionists in the areas of civil and human rights, job training and youth employment, the AALC will provide assistance to APRI to conduct programs in the following areas: vocational training, internship placement, and educational exchanges.

Labor Desk of the United States Youth Council

The Labor Desk was formed in the early 1970's as an international exchange and education program for young U.S. and foreign labor leaders. Early projects focused on developing educational opportunities between U.S. and northern European unions. The program has since expanded to include programs for South Africa. The organization also sends representatives to young leader programs and seminars of the ICFTU.

The Labor Desk provides participants with training opportunities in democratic leadership skills from contacts with young leaders from a variety of service organizations, civil rights groups and the major political parties in the United States. Through such contacts, they gain an understanding of how pressure groups representing different racial and ethnic backgrounds and interests can organize and be represented in a pluralistic democratic society.

Funds provided by the AALC will allow the Labor Desk to continue its programs in South Africa which it began in 1980 under a grant from the United States Information Agency (USIA).

Impact Projects

In the development of any significant project activity, unanticipated needs and opportunities arise which must be addressed on an immediate basis. To respond to such requests, which are not included in the general South African country program proposal, AALC proposes to set aside a modest portion of the budget as an impact project fund.

As such activities are conducted on an ad hoc basis, no specific evaluation procedure can be proposed in advance. A combination of subjective and quantitative measures will be employed to assess the activity's impact on the black labor movement using techniques described in previous evaluation discussions.

BUDGET FOR SOUTH AFRICA COUNTRY LABOR PROGRAM

Budget Summary:

AALC Washington Support Budget			\$64,750
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AALC In-Country Implementation and Coordination Budget			129,235
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Program Budget:

Multilateral Assistance		\$250,000	
Bilateral Assistance			
Administrative Support	\$125,000		
Training Programs	175,000		
International Trade Secretariats	120,000		
A. Philip Randolph Institute	60,000		
Labor Desk/U.S. Youth Council	20,000		
Impact Projects	<u>50,000</u>	<u>550,000</u>	<u>800,000</u>

TOTAL COUNTRY BUDGET			\$993,985
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Washington Support

Program Officer (half-time)	\$26,750		
Accountant (1/3 time)	28,000		
Secretary (1/2 time)			
Office space	6,000		
Other (supplies, communications, etc.)	<u>4,000</u>		
TOTAL WASHINGTON SUPPORT		\$64,750	

Coordination Budget Detail

AALC Program Coordination Budget

Salary and Taxes			
Salary	\$39,100		
FICA	<u>2,650</u>		\$41,750
Allowances			
Cost of Living	-0-		
Salary Differential	3,910		
Education	-0-		
Storage Cost	<u>1,000</u>		4,910
Other Costs			
Housing	12,000		
Medical	4,845		
Foreign Liability	1,520		
Unemployment	435		

Pension	9,775	
Home Leave	-0-	
Rest and Recuperation	5,000	
Local Travel	<u>10,000</u>	43,575

Office Costs		
Rent	10,000	
Supplies	10,000	
Communications	4,000	
Local Hire	10,000	
Miscellaneous	<u>5,000</u>	<u>39,000</u>

**TOTAL AALC IN-COUNTRY IMPLEMENTATION \$129,235
AND COORDINATION BUDGET**

Program Budget Detail

Multilateral Assistance (ICFTU) (to be determined)		\$250,000
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Bilateral Assistance

Administrative Support

Office rent	\$24,000	
Office furnishings	12,000	
Office equipment	24,500	
Office supplies	16,500	
Vehicles (4)	<u>48,000</u>	\$125,000

Training Program & Leadership

Instructor (13)	\$70,000	
Advanced Seminars	20,000	
Specialized Seminars (3)	10,000	
Consultants (10)	<u>75,000</u>	175,000

International Trade Secretariats		120,000
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A. Philip Randolph Institute		60,000
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Labor Desk/U.S. Youth Council		20,000
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Impact Projects		<u>50,000</u>
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TOTAL PROGRAM BUDGET		\$800,000
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TABLE 1

1. DIE WERKERSKORPS EN WERKGELEENTHEDE
THE WORK FORCE AND EMPLOYMENT OPPORTUNITIES

1.1 BEVOLKINGSTATISTIEK
POPULATION STATISTICS

TABEL/TABLE 1.1.1

BEVOLKING VAN SUID-AFRIKA, 1904-1980 EN RAMINGS TOT 2020
POPULATION OF SOUTH AFRICA, 1904-1980 AND ESTIMATES TO 2020

(i) Getal persone per volksgroep ('000)
Number of persons by population group ('000)

Jaar Year	Totaal Total		Blanke Whites		Kleurlinge Coloureds		Asiërs Asians		Swartes Blacks	
	Bevolking Population	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men
(a) Insluitend/Including Transkei, Bophuthatswana en/and Venda										
1904.....	5 175	2 682	1 117	635	445	227	122	83	3 491	1 737
1911.....	5 973	3 069	1 276	685	526	265	152	96	4 019	2 023
1921.....	6 929	3 537	1 519	784	546	275	166	96	4 698	2 382
1936.....	9 590	4 836	2 003	1 018	770	387	220	119	6 597	3 312
1946.....	11 418	5 805	2 373	1 194	928	466	285	149	7 832	3 996
1951.....	12 671	6 433	2 642	1 323	1 103	551	366	190	8 560	4 369
1960.....	15 994	8 039	3 080	1 535	1 509	751	477	242	10 928	5 511
1970.....	21 794	10 747	3 773	1 882	2 051	1 008	630	314	15 340	7 543
1980 ^(a)	29 512	14 296	4 552	2 291	2 625	1 299	827	410	21 508	10 296
1990 ^(b)	36 360	..	4 888	..	3 100	..	972	..	27 400	..
2000 ^(b)	46 631	..	5 280	..	3 790	..	1 161	..	36 400	..
2010 ^(b)	60 091	..	5 599	..	4 535	..	1 357	..	48 600	..
2020 ^(b)	78 397	..	5 840	..	5 401	..	1 556	..	65 600	..
Uitgesluit/excluding Transkei Bophuthatswana en/and Venda										
1970.....	18 834	9 478	3 761	1 876	2 042	1 003	630	314	12 401	6 285
1980.....	24 886	12 659	4 528	2 265	2 613	1 290	821	408	16 924	8 696

.. Nie beskikbaar nie/Not available

(ii) Persentuale samestelling per volksgroep
Percentual composition by population group

Jaar Year	Totaal Total	Blanke Whites	Kleurlinge Coloureds	Asiërs Asians	Swartes Blacks
(a) Insluitend/Including Transkei, Bophuthatswana en/and Venda					
1904.....	100,0	21,6	8,6	2,4	67,4
1911.....	100,0	21,4	8,8	2,5	67,3
1921.....	100,0	21,9	7,9	2,4	67,8
1936.....	100,0	20,9	8,0	2,3	68,8
1946.....	100,0	20,8	8,1	2,5	68,6
1951.....	100,0	20,9	8,7	2,9	67,5
1960.....	100,0	19,3	9,4	3,0	68,3
1970.....	100,0	17,3	9,4	2,9	70,4
1980 ^(a)	100,0	15,4	8,9	2,8	72,9
1990 ^(b)	100,0	13,4	8,5	2,7	75,4
2000 ^(b)	100,0	11,3	8,1	2,5	78,1
2010 ^(b)	100,0	9,3	7,5	2,3	80,9
2020 ^(b)	100,0	7,4	6,9	2,0	83,7
(b) Uitgesluit/excluding Transkei, Bophuthatswana en/ and Venda					
1970.....	100,0	20,0	10,8	3,4	65,8
1980.....	100,0	18,2	10,5	3,3	68,0

^(a) Gebaseer op 5 persent steekproef uit 1980-bevolkingsensus
Based on 5 per cent sample from 1980 population census

^(b) Ramings (1980-sensus nie in aanmerking geneem nie)
Estimates (1980 census not taken into account)

Bronne:

1. Sentrale Statistiekdiens.

2. RGN, Instituut vir Sosiologiese en Demografiese Navorsing (ramings ten opsigte van 1990 en daarna, en gebaseer op konstante fertilitheidsprojeksies tot die jaar 2150).

Sources:

1. Central Statistical Services.

2. HSRG, Institute for Sociological and Demographic Research (estimates for to 1990 and after are based on fertility projections until the year 2150).

1.2 EKONOMIES BEDRYWIGE BEVOLKING
ECONOMICALLY ACTIVE POPULATION

TABLE 2

TABEL/TABLE 1.2.1

EKONOMIES BEDRYWIGE BEVOLKING VAN SUID-AFRIKA, 1951-1980 EN RAMINGS TOT 2020
ECONOMICALLY ACTIVE POPULATION OF SOUTH AFRICA, 1951-1980 AND ESTIMATES TO 2020

(i) Getal persone per volksgroep ('000)
Number of persons by population group ('000)

Jaar Year	Totaal Total		Blankes Whites		Kleurlinge Coloureds		Asiërs Asians		Swartes Blacks	
	EBB* EAP	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men
(a) Insluitend/Including Transkei, Bophuthatswana en/and Venda										
1951.....	4 593	3 686	984	769	404	286	95	88	3 110	2 543
1960.....	5 721	4 398	1 151	856	553	376	126	114	3 891	3 052
1970.....	8 114	5 391	1 509	1 061	716	464	182	148	5 707	3 718
1980.....	9 490	6 199	1 938	1 302	966	599	263	201	6 323	4 097
1990 ^(u)	12 213	7 823	2 248	1 458	1 274	736	344	254	8 347	5 375
2000 ^(u)	15 052	9 693	2 435	1 573	1 516	890	413	308	10 698	6 922
2010 ^(u)	18 126	11 773	2 610	1 651	1 729	1 058	503	355	12 284	8 705
2020 ^(u)	21 322	13 949	2 670	1 665	1 945	1 189	570	402	14 137	10 593
(b) Transkei, Bophuthatswana en/and Venda uitgesluit/excluded										
1970.....	7 408	4 965	1 504	1 057	714	462	182	148	5 008	3 298
1980.....	8 666	5 860	1 905	1 274	928	573	256	190	5 577	3 823

(ii) Persentuele bevolkingsamestelling
Percentual population composition

Jaar Year	Totaal Total		Blankes Whites		Kleurlinge Coloureds		Asiërs Asians		Swartes Blacks	
	EBB* EAP	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men	Totaal Total	Mans Men
(a) Insluitend/Including Transkei, Bophuthatswana en/and Venda										
1951.....	100,0	80,3	21,4	78,2	8,8	70,8	2,1	92,6	67,7	81,8
1960.....	100,0	76,9	20,1	74,4	9,7	68,0	2,2	90,5	68,0	78,4
1970.....	100,0	66,4	18,6	70,3	8,8	64,8	2,3	81,3	70,3	65,1
1980.....	100,0	65,3	20,4	67,2	10,2	62,0	2,8	76,4	66,6	64,8
1990 ^(u)	100,0	64,1	18,4	64,9	10,4	57,8	2,8	73,8	68,4	64,4
2000 ^(u)	100,0	64,4	16,2	64,6	10,1	58,7	2,7	74,6	71,0	64,8
2010 ^(u)	100,0	65,0	14,4	63,3	9,5	61,2	2,8	71,4	73,3	65,5
2020 ^(u)	100,0	65,0	12,5	62,4	9,1	61,1	2,7	70,5	75,7	65,6
(b) Transkei, Bophuthatswana en/and Venda uitgesluit/excluded										
1970.....	100,0	67,1	20,3	70,3	9,6	64,6	2,5	81,3	67,6	65,9
1980.....	100,0	67,6	22,0	66,8	10,7	61,7	2,9	74,2	64,4	68,5

* EBB = Ekonomies bedrywige bevolking
EAP = Economically active population
^(u) Ramings (1980-sensus nie in aanmerking geneem nie)
Estimates (1980 census not taken into account)

Bronne:

1. Sentrale Statistiekdiens
2. RGN, Instituut vir Mannekragnavorsing.

Sources:

1. Central Statistical Services
2. HSRC, Institute for Manpower Research

TABEL/TABLE 1.2.2

EKONOMIES BEDRYWIGE BEVOLKING PER SEKTOR
ECONOMICALLY ACTIVE POPULATION BY SECTOR

(i) Insluitend/Including Transkei, Bophuthatswana en/and Venda, 1960-1970.

Sektor Sector	Jaar Year	Totaal Total	Blankes Whites	Kleurlinge Coloureds	Asiërs Asians	Swartes Blacks
Landbou, bosbou, vissery Agriculture, forestry, fishing.....	1960	1 687 486	118 487	120 252	10 847	1 437 900
	1970	2 482 452	97 913	116 836	7 317	2 160 386
Mynbou en steengroewe Mining and quarrying.....	1960	614 852	61 599	4 489	595	548 169
	1970	680 384	62 677	7 164	720	609 823

(ii) Transkei, Bophuthatswana en/and Venda uitgesluit/excluded, 1970 en/and 1980^(u)

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5. WERKVOORWAARDES EN BESTAANSEKERHEID
CONDITIONS OF EMPLOYMENT AND SOCIAL SECURITY

Table-3

TABEL/TABLE 5.1

GEMIDDELDE MAANDELIJKE VERDIENSTE IN VERSKILLENDE SEKTORE, 1972-1982
AVERAGE MONTHLY EARNINGS IN VARIOUS SECTORS, 1972-1982

Nywerheidssektor en bevolkingsgroep Industrial sector and population group	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982
	R	R	R	R	R	R	R	R	R	R	R
Blankes: Totaal											
Whites: Total	317	349	398	449	491	535	585	655	767	936	1 090
Mynbou											
Mining	402	475	563	636	713	771	839	923	1 035	1 231	1 416
Fabriekswese											
Manufacturing	362	389	449	510	571	624	700	805	956	1 133	1 313
Elektrisiteit											
Electricity	395	426	494	567	592	651	694	800	982	1 163	1 375
Konstruksie											
Construction	380	410	445	506	557	639	734	815	949	1 133	1 329
Handel- en akkommodasiedienste											
Trade and accommodation services	244	262	290	320	350	400	439	488	549	711	842
Vervoer en kommunikasie											
Transport and communications	307	359	407	469	506	522	555	627	748	949	1 067
Finansies en versekering											
Finance and insurance	306	341	400	467	516	566	630	681	789	920	1 012
Owerheid en dienste											
Government and services	310	345	394	434	454	455	525	573	677	820	983
Kleurlinge: Totaal											
Coloureds: Total	97	111	125	144	159	174	191	210	254	310	367
Mynbou											
Mining	76	103	137	159	186	210	231	274	318	366	451
Fabriekswese											
Manufacturing	92	104	118	134	154	173	191	220	263	317	372
Elektrisiteit											
Electricity	103	114	132	214	175	222	239	284	347	471	408
Konstruksie											
Construction	127	141	160	192	217	221	236	227	282	344	407
Handel en akkommodasiedienste											
Trade and accommodation services	79	89	98	110	122	138	152	176	205	251	287
Vervoer en kommunikasie											
Transport and communications	81	99	118	132	125	135	148	161	214	247	302
Finansies en versekering											
Finance and insurance	113	129	154	185	212	242	270	302	344	457	520
Owerheid en dienste											
Government and services	113	133	141	161	168	177	198	210	257	315	388
Asiërs: Totaal											
Asians: Total	112	127	145	170	195	221	250	278	336	411	537
Mynbou											
Mining	115	133	170	206	275	288	348	411	439	592	658
Fabriekswese											
Manufacturing	98	111	128	153	183	203	229	250	299	359	516
Elektrisiteit											
Electricity	—	—	—	—	—	—	—	—	—	—	503
Konstruksie											
Construction	167	188	213	254	270	318	352	402	465	532	663
Handel- en akkommodasiedienste											
Trade and accommodation services	108	121	136	153	168	205	230	251	302	369	449
Vervoer en kommunikasie											
Transport and communications	127	138	164	193	209	220	242	277	354	519	770
Finansies en versekering											
Finance and insurance	180	203	210	247	289	321	357	390	466	579	679
Owerheid en dienste											
Government and services	144	169	199	232	259	282	335	363	451	596	727
Swartes: Totaal											
Blacks: Total	48	57	72	91	107	121	137	156	189	228	296
Mynbou											
Mining	22	29	45	74	88	100	118	138	172	212	252
Fabriekswese											
Manufacturing	62	71	88	106	125	141	161	187	224	271	415
Elektrisiteit											
Electricity	86	80	100	119	132	155	166	183	223	274	368
Konstruksie											
Construction	61	71	84	104	112	124	131	147	178	206	244
Handel en akkommodasiedienste											
Trade and accommodation services	53	59	66	77	90	105	115	127	149	177	210
Vervoer en kommunikasie											
Transport and communications	51	68	82	93	108	118	133	160	203	243	277
Finansies en versekering											
Finance and insurance	77	94	118	145	163	194	211	237	282	337	393
Owerheid en dienste											
Government and services	51	61	74	88	103	116	136	153	182	220	248

Bron: Sentrale Statistiekdiens.
Source: Central Statistical Services.

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1.2 Ekonomies bedrywige bevolking (vervolg)
Economically active population (continued)

TABLE 2 (cont.)

TABEL/TABLE 1.2.2 (vervolg/continued)

EKONOMIES BEDRYWIGE BEVOLKING PER SEKTOR
ECONOMICALLY ACTIVE POPULATION BY SECTOR

(i) Insluitend/Including Transkei, Bophuthatswana en/and Venda, 1960-1970.

Sektor Sector	Jaar Year	Totaal Total	Blankes Whites	Kleurlinge Coloureds	Asiërs Asians	Swartes Blacks
Fabriekswese Manufacturing.....	1960	643 520	210 368	93 180	31 640	308 332
	1970	1 026 082	281 603	166 105	64 448	513 926
Elektrisiteit, gas en water Electricity, gas and water.....	1960	28 332	10 033	1 825	63	16 411
	1970	46 761	14 179	2 460	204	29 918
Konstruksie Construction.....	1960	275 920	72 334	40 027	2 321	161 238
	1970	475 595	98 013	78 589	9 142	289 851
Handel en finansies Commerce and finance.....	1960	642 592	302 068	56 362	36 866	247 296
	1970	897 835	413 724	83 937	53 697	346 477
Vervoer en kommunikasie Transport and communication.....	1960	204 981	115 787	16 648	3 750	68 796
	1970	338 249	164 945	27 559	7 286	138 459
Dienste Services.....	1960	1 137 038	215 649	133 908	15 797	771 684
	1970	1 595 840	325 013	159 535	22 342	1 088 950
Werkloos en ander Unemployed and other.....	1960	485 976	44 711	87 248	23 983	330 034
	1970	571 050	50 834	74 027	17 144	429 045
Totaal Total.....	1960	5 720 697	1 151 036	553 039	125 862	3 889 860
	1970	8 114 248	1 508 901	716 212	182 300	5 706 835

(ii) Transkei, Bophuthatswana en/and Venda uitgesluit/excluded, 1970 en/and 1980^{1a}.

Sektor Sector	Jaar Year	Totaal Total	Blankes Whites	Kleurlinge Coloureds	Asiërs Asians	Swartes Blacks
Landbou, bosbou, visserij Agriculture, forestry, fishing.....	1970	2 012 296	97 822	116 725	7 317	1 790 432
	1980	1 299 840	102 560	149 240	7 740	1 040 300
Mynbou en steengroewe Mining and quarrying.....	1970	641 597	62 414	7 157	720	571 306
	1980	820 300	90 120	12 660	1 820	715 700
Fabriekswese Manufacturing.....	1970	1 005 749	281 469	166 007	64 448	493 825
	1980	1 456 760	360 980	227 500	96 560	771 720
Elektrisiteit, gas en water Electricity, gas and water.....	1970	45 123	14 155	2 475	204	28 289
	1980	79 240	29 360	6 600	920	42 360
Konstruksie Construction.....	1970	447 679	97 763	78 469	9 142	262 305
	1980	452 440	101 540	78 920	11 440	260 540
Handel Commerce.....	1970	680 681	268 576	76 507	50 813	284 785
	1980	1 008 340	299 060	104 620	65 700	538 960
Vervoer en kommunikasie Transport and communication.....	1970	329 397	164 455	27 472	7 286	130 184
	1980	424 040	192 360	38 180	13 600	179 900
Finansies Finance.....	1970	187 852	143 288	6 834	2 864	34 866
	1980	285 840	208 400	15 200	9 700	52 540
Dienste Services.....	1970	1 517 609	323 220	159 255	22 341	1 012 793
	1980	1 986 240	479 900	211 380	33 720	1 261 240
Werkloos en ander Unemployed and other.....	1970	538 851	50 574	72 922	16 492	398 863
	1980	852 660	40 780	83 480	14 620	713 780
Totaal Total.....	1970	7 406 834	1 503 736	713 823	181 627	5 007 648
	1980	8 665 700	1 905 060	927 780	255 820	5 577 040

^{1a} Gebaseer op 5 persent steekproef uit 1980-Bevolkingsensus
Based on a 5 per cent sample from 1980 Population Census

Bron: Sentrale Statistiekdiens

Source: Central Statistical Services

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2. Arbeidsbetrokkinge (vervolg)
Industrial Relations (continued)

TABEL/TABLE 2.8
STAKINGS EN WERKSTOPSETTINGS IN SUID-AFRIKA, 1972-1982
STRIKES AND WORK STOPPAGES IN SOUTH AFRICA, 1972-1982

Jaar Year	Getal stakings en werkstop- settings Number of strikes and work- stoppages	Getal werknemers betrokke Number of employees concerned		Getal mandae verlore Number of man-days lost	
		Alle werkers All workers	Swart werkers Black workers	Alle werkers All workers	Swart werkers Black workers
1972.....	71	9 224	8 711	14 167	•
1973.....	370	98 378	90 082	229 281	•
1974.....	384	59 244	57 656	98 583	95 327
1975.....	274	23 323	22 546	18 709	18 275
1976.....	245	28 013	26 291	59 861	22 014
1977.....	90	15 304	14 950	15 471	14 987
1978.....	106	14 160	13 578	10 558	10 164
1979.....	101	22 803	15 494	67 099	16 515
1980.....	207	61 785	56 286	174 614	148 192
1981.....	342	92 842	84 706	226 554	206 230
1982.....	394	141 571	122 481	365 337	298 256

* Nie beskikbaar nie.
Not available.

TABEL/TABLE 2.9
WERKNEMERS BETROKKE BY STAKINGS, GETAL MANDAE VERLORE EN DIE BERAAMDE VERLIES AAN LONE, 1979-1982
EMPLOYEES INVOLVED IN STRIKES, MAN-DAYS LOST AND THE ESTIMATED WAGES LOST, 1979-1982

	Stakings Strikes	Werkstop- settings Work stoppages	Totaal Total			
			1982	1981	1980	1979
Getal stakings en werkstopsettings Number of strikes and work stoppages.....	346	48	394	342	207	101
Werknemers betrokke: Employees concerned:						
Blankes Whites.....	—	—	—	—	—	5 616
Kleurlinge Coloureds.....	17 745	175	17 920	6 271	5 275	1 425
Asiërs Asians.....	1 170	—	1 170	1 865	224	268
Swartes Blacks.....	117 829	4 652	122 481	84 706	56 286	15 494
Totaal Total.....	136 744	4 827	141 571	92 842	61 785	22 803
Mandae verlore: Man-days lost:						
Blankes Whites.....	—	—	—	—	—	49 452
Kleurlinge Coloureds.....	62 753	95	62 848	14 840	26 066	953
Asiërs Asians.....	4 233	—	4 233	5 484	356	178
Swartes Blacks.....	294 704	3 552	298 256	206 230	148 192	16 515
Totaal Total.....	361 690	3 647	365 337	226 554	174 614	67 098
Geskatte loonverliese (R): Estimated wages lost (R):						
Blankes Whites.....	—	—	—	—	—	146 930
Kleurlinge Coloureds.....	1 136 683	390	1 137 073	156 745	287 049	3 226
Asiërs Asians.....	55 601	—	55 601	55 675	1 497	1 115
Swartes Blacks.....	3 322 573	29 385	3 351 958	2 051 285	1 112 970	51 230
Totaal Total.....	4 514 857	29 775	4 544 632	2 263 705	1 401 516	202 501

Bron: Departement van Mannekrag.
Source: Department of Manpower.

Unions Affiliated to the Trade Union Council of South Africa

- African Tobacco Workers Union**, 217 York House, 57 Rissik Street, Johannesburg 2001. Tel. *Head Office* (011) 836-9842. *Branch Offices* in Heidelberg, Rustenburg, Pretoria and Boksburg. *General Secretary*: Miss C. du Preez; *Chairman*: R. Zillio. 2246 members regionally in the tobacco manufacturing industry. Party to Industrial Councils - for the Tobacco Industry - Transvaal and for the Tobacco Industry - Rustenburg. Affiliated to the Federation of Tobacco Workers and International Union of Food & Allied Workers Associations.
- African Transport Workers Union**, P.O. Box 16038, Doornfontein 2028. Tel. *Head Office* (011) 29-0793/4. *Branch Offices* in Durban (031) 6-6069; East London (0431) 2-9045; Cape Town (021) 55-4691. *General Secretary*: G.H. van der Walt; *Chairman/President*: S. Tshabalala. 10737 members nationally in the goods transportation and storage trade, road passenger transportation, stevedoring, motor vehicle delivery, the soap, candles, edible oils or fats industry and in local authorities. Party to the Industrial Council for the Motor Transport Undertaking - Goods, also covered by Wage Determination No. 400. Affiliated to the S.A. Council of Transport Workers.
- African Trunk and Box Workers Union**, P.O. Box 3400, Johannesburg 2000. Tel. *Head Office* (011) 834-8029. *Secretary*: L.C. Scheepers; *Chairman*: F. de Kock. 100 members regionally in the leather industry. Party to the National Industrial Council for the Leather Industry. Affiliated to the S.A. Federation of Leather Trade Unions and the International Textile, Garment and Leather Workers Federation.
- Artisan Staff Association**, P.O. Box 31105, Braamfontein 2017. Tel. (011) 724-5265/6. *General Secretary*: C.P. Grobler then W. van der Merwe from November 1983; *President*: J. Zurich. 24166 members nationally in the South African Transport Services. Private agreement with the Administration of S.A. Transport Services. Affiliated to the Federal Council of S.A. Transport Services Staff Associations.
- Bay Bus Workers Union**, P.O. Box 4239, Port Elizabeth 6014. *Secretary*: W. Watani. 200 members in Port Elizabeth.
- Building Society Officials of S.A.**, P.O. Box 61518, Marshalltown 2107. Tel. (011) 838-2971. *General Secretary*: C.J. van Vuuren; *President*: F. Schimper. 14695 members nationally in financial institutions. Party to the Industrial Council for the Building Society Undertaking.
- Chemical and Allied Workers Union**, P.O. Box 3390, Cape Town 8000. Tel. (021) 55-8539. *Secretary*: J. Heeger; *Chairman*: A. Smith. 671 members in the manufacture and preparation of chemical preparations in the Cape Province. Party to the Industrial Council for the Chemical Industry - Cape.
- Cinematograph Projectionists Union**, P.O. Box 1443, Cape Town 8000. Tel. (021) 45-1735. *Secretary*: J. Hendricks; *Chairman*: M. Fredericks. 68 members involved in public entertainment and film projection.
- Durban Integrated Municipal Employees Society**, P.O. Box 365, Durban 4000. Tel. (031) 6-7413. *Secretary*: S.M. Govender; *Chairman*: S.H.

Sobrun.
4731 members locally in the Durban Municipal Authority.
Conditions covered by an agreement with the Durban Municipality.
Durban Rubber Industrial Union, P.O. Box 925, Durban 4000. Tel. (031) 25-1411.
Secretary: C. Le Fleur; *Chairman:* G.J. Assumption.
277 members locally in the rubber manufacturing industry.
Party to the Durban Rubber Industrial Council.

East London Liquor and Catering Trade Employees Union, P.O. Box 410, East London 5200. Tel. (0431) 2-8643.
Secretary: Mrs. H. Wierzbowski; *Chairman:* D. Naidoo.
82 members in the local hotel trade.
Conditions governed by Wage Determination No. 335.
Affiliated to the National Union of Liquor and Catering Trades.

East London Transport Workers Union, P.O. Box 410, East London 5200. Tel. (0431) 2-8643; 2-9045.
Secretary: G. van der Walt; *Chairman:* G. Bucholz.
229 members in local municipal transport.
Conditions decided by direct negotiation with the City Council.
Affiliated to the S.A. Council of Transport Workers.

Engineering Industrial Workers Union of South Africa, P.O. Box 48, Athlone 7760. Tel. (021) 67-3621.
General Secretary: A.E. Poole; *President:* A.B. Benn.
19186 members nationally in the iron, steel, engineering, metallurgical and mining industries.
Party to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.
Affiliated to the Confederation of Metal and Building industries and the International Metal Workers Federation.
Represented on the National Training Committee for the Metal Industry and Sub-Committees in Cape Town, Port Elizabeth, Durban and Johannesburg.

Garment Workers Industrial Union - Natal, P.O. Box 18359, Dalbridge 4014. Tel. *Head Office* (031) 6-1351/2/3.

Branch Offices: Ladysmith (0361) 4133; Newcastle (0343) 2-3738; Marburg (0391) 2-0215.
General Secretary: F. Hansa; *President:* I. Muckdoorn.
48 868 members provincially in the garment manufacturing industry.
Party to the Industrial Council for the Clothing Industry - Natal and also covered by Wage Determination 407 for the Clothing & Knitting Industry of South Africa.
Affiliated to the Garment Workers Unions Consultative Committee S.A. and the International Textile Garment & Leather Workers Federation.
Represented on the Clothing Industry Training Board.

Garment Workers Union of South Africa, P.O. Box 6779, Johannesburg 2000. Tel. *Head Office* (011) 37-1257/8/9.
Branch Offices: Port Elizabeth (041) 2-4718; East London (0431) 2-8643; Kimberley (0531) 2-3413.
Acting General Secretary: Mrs. J. du Plessis; *President:* Dr. A. Scheepers.
6 138 members nationally in the clothing, knitting, millinery and hat industries.
Party to Industrial Councils for the Clothing Industry - Tvl., Millinery Industry - Tvl., Knitting Industry - Tvl., Clothing Industry - Eastern Province and the Clothing Industry - Orange Free State and Northern Cape.
Affiliated to the Consultative Committee for the Clothing Industry and the International Textile, Garment and Leather Workers Federation.
Represented on the Clothing Industry Training Board.

Garment Workers Union of the Western Province, P.O. Box 194, Salt River 7925. Tel. (021) 47-4570.
Secretary: L.A. Petersen; *Acting Chairman:* P. Holloway.
56 000 members in the clothing, knitwear and millinery industry in the Western Cape.
Party to the Industrial Council for the Clothing Industry - Cape and the Industrial Council for the Millinery Industry - Cape.
Affiliated to the Garment Workers Unions Consultative Committee and the International Textile, Garment and Leather Workers Federation.

Glass Workers Union, P.O. Box 3400, Johan-

nesburg 2000. Tel. (011) 834-8029.

Branch Office in Port Elizabeth.

Hon. Secretary: L.C.M. Scheepers; *Chairman:* P. Vissie.

425 members in the flat glass industry.

Governed by Wage Determination No. 418.

Affiliated to the International Chemical Workers Federation.

Hotel, Bar & Catering Trade Employees Association, 309 Exchange Buildings, 28 St. George's Street, Cape Town 8001. Tel. (021) 25-3458; 41-0883.

Secretary: G. Munsook; *Chairman:* R. Devamoney.

3000 members in licensed hotels and restaurants in the Cape Province.

Party to the Industrial Council for the Liquor & Catering Trade - Cape.

Iron Moulders Society of South Africa, P.O. Box 3322, Johannesburg 2000. Tel. (011) 836-9188/9.

General Secretary: C.J. Bronkhorst; *President:* D.P. Whale.

2235 members nationally in the iron, steel, engineering & metallurgical industries; local Government undertakings; the mining industry; the sugar industry; public transport; the rubber and/or plastic industry; the motor vehicle production and/or assembly industry; the shipbuilding and/or repairing industry; electricity production and/or supply undertakings; petrol, oil and/or by-products, manufacturing, refining and/or distribution industry, including bunkering.

Party to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.

Affiliated to the Confederation of Metal and Building Unions.

Represented on the National Manpower Committee for the Metal Industries and 11 sub-committees.

Johannesburg Municipal Combined Employees Union, P.O. Box 60045, Langlaagte, 2102. Tel. (011) 836-9679.

Secretary: Mrs. G. Garner; *Chairman:* G.H.M. Huntley.

627 members locally in the municipal undertaking.

Conditions determined by the Industrial Council for the Johannesburg Municipal Undertaking.

Johannesburg Municipal Transport Workers

Union, P.O. Box 3854, Johannesburg 2000. Tel. (011) 838-5861.

General Secretary: H.M. Wallis; *President:* F. Naude.

993 members locally in the Johannesburg City Council, passenger and freight transport. Party to the Industrial Council for the Johannesburg Municipal Undertaking. Affiliated to the S.A. Council of Transport Workers.

Johannesburg Municipal Workers Union, 2nd Floor, Trades Hall West, 80 Anderson Street, Johannesburg 2000. Tel. (011) 838-5861.

Secretary: A. Hammon; *President:* F.W. Schroeder.

145 members locally in the Johannesburg Municipal Undertaking.

Party to the Industrial Council for the Johannesburg Municipal Undertaking.

Mine Surface Officials Association of South Africa, P.O. Box 6849, Johannesburg 2000. Tel. (011) 39-1078/9.

General Secretary: R.H. Botha; *President:* A.H. Leslie.

15 000 members in the mining industry.

Private agreement with the Chamber of Mines of S.A.

Motor Industry Combined Workers Union, P.O. Box 25241, Ferrisradsorp 2048. Tel. *Head Office* (011) 838-5877/8.

Branch Offices: Durban (031) 32-6561/2; Port Elizabeth (041) 41-4971; Cape Town (021) 55-2849; Kimberley (0531) 2-3602.

General Secretary: D.T. East; *President:* C.W. Johns.

23 808 members nationally in the motor industry (service and retail sector).

Party to the National Industrial Council for the Motor Industry.

Represented on the National Manpower Training Committee for the Motor Industry.

Motor Transport Workers Union - S.A., P.O. Box 16038, Doornfontein 2028. Tel. *Head Office* (011) 29-0793/4.

Branch Offices: Cape Town (021) 55-4691; East London (0431) 2-9045; Durban (031) 6-6069.

Secretary: Miss C.E. van der Walt; *President:* P.A. Myburgh.

600 members nationally in the goods transportation, storage trade and security services.

Party to the Industrial Council for the

- Motor Transport Undertaking - Goods, also covered by Wage Determinations 400 and 412.
Affiliated to the S.A. Council of Transport Workers.
- Natal Liquor & Catering Trades Employees Union**, P.O. Box 290, Durban 4000. Tel. *Head Office* (031) 6-9750/9.
Branch Offices: Pietermaritzburg (0331) 4-1851; South Coast (0391) 2-1088.
General Secretary: A.C. Reddy; *President*: R. Kirsten.
4 100 members regionally in the liquor and catering trade, accommodation establishments and holiday flats.
Party to the Industrial Councils for the Liquor and Catering Trade - Durban/Pietermaritzburg; for the Liquor and Catering Trade - Accommodation and Establishments and Holiday Flats - South Coast; also covered by Wage Determinations Nos. 422, 424 and 428.
- National Union of Bank Employees - S.A.**, P.O. Box 6935, Johannesburg 2000. Tel. (011) 724-7374/5.
General Secretary: B.J. Smith; *President*: P. Latchmanan.
3 800 members nationally in the banking industry.
Conditions governed by private negotiating machinery.
- National Union of Cigarette and Tobacco Workers**, 217 York House, 57 Rissik Street, Johannesburg 2001. Tel. (011) 836-9842.
General Secretary: Miss C. du Preez; *President*: Mrs. S.E. Swanepoel.
605 members nationally in the tobacco manufacturing industry.
Party to the Industrial Council for the Tobacco Industry - Transvaal.
Affiliated to the International Union of Food and Allied Workers Associations.
- National Union of Clothing Workers - S.A.**, P.O. Box 7288, Johannesburg 2000. Tel. (011) 37-3740.
Branches: East London (0431) 2-8643; Kimberley (0531) 2-3413; Kroonstad (0411) 4146.
General Secretary: Dr. L. Mvubelo; *President*: S. Nene.
22 000 members in the garment industry.
Party to the Industrial Councils for the Clothing Industry - Transvaal, the Clothing Industry - Eastern Province, the Clothing Industry - O.F.S. and N. Cape, the Knitting Industry - Tvl., and the Millinery Industry - Tvl.
Affiliated to the Consultative Committee for the Clothing Industry.
- National Union of Furniture and Allied Workers of South Africa**, P.O. Box 2040, Johannesburg 2000. Tel. *Head Office* (011) 29-1564/5.
Branches: Western Cape (012) 55-8738; Natal (031) 31-8808; Eastern Cape (041) 54-2868; Knysna (0445) 2-1961; East London (0431) 2-9953; O.F.S. (051) 7-3943; Stellenbosch (02231) 6367; Nelspruit (01311) 2-6897.
National Secretary: M. Lalaram; *President*: R.J. Tibshirany.
28 736 members nationally in the furniture manufacturing, bedding, sawmilling and plywood industries.
Party to Industrial Councils for the Furniture Industry in the Transvaal, Eastern Cape, South Western District, Natal, O.F.S., Western Cape, Knysna and the Border Area.
The woodworking and plywood industries are covered by Wage Determination No. 405.
- National Union of Laundry, Cleaning and Dyeing Workers - Cape**, P.O. Box 107, Athlone 7760. Tel. (021) 67-3231.
Secretary: A.R. Vahed; *Chairman*: J. Bartlett.
975 members regionally in the laundry, cleaning and dyeing industries.
Party to the Industrial Council for the Laundry, Dry Cleaning and Dyeing Industry - Cape.
- National Union of Leather Workers**, P.O. Box 3039, Port Elizabeth 6056. Tel. *Head Office* (041) 39-2162/3.
Branches: Durban (031) 32-7723; Pietermaritzburg (0331) 2-1529; Cape Town (021) 55-2537.
General Secretary: O.J. Fourie; *President*: M.C. Van Niekerk.
27 335 members nationally in the leather and allied industries.
Party to the National Industrial Council for the Leather Industry.
Affiliated to the S.A. Federation of Leather Trade Unions, and to the International Textile, Garment and Leather Workers Federation.
- National Union of Operative Biscuit Makers and Packers of S.A.**, P.O. Box 4141, Cape Town

8000. Tel. *Head Office* (021) 47-2674/S.
Branches: Port Elizabeth (041) 2-4718;
Transvaal (011) 838-6065.
General Secretary: N. Daniels; *President:* F. Stroebel.

1118 members nationally in the biscuit manufacturing industry.

Party to the National Industrial Council for the Biscuit Manufacturing Industry.

Radio, Television, Electronic and Allied Workers Union, P.O. Box 3400, Johannesburg 2000. Tel. (011) 838-4787.

Branch: Cape Town (021) 55-2245.

General Secretary: L.C.M. Scheepers; *Chairman:* A. Jeptha.

1854 members nationally in the manufacturing of radios, television sets and telecommunications.

Party to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

Affiliated to the Confederation of Metal and Building Unions, and the International Metal Workers Federation.

S.A. Bank Employees Union, P.O. Box 6935, Johannesburg 2000. Tel. (011) 724-7347/S.
General Secretary: B.J. Smith; *Chairman:* A.M. Mokoka.

1700 members nationally in the banking industry.

Conditions governed by private negotiation machinery.

S.A. Canvas and Ropeworkers Union, 4th Floor, Criterion Place, 156 Jeppe Street, Johannesburg 2001. Tel. (011) 29-4177.

Secretary: J. Daniel; *Chairman:* Mrs. B. Singh.

550 members locally in the canvas goods industry.

Party to the Industrial Council for the Canvas Goods Industry - Witwatersrand and Pretoria.

S.A. Canvas and Ropeworkers Union - Cape, P.O. Box 3390, Cape Town 8000. Tel. (021) 55-8539.

Secretary: J. Heeger; *Chairman:* T.W. Cupido.

616 members in the canvas industry in Cape Town.

Party to the Industrial Council for the Canvas and Ropeworking Industry - Cape.

S.A. Hairdressers Employees Industrial Union, 4th Floor, Criterion Place, 156 Jeppe Street, Johannesburg 2001. Tel. *Head Office* (011) 29-4177.

Branches: Pretoria (012) 323-2196; Cape Town (021) 22-6671; East London (0431) 2-8643; Durban (031) 32-7810; Kimberley (0531) 2-4552; Port Elizabeth (041) 2-4140; Klerksdorp (018) 2-5047.

General Secretary: J. Daniel; *President:* Mrs. Y. van Schalkwyk.

5368 members nationally in the hairdressing trade.

Party to Industrial Councils for the Hairdressing Industry - Cape Peninsula, Durban, Port Elizabeth and Uitenhage, Pretoria, Witwatersrand (including Klerksdorp).

Conditions governed by Wage Determina-

212

tion in East London and Kimberley.
 Represented in all areas on local Manpower Training Committees.

S.A. Society of Bank Officials, P.O. Box 31537, Braamfontein 2017. Tel. (011) 724-7374/5.
General Secretary: B.J. Smith; *Chairman*: on a rotation basis.
 22000 members nationally in the banking industry.
 Conditions governed by private negotiating machinery.

S.A. Technical Officials Association, P.O. Box 7060, Johannesburg 2000. Tel. (011) 836-4517/8/9.
General Secretary: H. Mallet-Veale; *President*: O.J.P. Botha.
 3070 members nationally in the mining industry.
 Affiliated to the Confederation of Associations and Mining Unions.

S.A. Theatre and Cinema Employees Union, P.O. Box 8752, Johannesburg 2000. Tel. (011) 2-4273.
General Secretary: Mrs. E. Siew; *Chairman*: Mrs. C. Els.
 1418 members nationally in theatres, cinemas and video shops.
 Party to the Industrial Council for the Theatre and Cinema Industry.

S.A. Theatre Union, P.O. Box 31313, Braamfontein 2017. Tel. *Head Office* (011) 802-1030.
Secretary: vacant; *Chairman*: C. Trichardt.
 435 members nationally in theatre, T.V., films and radio.
 Private agreement covering theatre only with the S.A. Association of Theatrical Managements.

S.A. Typographical Union, P.O. Box 1993, Pretoria 0001. Tel. (012) 323-6097/8.
Branches: Bloemfontein (051) 7-6819; Cape Town (021) 46-1180; Durban (031) 32-7634; East London (0431) 2-5158; Johannesburg (011) 29-4838; Pietermaritzburg (0331) 2-5394; Port Elizabeth (041) 2-3451; Pretoria (012) 26-1913; Windhoek (061) 5-1241.
General Secretary: E. van Tonder; *General Secretary Designate*: M. Deysel; *Chairman*: C.W. Johnson.
 45434 members nationally in the printing and newspaper industry.
 Party to the National Industrial Council for the Printing and Newspaper Industry.
 Affiliated to the International Graphic Federation.

Sweet Workers Union, P.O. Box 410, East London 5200. Tel. *Head Office* (0431) 2-8643.
Branch: Johannesburg (011) 834-8029.
General Secretary: Mrs. H. Wierzbowski; *President*: L.C.M. Scheepers.
 2400 members nationally in the sweet industry.
 Party to the Johannesburg and East London Industrial Councils for the Sweetmaking Industry.

Textile Workers Industrial Union - S.A., P.O. Box 4141, Cape Town 8000. Tel. *Head Office* (021) 47-2674/5.
Branches: East London (0431) 2-0936; Ladysmith (0361) 2-3650; Durban (031) 31-7549; Port Elizabeth (041) 4-5617; Uitenhage (0422) 2-7018; Johannesburg (011) 838-6065; Worcester (0231) 3187; Paarl (02211) 2-7775; Bellville (021) 95-3344; Cape Areas (021) 47-2674; and Pinetown.
Secretary: N. Danieks; *President*: S.F. Tiyo.
 20011 members nationally in the textile manufacturing, wool washing, wool and mohair, worsted textile, bag and carpet manufacturing industries.
 Party to the National Industrial Council for the Textile Manufacturing Industry, the Industrial Council for the Worsted Textile Manufacturing Industry - Cape, the Industrial Council for the Cotton Textile Manufacturing Industry - Cape, and the Industrial Council for the Bag Manufacturing Industry - Paarl.

Tramway and Omnibus Workers Union - Cape, P.O. Box 1562, Cape Town 8000. Tel. (021) 55-4691.
Secretary: D.C. Benade; *Chairman*: M. Socker.
 2251 members regionally in transport, repair and maintenance.
 Party to the Industrial Council for the Road Passenger Transport Industry - Cape.

Other informal agreements.
 Affiliated to the S.A. Council of Transport Workers.

Transport Workers Union - Coloured and Asian, P.O. Box 19, Johannesburg 2000. Tel. *Head Office* (011) 838-5861.
Branch: Cape Town (021) 55-4691; *Durban* (031) 6-6069.
Secretary: A. Hammon; Chairman: C.M. Wilson.
 817 members in the goods transportation undertaking.
 Party to the Industrial Council for the Motor Transport Undertaking - Goods.
 Affiliated to the S.A. Council of Transport Workers.

Transvaal Leather and Allied Trades Industrial Union, P.O. Box 3400, Johannesburg 2000. Tel. (011) 834-8029.
General Secretary: L.C.M. Scheepers; Chairman: L. August.
 3650 members regionally in leather and allied industries.
 Party to the National Industrial Council for the Leather Industry.
 Affiliated to the S.A. Federation of Leather Trade Unions and the International Textile, Garment and Leather Workers Federation.

Transvaal Musicians Union, P.O. Box 5837, Johannesburg 2000. Tel. (011) 21-3451, 787-4804.
Secretary: Mrs. M. Herbert; President: H.H. Herbert.
 285 members in the Music Industry.

Trawler and Line Fishermens Union, P.O. Box 4110, Cape Town 8000. Tel. (021) 55-2245.
General Secretary: Miss C. du Preez; Chairman: P. Kinnear.
 3024 members in the fishing industry.
 Conditions governed by private agreements.
 Affiliated to the International Federation of Transport Workers.

Trunk and Box Workers Union, P.O. Box 3400, Johannesburg 2000. Tel. (011) 834-8029.
Secretary: L.C.M. Scheepers; Chairman: F. de Kock.
 15 members regionally in the trunk manufacturing industry.
 Party to the National Industrial Council for the Leather Industry.
 Affiliated to the S.A. Federation of Leather Trade Unions and the International Textile, Garment and Leather Workers Federation.

Unions Affiliated to the South African Confederation of Labour

(White Membership only.)

- Blanke Bouwerkersvakbond van S.A.**, P.O. Box 1482, Pretoria 0001. Tel. (012) 21-8346.
Secretary: G.H. Beetzge; *President:* C. Ryksen.
5 000 members nationally in the building, civil engineering industries & municipalities.
Party to the Industrial Council for the Building Industry - Pretoria, Johannesburg, Durban, Pietermaritzburg, Bloemfontein.
Represented on the Building Apprenticeship Committee.
- Die Spoorbond**, P.O. Box 31111, Braamfontein 2017. Tel. (011) 725-6302.
General Secretary: Eben D. Jacobs.
6 000 members in the S.A. Railways, Harbours, Airways and road motor services. *
- Mine Workers Union**, P.O. Box 31525, Braamfontein 2017. Tel. (011) 724-8565.
Secretary: P.J. Paulus.
17 000 members in the mining industry, countrywide. *
- Provinsiale Medewerkersvereniging**, P.O. Box 3162, Pretoria 0001. Tel. (012) 28-4195.
Secretary: J.J.J. van Rensburg.
4 000 members involved in Transvaal Roads and Works Departments. *
- Running & Operating Staff Union - Group C - S.A.R. & H.**, P.O. Box 31082, Braamfontein 2017. Tel. (011) 724-2163/4/5.
General Secretary: J.R. Benade; *President:* J.F.M. Niemand.
7 830 members in S.A. Railways - national.
Affiliated to the Federal Council of Staff Associations of S.A.T.S.
- S.A. Diamond Workers Union**, P.O. Box 8304, Johannesburg 2000. Tel. (011) 37-1854.
General Secretary: R. Rich; *Chairman:* M. Geffen.
400 members in the diamond cutting industry.
- S.A. Engine Drivers, Firemans & Operators Association**, P.O. Box 8991, Johannesburg 2000. Tel. (011) 838-2254.
Secretary: I.H. Meyer; *President:* J.H. Koeckemoer.
7 097 members nationally involved in iron and steel, explosives, chemical and mining industries; electricity supply commission; Rand water board.
- Party to the Industrial Council for Explosives Industry and the National Industrial Council for Iron & Steel.
Affiliated to the Escom Unions Joint Committee, the Explosives and Allied Industries Joint Committee, the Rand Water Board Unions Joint Committee, the Council of Mining Unions and the Confederation of Metal and Building Unions.
- S.A. Iron, Steel and Allied Industries Union**, P.O. Box 19299, Pretoria West 0117. Tel. (012) 79-3271.
General Secretary: N.L.M. Ferreira; *President:* G.P. Diederiks.
38 200 members in 14 industries allied to the iron and steel trade.
- S.A. Karweierswerknemersvereniging**, P.O. Box 1359, Pretoria 0001. Tel. (012) 28-6873.
Secretary: J.J.C. Botha.
515 members in Provincial Road Departments in the Transvaal, O.F.S. and Cape. *
- S.A. Transport Services Employees Union**, P.O. Box 1125, Cape Town 8000. Tel. (021) 43-7380.
General Secretary: G.J.B. Janse van Rensburg.
12 381 members. *
- The S.A.R. & H. Salaried Staff Association**, P.O. Box 6753, Johannesburg 2000. Tel. (011) 725-5700. *Head Office.*
General Secretary: G.P. Petersen; *President:* B.L. Currie.
29 700 members nationally in the transport industry.
- West Rand Administration Board Personnel Association**, P.O. Box 720, Excom 2023. Tel. (011) 834-3421.
General Secretary: J. Roos.
1 100 members regionally.

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UNIONS AFFILIATED TO THE FEDERATION OF
SOUTH AFRICAN TRADE UNIONS

P.O. Box 322, Kasselsvlei. Tel. (021) 95-1412

PRESIDENT: CHRIS DLAMINI

VICE PRESIDENT: ANDREW ZULU

GENERAL SECRETARY: J. FOSTER

Chemical Workers Industrial Union, Suite 3. National Union of Textile Workers
61 Hime Street, Jacobs, Durban 4152. P. O. Box 18361

Tel: (031) 48-6648

Secretary: Rod Crompton

6260/11,120

Dalbridge 4014

Tel: (031) 6-5250

Acting Secretary: J. Copelyn

13,150/18,000

Jewellers and Goldsmiths Union

P.O. Box 2884

Cape Town 8000,

Tel: (021) 46-8086

Secretary: A. E. Frazer

Chairman: M. E. Benson

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Paper, Wood and Allied Workers Union
9 Palladium Buildings

4th Street

Springs 1560

Tel: (011) 56-7925

Secretary: R. Ndzutha

5,030

Metal and Allied Workers Union

P. O. Box 693 Benoni 1500

Tel: (011) 54-8013

Secretary: D. Sebabi

20,050/35,000

Sweet, Food and Allied Workers Union
3 Central Ct.

125 Gale Court So.

Durban 4001

Tel: (031) 337-350

Secretary: Jay Naidoo

10,150

National Automobile and Allied Workers
Union.

P.O. Box 4097

Port Elizabeth 6000

Head Office: (041) 4-6010;

Branches: Durban (031) 92-3780;

Pretoria (012) 55-1650; Cape

Town (021) 95-1412

Secretary: F. Sauls

President: J. Harris

18,390

Sugar Industry Employees Union

216 Good Hope Center

92 Queen Street

Tel: (031) 655-63

1,000

Transport and General Workers Union

First Floor

Harrister House

65 Harrison Street

Johannesburg

Tel: (011) 836-446

Secretary: Jane Barrett

6,335/9,000

OFFICIAL FOSATU FIGURES, END 1983

FIRST FIGURE PAID UP/SECOND FIGURE
SIGNED UP MEMBERSHIP

UNIONS AFFILIATED TO THE COUNCIL OF
UNIONS OF SOUTH AFRICA

P.O. Box 10928 Johannesburg 2000

Tel: (011) 29-8031

UNION	ADDRESS	TEL.NO	OFFICIALS
1. BUILDING CONSTRUCTION & ALLIED WORKERS UNION	P.O. BOX 10928 JOHANNESBURG 2000	23 8302	ACTING GENERAL SECRETARY MR AARON NTHINYA PRESIDENT MR EDWARD MOGANE
2. FOOD BEVERAGE & ALLIED WORKERS UNION	P.O. BOX 10928 JOHANNESBURG 2000	23 8357	GENERAL SECRETARY MR LEONARD SIKHAKHANE PRESIDENT MR LONGWAY KWELEMTINI
3. HOTEL, LIQUOR CATERING & ALLIED WORKERS UNION	P.O. BOX 1409 JOHANNESBURG 2000	836 4738	GENERAL SECRETARY MR HAMILTON MAKEDAMA PRESIDENT MR REXSON NKHWASHU
4. NATIONAL UNION OF MINEWORKERS	P.O. BOX 10928 JOHANNESBURG 2000	29 4561	GENERAL SECRETARY MR CYRIL RAMAPHOSA PRESIDENT MR JAMES MOTLATSI
5. SOUTH AFRICAN BLACK MUNICIPALITY & ALLIED WORKERS UNION	P.O. BOX 23027 JOUBERT PARK 2044	29 8507	ACTING GENERAL SECRETARY MR STEPHEN MOHAMME PRESIDENT MR JOE KGANAGA
6. SOUTH AFRICAN CHEMICAL WORKERS UNION	P.O. BOX 4990 JOHANNESBURG 2000	29 8920	GENERAL SECRETARY MS TINI SEKHOSONA PRESIDENT MR CHARLES MATHEBULA
7. SOUTH AFRICAN LAUNDRY DRY CLEANING & DYEING WORKERS UNION	P.O. BOX 10928 JOHANNESBURG 2000	23 9058	GENERAL SECRETARY MRS AGNES MOLEFE PRESIDENT MR LUDWIG THOMAS
8. STEEL, ENGINEERING & ALLIED WORKERS UNION OF SOUTH AFRICA	P.O. BOX 61289 MARSHALLTOWN 2107	834 4771	GENERAL SECRETARY MRS JANE HLONGWANE PRESIDENT MR LUCAS MOLEFE
9. TRANSPORT & ALLIED WORKERS UNION	P.O. BOX 4469 JOHANNESBURG 2000	29 4784	GENERAL SECRETARY MR JAMES SIKHOSANA PRESIDENT MR AMOS MABUZA
10. TEXTILE WORKERS UNION	P.O. BOX 10488 JOHANNESBURG	337 6591	GENERAL SECRETARY MRS EVELYN SETORO

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TRANSPORT & ALLIED
WORKERS UNION

P.O. BOX 4469
JOHANNESBURG
2000

29 4784

MR LUCAS MOLEFE

GENERAL SECRETARY
MR JAMES SIKHOSANA
PRESIDENT
MR AMOS MABUZA

TEXTILE WORKERS UNION

P.O. BOX 10488
JOHANNESBURG
2000

337 6591

GENERAL SECRETARY
MRS EVELYN SELORO
PRESIDENT
MR ELIAS MOSETLHA

UNITED AFRICAN MOTOR &
ALLIED WORKERS

512 WILLIE THERON BLDG.
BOSMAN STREET
PRETORIA
0001

(012) 3230838

GENERAL SECRETARY
MRS DORA NOWATHA
PRESIDENT
MR PHINEAS KGWADI

Unaffiliated Unions - Registered

(Unions from which no recent information has been forthcoming are indicated with an asterisk.)

Amalgamated Engineering Union of South Africa, P.O. Box 1168, Johannesburg 2000. Tel. 834-5261/5.

General Secretary: T.S. Neethling; *Chairman:* J.E. Faure.

32000 members nationally in the metal, mining, pulp and paper, explosives and sugar industries, in Escom, the Rand Water Board, the Johannesburg Municipality and Klipfontein Organic Products.

Party to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, and to the Industrial Councils for Pulp and Paper, for Explosives, for Sugar and for the Johannesburg Municipal Undertaking.

Represented on various Manpower Training Committees.

Affiliated to the Confederation of Metal and Building Unions, the Council of Mining Unions, the Federation of Mining Unions, the Explosives Industries Unions Joint Committee, the Escom Unions Joint Committee, the Pulp and Paper Unions Joint Committee, the Rand Water Board Unions Joint Committee, and the Johannesburg City Council Workshop Committee.

Amalgamated Society of Woodworkers of South Africa, P.O. Box 1095, Johannesburg 2000. Tel. (011) 834-7086, 834-7178.

General Secretary: R. Beech; *President:* G.E. Fanner.

758 members nationally in the building, mining, explosives and engineering industries, and in Escom.

Party to the Industrial Councils for the Building and Explosives Industries, and for Municipalities. Party to the National Industrial Council for the Iron, Steel and Metallurgical Industry.

Private agreements with Escom and the mining industry.

Affiliated to the Confederation of Metal and Building Unions and the Council of Mining Unions, and the Federation of Mining Unions.

Amalgamated Union of Building Trade Workers, P.O. Box 5378, Johannesburg 2000. Tel. (011) 834-7086, 834-7178.

General Secretary: R. Beech; *Chairman:* D.A.J. Putter.

19700 members nationally in the building, mining and explosives industries, in Escom and in municipalities.

Party to Industrial Councils for the Building and Explosives Industries, and for Municipalities.

Private agreements with Escom and the mining industry.

Affiliated to the Confederation of Metal and Building Unions, the Federation of Mining Unions, the Council of Mining Unions, the Escom Unions Joint Committee, the Explosives Industries Unions Joint Committee.

Bakery Employees Industrial Union, P.O. Box 159, Salt River 7925. Tel. (021) 55-8473, 55-5986.

General Secretary: A.R. Joseph; *Chairman:* R. Isaacs.

3100 members regionally in the baking and confectionery industry.

Party to the Industrial Council for the Baking and/or Confectionery Industry - Cape.

Affiliated to the International Union of Food and Allied Workers Associations.

Bloemfonteinse Munisipale Werknemersvereniging, C/o Department Coloured Affairs, P.O. Box 288, Bloemfontein 9300. *

Brewery Employees Union - Cape Peninsula, P.O. Box 2884, Cape Town 8000. Tel. (021) 46-8086. *Branch:* Port Elizabeth.

Secretary: A.E. Frazer; *Chairman:* N. Graham.

388 members in the brewing industry.

Party to the Industrial Council for the Brewing Industry - Cape Town.

Private agreement with the employer in Port Elizabeth.

Affiliated to the International Union of Food and Allied Workers Associations.

Building Workers Union, P.O. Box 2013, Cape Town 8000. Tel. *Head Office:* (021) 25-3443, 23-1798; *Branches:* Worcester (0231) 2-0778; Somerset West (024) 2-4818.

Secretary: R. Simmons; *Chairman and President:* W.C. Hendricks.

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- Party to the Industrial Councils for the Building Industry in the Cape and Worcester.
- Cape Divisional Council Workers Association**, P.O. Box 59, Lotus River 7805. Tel. (021) 73-4550.
Secretary: J. Schippers; President: F. Hendricks.
850 members in the Local Authority.
Private agreement with the Divisional Council of the Cape.
- Cape Explosives Industrial Workers Union**, 9 Wade Street, Strand 7140. *
- Cape Town Gas Workers Union**, P.O. Box 3474, Cape Town 8000. *
- Cape Town Municipal Workers Association**, P.O. Box 49, Athlone 7760. Tel. (021) 67-8140.
*Secretary: J. Ernstzen. **
- Chemical Workers Union**, P.O. Box 4990, Johannesburg 2000. Tel. (011) 23-7459.
- Chocolate and Sweet Workers Union**, P.O. Box 3028, Port Elizabeth 6000. Tel. (041) 33-7671.
All queries to be addressed to the Secretary. *
- Commercial, Catering and Allied Workers Union of S.A.**, P.O. Box 7135, Johannesburg 2000. Tel. (011) 23-6127/8/9.
Secretary: Ms. E. Mashinini; Chairman: I. Padi.
30 000 members in the commercial, catering and distributive trades, nationally.
Affiliated to the International Federation of Commercial, Clerical and Technical Employees.
- Commercial Employees Association - Kimberley**, P.O. Box 356, Kimberley 8300.
Party to the Commercial Distributive Trade Industrial Council - Kimberley. *
- Diamond Cutters Union of South Africa**, P.O. Box 8304, Johannesburg 2000.
Members in the diamond cutting industry in the Johannesburg area.
Covered by the Industrial Council Agreement for the Diamond Cutting Industry. *
- Durban Municipal Employees Society**, P.O. Box 38214, Point 4069. Tel. (031) 32-9550.
Secretary/Treasurer: J.J. Marce; Chairman: H.W. Weber.
3 602 members in the Durban Municipal Service.
- Durban Municipal Professional Staff Association**, P.O. Box 698, Durban 4000. Tel. (031) 6-9946.
Hon. Secretary: J.B. Jones; Chairman: P.J. Howard.
- 247 members.
Conditions governed by private agreement with the Durban Corporation.
- Durban Municipal Transport Employees Union**, C/o G.K. Verdon, 107 Manor Drive, Manor Gardens, Durban 4001. *
- Durban Municipal Workers Union**, C/o Leandy & Partners, P.O. Box 35, Durban 4000. *
- Eastern Province and Border Engineering and General Workers Union**, P.O. Box 4338, Port Elizabeth 6014. *
- East London Meat Trade Union**, P.O. Box 1005, East London 5200. Tel. (0431) 5-1807.
Secretary: J.S. Taylor; President: R.G. Conway.
86 members locally.
Party to the Industrial Council for the Meat Trade in East London.
- Electrical and Allied Trades Union of South Africa**, P.O. Box 9692, Johannesburg 2000. Tel. (011) 834-6781. *Branches: Springs (011) 812-2523; Durban (031) 32-8715; Newcastle (0343) 2-3173; Port Elizabeth (041) 33-3312.*
Secretary: B. Nicholson; President: P.P. Van Oordt.
10 500 members in electrical engineering, electrical contracting and iron, steel engineering, metallurgical and building industry.
Party to the National Industrial Council for the Iron, Steel and Metallurgical Industry.
Affiliated to the Confederation of Metal and Building Unions.
- Electrical and Allied Workers Union of South Africa**, P.O. Box 9692, Johannesburg 2000. Tel. (011) 834-6781. *Branches: Springs (011) 812-2523; Durban (031) 32-8715.*
Secretary: B. Nicholson; President: R. Khoza.
6 450 members in the electrical industry, electrical engineering, iron, steel engineering, metallurgical and electrical contracting industries.
Party to the National Industrial Council for the Iron, Steel and Metallurgical Industries, and to the Industrial Council for the Electrical Contracting Industry.
Affiliated to the Confederation of Metal and Building Unions.
- Electricity Workers Association**, P.O. Box 6198, Alberton North 1456. *
- Escom - Cape Western Undertaking - Salaried Staff Association**, 40 Balfour Street, Woodstock 7925. *
- Escom Employees Association**, P.O. Box 90, Alberton 1450. *

- Escom Workers Association**, P.O. Box 92, Bellville 7530. *
- Federated Mining Union**, P.O. Box 9645, Johannesburg 2000. Tel. (011) 838-3341.
Secretary: A.J. van der Watt; *President*: R.A. Moses.
3000 members nationally in the mining industry.
Several private agreements with employers.
Affiliated to the International Metal Workers Federation.
- Food and Canning Workers Union**, P.O. Box 2678, Cape Town 8000. Tel. (021) 46-6066/7.
General Secretary: J.P. Theron; *President*: A. Hendricks.
10000 members nationally in the food industry.
- Industrial Salaried Staff Association**, P.O. Box 487, Vanderbijlpark 1900.
General Secretary: W.J. Marais.
Members regionally in the iron, steel, metallurgical and petrol industries, and in Sasol. *
- Johannesburg Municipal Employees Association**, P.O. Box 31555, Braamfontein 2017. Tel. (011) 724-8415/6/7.
General Secretary: S.F. van den Berg; *President*: H.D.O. von Oppell.
6000 members in the local government undertaking.
Party to the Industrial Council for the Johannesburg Municipal Undertaking and to the National Industrial Council for Administration Boards.
- Johannesburg Municipal Water Works Mechanics Union**, P.O. Box 57019, Springfield 2137. Tel. (011) 838-5021.
Secretary: A. Paulson.
Members employed by the Johannesburg Municipality in plumbing occupations.
Party to the Industrial Council for the Johannesburg Municipal Undertaking.
- Kafraria Divisional Council Employees Association**, P.O. Box 320, East London 5200. *
- Kimberley Municipal Coloured Workers Association**, P.O. Box 949, Kimberley 8300. *
- Ladysmith Indian Municipal Employees Association**, P.O. Box 1368, Ladysmith 3370. Tel. (0361) 4384 - *after hours*: 6449.
Honorary Secretary: B. Hari; *President*: D.M. Maistry.
68 members in the Municipality.
- Laundry, Dry Cleaning and Dyeing Employees Union - Natal**, P.O. Box 3069, Durban 4000. Tel. (031) 6-5327.
General Secretary: S.P. Pillay.
Members regionally in the laundry, dry cleaning and dyeing industry.
Party to the Industrial Council for the Laundry, Cleaning and Dyeing Industry - Natal.
- Laundering, Cleaning and Dyeing Workers Union of South Africa**, P.O. Box 1609, Johannesburg 2000. Tel. (011) 838-5861.
Secretary: H.M. Wallis; *President*: Mrs. Buitendach.
35 members.
Party to the Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade - Transvaal.
- Liquor and Catering Trades Employees Union**, P.O. Box 2884, Cape Town 8000. Tel. (021) 46-8086.
Secretary: A.E. Frazer.
1300 members in the liquor and catering industry in all magisterial districts of Cape Town.
Party to the Industrial Council for the Liquor and Catering Industry - Cape.
Affiliated to the International Union of Food and Allied Workers Associations.
- Motor Industry Employees Union of S.A.**, P.O. Box 50968, Randburg 2125. Tel. (011) 787-5983.
Director: P.J. Picnaar; *President*: W. de Klerk.
24000 members nationally in the motor industry.
Party to the National Industrial Council for the Motor Industry.
Represented on the Manpower Training Committee for the Motor Industry.
- Motor Industry Staff Association**, P.O. Box 35232, Northliff 2115. Tel. *Head Office*: (011) 678-4024; *Branches*: East London (0431) 2-8850; Port Elizabeth (041) 54-4864; Durban (031) 6-8256; Kimberley (0531) 2-4551; Bloemfontein (051) 7-5339; Johannesburg (011) 678-6328; Cape Town (021) 25-2041.
General Secretary: J. Boon; *President*: T. Anderson.
21018 members nationally in the motor industry.
Party to the National Industrial Council for the Motor Industry.

- Munisipaliteit Vredenburg - Saldanha se Werkersvereniging, Private Bag X12, Vredenburg 7380. *
- Natal Baking Industry Employees Union**, Suite 22, Tivolii House, 110 Victoria Street, Durban 4001. Tel. *Head Office*: (031) 31-1683; *Branch: Pietermaritzburg* (0331) 2-8068. *Secretary*: M.N. Govender; *Chairman*: S.T. Govender.
3 200 members regionally in the baking and confectionery industry.
Party to the Industrial Council for the Baking and/or Confectionery Industry - Durban and Districts.
Affiliated to the S.A. Federation of Baking and Confectionery Trade Unions, International Union of Food and Allied Workers Associations.
- Natal Sugar Industry Employees Union**, P.O. Box 2680, Durban 4000. Tel. (031) 6-5563. *Secretary*: R.R. Pillay; *Chairman*: P.N. Pillay.
200 members in the sugar production and processing industry - Natal.
Party to the Industrial Council for the Sugar Manufacturing and Refining Industry.
- National Cement Employees Union**, P.O. Box 45, Riebeck West 6800. *General Secretary*: M.M. Walters; *President*: D.B. Truter.
Branch in De Hoek.
110 members in the cement manufacturing industry.
Covered by Wage Determination 359, and one private agreement.
- National Certificated Fishing Officers Association**, 124 Boston House, Strand Street, Cape Town 8001. Tel. (021) 22-1235. *Secretary*: H. Lennox; *Chairman*: R. Han-nath.
284 members in the fishing industry.
Party to the Consultative Council for the Trawling Industry.
- National Sugar and Refining and Allied Industries Employees Union**, P.O. Box 2951, Durban 4001. Tel. (031) 6-8571.
Members in the sugar industry.
Party to the Industrial Council for the Sugar Industry. *
- National Union of Brick and Allied Workers**, P.O. Box 82238, Southdale 2135. *
- National Union of Dairy Industry Employees**, P.O. Box 541, Bloemfontein 9300.
Party to the National Industrial Council for the Dairy Industry. *
- National Union of Distributive and Allied Workers**, P.O. Box 2623, Cape Town 8000. Tel. *Head Office*: (021) 22-6925, 23-7354; *Branches*: Johannesburg (011) 838-1184; Durban (031) 31-1160; Port Elizabeth (041) 2-4140; Pretoria (012) 323-0619; Welkom (017) 2-7046; Bloemfontein (051) 7-3529; Kimberley (0531) 4-1095; Cape Town (021) 43-3655. *Secretary*: Miss D. Hartwell; *President*: S. Ariefdien.
8 290 members nationally in the commercial distributive trade.
Party to the Commercial Distributive Trade Industrial Council, Kimberley.
Covered in certain areas by Wage Determination 406, and by several private agreements.
Affiliated to F.I.E.T.
- National Union of Laundering, Cleaning and Dyeing Workers**, P.O. Box 1609, Johannesburg 2000. Tel. (011) 838-5861. *Secretary*: H.M. Wallis; *President*: S. van Heerden.
50 members.
Party to the Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade - Transvaal.
- National Union of Wine, Spirits and Allied Workers**, P.O. Box 5718, Johannesburg 2000. Tel. *Head Office*: (011) 23-5561; *Branches*: Stellenbosch (02231) 7-4345; Kimberley (0531) 2-3413; East London (0431) 2-2026; Bloemfontein (051) 7-3943; Durban (031) 31-8801. *Secretary*: F. Mandy; *President*: N. Nkosi.
4 500 members nationally in the wine and spirit manufacturing industry.
Conditions governed by one wage determination and a private agreement with the S.A. Wine and Spirit Manufacturers Association.
- Nedbank Staff Society**, P.O. Box 2228, Johannesburg 2000. Tel. (011) 833-0311 x 663. *General Secretary*: vacant; *Chairman and President*: M.G. van Schalkwyk.
3 917 members nationally in banking.
- Operative Bakers, Confectioners and Conductors Union - Port Elizabeth and Uitenhage**, 149 Beaulstone Road, Malabar, Port Elizabeth 6016.
Party to the Industrial Council for the Baking and Confectionery Industry - Port Elizabeth and Uitenhage. *

- Optical Workers Union**, P.O. Box 2131, Johannesburg 2000. Tel. (011) 838-6155/6.
Secretary: G.S. Kok; President: D. McTaggart.
50 members in the ophthalmic optical manufacturing industry.
Party to the Industrial Council for the Ophthalmic Optical Manufacturing Industry.
- Personneelvereniging van die Transvaalse Raad vir die Ontwikkeling van Bultstedelike Gebiede**, P.O. Box 1341, Pretoria 0001. *
- Port Elizabeth Bus Workers Union**, P.O. Box 660, Port Elizabeth 6000. Tel. (041) 2-4724.
Secretary: P. Kemp; Chairman: R.J. Nelson.
420 members.
Party to the Industrial Council for the Road Passenger Transport Industry.
Affiliated to the S.A. Council of Transport Workers.
- Port Elizabeth Municipal Employees Association**, P.O. Box 8050, Schauderville 6060.
Secretary: P. Smith.
Members in the Port Elizabeth Municipality.
- Port Elizabeth Operative Plumbers Association**, P.O. Box 534, Port Elizabeth 6000. *
- Port Elizabeth Tramway Officials and Salaried Staff Association**, P.O. Box 225, Port Elizabeth 6000. Tel. (041) 2-8751.
Secretary: P. Fourie.
Private agreement with the Port Elizabeth Tramway Company Ltd. *
- Post Office Employees Association of S.A.**, P.O. Box 204, Lansdowne 7780. *
- Pretoria Baking and Confectionery Employees Union**, P.O. Box 5698, Johannesburg 2000. *
- Pretoria Liquor and Catering Trades Employees Union**, P.O. Box 1256, Pretoria 0001. Tel. (012) 21-8911.
Secretary: M.C. Odendaal; Chairman: L.E. Etchells.
4 000 members in hotels, tearooms and restaurants.
Party to the Industrial Councils for the Liquor and Catering Trade - Pretoria, and the Tearoom, Restaurant and Catering Trade - Pretoria.
- Pretoriase Baknywerheidsvereniging**, Nazareth House, Queen Wilhelmina Drive, Waterkloof 0181.
Party to the Industrial Council for the Baking and Confectionery Industry - Pretoria. *
- Pretoria Vakbond vir die Kleinhandel Vleisbedryf**, 936, 7th Avenue, Wonderboom - South 0084.
Party to the Industrial Council for the Retail Meat Trade - Pretoria. *
- Provinsiale Huishoudelike Personeelvereniging**, P.O. Box 978, Pretoria 0001. *
- Richards Bay Employees Union**, P.O. Box 401, Richards Bay 3900.
- Rustenburg Tabakwerkersvereniging**, P.O. Box 63, Rustenburg 0300.
Party to the Industrial Council for the Tobacco Industry - Rustenburg. *
- S.A. Airways Engineering Staff Association**, P.O. Box 14224, Farmarene 1518.
General Secretary: H.P. Pearson.
Members in the technical staff of S.A. Airways.
- S.A. Association of Municipal Employees (Non-Political)**, Private Bag X4, Alkantarant, Pretoria 0005. Tel. *Head Office: (012) 46-6276, 46-5692.*
Branches throughout the Republic.
General Secretary: M. Eybers; National President: A.I. Nieuwoudt.
44 700 members nationally in local government.
Party to the following Industrial Councils: Local Government Undertaking - Transvaal; Administration Boards; Bloemfontein Municipal Undertaking; Pretoria Municipal Undertaking.
Affiliated to the Federation of Municipal Trade Unions.
- S.A. Broadcasting Staff Association**, P.O. Box 819, Durban 4000. *
- S.A. Electrical Workers Association**, P.O. Box 9692, Johannesburg 2000. Tel. (011) 834-6781.
Secretary: B. Nicholson; President: J.J.J. Snyman.
23 000 members in the mining, pulp and paper, explosives, metal, engineering, electrical (contracting, supply and engineering) industries and most other industries where electrical work is carried out.
Party to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, and to the Industrial Councils for the Pulp and Paper, the Explosives, the Electrical Contracting (Cape, Transvaal, Natal), the Electrical (Natal, East London), and the Building (Port Elizabeth, Kimberley, Bloemfontein) Industries. Also other smaller councils.
Affiliated to the Council of Mining Unions

- and the Confederation of Metal and Building Unions.
- S.A. Jockeys Association, P.O. Box 4228, Johannesburg 2000.
- S.A. Musicians Association, P.O. Box 2698, Durban 4000.
Secretary: Mrs. D. Varner. *
- S.A. Operative Masons Society, P.O. Box 620, Cape Town 8000. *
- S.A. Postal Association, P.O. Box 2004, Johannesburg 2000. Tel. (011) 37-6880.
General Secretary: P.L. van Aswegen;
President: J. Lotter.
3 000 members nationally in post offices.
- S.A.R. & H. Coloured Staff Association - Southern Areas, P.O. Box 2674, Cape Town 8000. Tel. (021) 25-3895, 21-1329.
President: F.J. Hendrickse.
9 138 members regionally in S.A. Transport Services.
- S.A.R. & H. Coloured Staff Association - Northern Areas, 120 Smit Street, Braamfontein 2001. *
- S.A.R. Indian Staff Association - Natal Area, P.O. Box 3951, Durban 4000.
Members regionally in South African Transport Services.
- S.A.R. Police Staff Association, P.O. Box 31308, Braamfontein 2017. Tel. (011) 725-2002.
General Secretary: B.J.S. Reinecke; *President:* Capt. D.F. Venter.
5 896 members nationally in South African Railways.
Affiliated to Federal Council of S.A.T.S. Staff Associations.
- S.A. Staatsdiens en Provinsiale Werkersvereniging, P.O. Box 978, Pretoria 0001. *
- S.A. Teleprinter Operators Society, P.O. Box 7766, Johannesburg 2000. *
- S.A. Tin Workers Union, 301 Noor Chambers, 208 Grey Street, Durban 4001. *
- Staff Association for Black Employees of South African Railways & Harbours, P.O. Box 31576, Braamfontein 2017. *
- Suidwes-Afrika Vissermansvereniging, P.O. Box 310, Walvisbaai 9190. *
- Stanger Association of Municipal Employees, P.O. Box 390, Stanger 4450. *General Secretary:* S. David; *President:* L. Municipal.
85 members in the Municipality.
- Sugar Industry Employees Association, P.O. Box 37118, Overport 4067.
Members regionally in the sugar manufacturing industry.
Party to the Sugar Industrial Council.
- 55-8539.
Secretary: J. Hoeger; *Chairman:* C. Willenburg.
313 members in the sweetmaking industry.
Party to the Industrial Council for the Sweetmaking Industry - Cape.
- Witwatersrand Baking and Confectionery Industrial Union, P.O. Box 5698, Johannesburg 2000. *
Secretary: R.D. Gold.
- Witwatersrand Brewery Employees Union, P.O. Box 61634, Marshalltown 2107. *
- Worcester Munisipale Werknemersvereniging, Private Bag X963, Worcester 6850. *
- Tramway and Omnibus Inspectors Association, Honeyside Road, Belthorn Estate, Crawford 7764. *
- Tramway Officials Staff Association, P.O. Box 3491, Cape Town 8000. *
- Transvaal Retail Meat Trade Employees Union, P.O. Box 2131, Johannesburg 2000. Tel. (011) 838-6155/6.
General Secretary: G.S. Kok; *President:* J.V. Vermaak.
834 members locally in the retail meat trade.
Party to the Industrial Council for the Retail Meat Trade - Witwatersrand.
- Transvaalse Transportwerkersunie, P.O. Box 890, Pretoria 0001.
- Umbogintwini Industrial Workers Union, P.O. Box 97, Umbogintwini 4120. *
- Underground Officials Association of S.A., P.O. Box 5965, Johannesburg 2000. Tel. (011) 836-9271/2/3.
General Secretary and Manager: R.J. Coertze; *President:* M.J. Henn.
14 000 members nationally in the mining industry.
- Union of Johannesburg Municipal Workers, P.O. Box 10638, Johannesburg 2000. *
- Union of Pretoria Municipal Workers, 103 Masopha Street, Saulsvik 0008. *
- Vereniging van Provinsiale Amptenare van die O.V.S., 35 Goldberg Avenue, Bethlehem 9700. *
- Verulam Indian Municipal Employees Association, P.O. Box 288, Verulam 4340. *
- Volkskas Amptenare Vereniging, P.O. Box 1647, Pretoria 0001.
Members nationally in the banking industry.
- Walvisbaai Munisipale Personeelvereniging, Private Bag X5017, Walvisbaai 9190. *
- Western Province Sweet Workers Union, P.O. Box 3390, Cape Town 8000. Tel. (021)

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Unregistered Unions and Workers Organisations - Unaffiliated

(Organisations from which no recent information has been forthcoming are indicated with an asterisk.)

- African Food and Canning Workers**, P.O. Box 2678, Cape Town 8000. Tel. (021) 22-2459.
General Secretary: J. Theron; *President:* J. Pendlani.
10 000 members in the food industry.
Party to several private agreements.
- Black Allied Workers Union**, P.O. Box 1297, Ladysmith 3370. Tel. Ladysmith (0361) 4771; P.O. Box 2423, Newcastle 2940. Tel. Newcastle (0343) 2-9465.
General Secretary: B. Khumalo; *National President:* M.J. Khumalo.
- Black Mine Workers Union**, P.O. Box 9645, Johannesburg 2000. Tel. (011) 838-3341.
Secretary: C. Motha.
- Domestic Workers and Salesladies Association**, Room 26, Second Floor, Court Chambers Building, 623 Main Street, Port Elizabeth 6001. Tel. (041) 54-2158. * o
- Domestic Workers Association**, 7 Church Street, Cape Town 8001. Tel. (021) 22-8936, 22-1166. * o
- Engineering and Allied Workers Union**, P.O. Box 9, kwa-Thema 1563. Tel. (011) 834-6027.
Secretary: C. Nkabinde.
Applied for registration. *
- General Workers Union**, Benbow Buildings, Beverley Street, Athlone, Cape Town 8000. Tel. (021) 67-0870.
General Secretary: D. Lewis.
Branches: Durban, East London and Port Elizabeth. *
- General Workers Union of S.A.**, P.O. Box 2924, Port Elizabeth 6000. Tel. (041) 54-4245. *
- Media Workers Association of S.A.**, Khotso House, De Villiers Street, Johannesburg 2001. *
- Motor Assembly Components Workers Union of S.A.**, P.O. Box 2924, Port Elizabeth 6000. Tel. (041) 54-4245. *
- Municipal and General Workers Union**, Cambridge House, Sauer Street, Johannesburg 2001. Tel. (011) 834-2268.
Secretary: G. Mazwi.
- National Federation of Workers**, Vally's Centre, 44 Lorne Street, Durban 4001. Tel. (031) 6-4847.
Secretary: M. Oliphant. *
- National Union of Security Officers**, P.O. Box 234, Salt River 7925. * o
- Orange-Vaal General Workers Union**, Trevor Building, Voortreker Street, Vereeniging 1930. *
- S.A. Allied Workers Union**, 94 Tasmin Centre, 122 Victoria Street, Durban 4001. Tel. (031) 6-9217.
Offices: Johannesburg, East London.
S.A.A.W.U. has 26 affiliates. *
- S.A. Society of Journalists**, P.O. Box 957, Johannesburg 2000. Tel. (011) 834-7861.
General Secretary: D.K. Rae; *President:* D. Bleazard.
806 members nationally in newspapers, magazines and radio.
Signatory to the S.A. Newspaper Press Editorial Conciliation Board.
Affiliated to the International Federation of Journalists.
- Organisations for which no information was available:*
- Farm Workers Union.**
General and Allied Workers Union, Johannesburg.
National Union of Seamen, Durban.
Tanning, Footwear and Allied Workers Union.
- * - no recent information available.
o - information obtained from the South African Labour and Development Research Unit Working Paper No. 45 - Trade Unions in South Africa 1970-1980 by Shirley Miller.

AFL-CIO Program of Action in Support of Black
Trade Unions in South Africa

P R E A M B L E

After decades of brutal suppression of its black workers, marked by police attacks on unarmed workers, mass arrests, and banishment of black labor leaders, the South African government claims it is moving toward recognition of black trade unions. The AFL-CIO reiterates its position that recognition per se is not enough. (Integral to this recognition must be the acceptance by the South African government of the basic, unqualified trade union rights of every worker in South Africa irrespective of race.) Any attempt to tamper with these rights, either by diluting or qualifying them, would be a negation of fundamental trade union standards and would be unacceptable.

[Our approach is aimed at supporting basic changes which eliminate the repressive and inhuman system of Apartheid and hasten majority rule.] We expect to work with other trade union centers which seek a non-violent solution to the problems of South Africa and which emphasize implementation of programs in conjunction with black unions in South Africa. We see this as the most practical meaningful way of helping the people living under this system.

Trade union rights are an integral part of the basic freedoms which have been denied to blacks in South Africa. We stand ready to do more than condemn apartheid. We are prepared to implement a program of trade union involvement that we feel can change the condition of the black workers and enhance their ability to organize in South Africa.

The AFL-CIO urges the South African government not only to permit the peaceful process toward black trade union development now under way, but to actively encourage it. To erase the legacy of bitterness, humiliation, and anger will require imagination and constructive accommodation on the part of white South Africa. The AFL-CIO stands ready, even at this eleventh hour, to assist toward this goal in concert with all who are still committed to peaceful change before it is too late. In order to accelerate this process and to help close the wide gap that now exists between black and white workers, the AFL-CIO undertakes to implement a program of assistance to black workers as part of its longstanding commitment to social change.

We have decided to focus our energies on the black workers of South Africa because of the tremendous disparity that exists between white and black workers. Before we can work with the South African labor movement as an entity, we must help the black workers achieve a measure of organization, trained leadership, and a solid foundation on which to build. Until that point is reached, we will work toward the development of a strong, united black labor movement that can fully represent

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its members and bargain freely for them.

It is our hope that our program will be seen as a positive force aimed at openly seeking change. As trade unionists, we cannot ignore the plight of our brothers. At the present moment in history, we have mapped out a path. It is our commitment to see that this approach succeeds. In many ways it is a last chance for us all.

P R O G R A M

1) Expansion of AFL-CIO activities to assist black unions in South Africa and promote basic changes in the lives of the workers.

2) Establish within the AALC a unit to coordinate all U.S. labor activities in support of trade union development in South Africa. This unit would serve as a focal point for liaison with various labor groups in South Africa to ensure that channels of communication are established and maintained so that we can adequately respond to developments as they occur. It would also act to ensure coordination with other international labor bodies, e.g., the ICFTU, OATUU, and the ITS's.

3) Creation of a special labor fund to finance trade union activities. A legal defense fund drawn from this special fund will be created to support legal defense activities in support of trade unionists in South Africa.

4) Develop, coordinate, and maintain U.S. public response in reaction to developments which take place in the labor field in South Africa.

5) Develop other specific programs in both South Africa and the United States for assistance in organizing unions, collective bargaining, leadership and cadre training which could include the following:

- a) Work/study programs in the United States
- b) Union-to-union training in the United States
- c) Seminars and training programs in South Africa
- d) Provide data to South African unions which will assist them in their organizing and collective bargaining activities
- e) Assignment of U.S. trade unionists to short-term programs in special fields
- f) Assignment of an AALC representative to work in South Africa
- g) Educational activities with selected educational institutions in South Africa
- 6) Support the expansion and use of existing skill-training facilities including selective scholarship aid to open up the restricted upward mobility for black workers.