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II. SUMMARY

South African industrial relations are in an unprecedented state of fluidity which is reflective of broader political trends. The country is going through an agonizing process of political re-appraisal. There seems no longer to be a clear view within the country's ruling elite regarding the goals toward which it should

aim or the processes which will help it move away from the present unstable situation. Decades after Prime Minister Verwoerd devised the policy of separate development as the solution to the Afrikaner dilemma of survival in the face of a growing Black majority, its impracticality has been recognized. Prime Minister Botha has conceded that the dream of turning the country's Black tribal areas into economically viable mini-states is unattainable. Nevertheless the Botha Government appears to be clinging to the view that Black homelands or national states can be politically separate from "White" South Africa. Abandonment of the goal of economic partition does not mean, therefore, that the ruling National Party has given up its goal of apartheid or racial separation.

All the White political parties in South Africa stand for the preservation of the free enterprise system and for safeguarding the security of the White minority. They differ as to how these goals should be achieved. The ruling National Party has for more than three decades sought to achieve these goals by keeping Whites and Blacks politically separate. It has sought to divide Blacks into separate national entities based on ethnic homelands in the rural areas, and it has denied Blacks participation in the central political system where decisions are taken on the allocation of tax revenues and the protection of basic interests.

The policy of separate development has failed after 33 years to gain acceptance among the majority Black population, whose restiveness seems to have become endemic in recent years. As their level of education and expectations have risen and as they have witnessed others around their borders gain self-determination, South African Blacks have become increasingly impatient with racial discrimination.

Since the beginning of the Botha administration, leading Nationalists have acknowledged that change is needed for economic as well as political reasons. But they have not offered a clear vision of the structural adaptations they would make. They currently appear ready to involve Coloreds and Asians indirectly in the central political system but not Africans, whose exclusion is basic to the whole racial issue in South Africa. In the event, the changes which have been made or proposed in fields such as labor, education and training have frequently been ad hoc adjustments to specific political, economic or social pressures.

In the economic sector Government and business leaders have since the 1979 Carlton Conference agreed that growth is more important

than separate development. A central assumption of many is that economic growth requires political accommodations which will lead to the eventual demise of apartheid. A corollary to this argument is that separate development constitutes the greatest single obstacle to economic advancement in South Africa.

Racial discrimination in South Africa had its roots in the country's early development as an agricultural and later also as a mining economy. White employers demanded increasing State control over the subordinate Black population in order to insure a cheap and abundant supply of unskilled labor. Apartheid has always been anachronistic, however, since it was initiated in mid-twentieth century at a time when the country was rapidly industrializing and its manpower needs changing.

Industrial, agricultural and mining development entered a mature stage beginning in about 1970 with a consequent demand for an increasingly trained labor force. Economic growth in an industrializing environment requires a stable, expanding and motivated labor force which sees it in its interest to acquire the requisite skills. Some White unions, sensing the growing need for skilled Black manpower, are returning to the situation which prevailed before the introduction of institutionalized discrimination. There is a renewed tendency to rely on control over the acquisition of scarce skills to preserve their position rather than racial job reservation legislation.

In other words, the apartheid racial apparatus which compelled Blacks to work as unskilled laborers and protected White privilege in the labor market is seen to be increasingly counterproductive. The result is that when White hegemony was challenged in 1976, businessmen took the lead in demanding racial reform. Similarly, some White trade unionists were among the first to call for the establishment of the Wiehahn Commission, which initiated the process of reform in industrial relations.

An important problem facing South Africa's political and business elite is now to lead yesterday's political thinkers along the path of rational reform. A generation of bureaucrats accustomed to administering and controlling the lives of Black workers has grown up over the past several decades. Many White trade unionists are used to speaking for rather than negotiating with their Black brothers and sisters. The ideology and prejudice which justified racial domination in a bygone era permeate the media, education, industrial relations and society as a whole.

The question which this study raises therefore is whether South Africa can adapt to changing political and economic circumstances through the process of reform. The parameters of this process will be determined by the strength of employer pressures to change the existing racial order; the nature and coherence of Government's response; and the form and substance of Black demands.

If employer pressures are weak or if Government considers itself strong enough to withstand external and internal challenges, fundamental changes such as the removal of the Race Classification Act, the Group Areas Act, the Separate Amenities Act and the Black Urban Areas Consolidation Act are unlikely to occur. Without a clear vision of the future, Government is likely to respond to continuing internal crises by increased repression and reactive responses which constitute ad hoc adjustments of the system without resulting in fundamental change. On the other hand, if employers and others are able to persuade Government to confront fundamentally the challenge of social transformation all South Africans are likely to benefit.

Whether or not fundamental reform occurs, Black militancy is likely to increase and become more sophisticated. The recent growth of Black trade unionism illustrates not only that unions are a medium for collective bargaining in the work place but also for stating political objectives. As long as Blacks have no other meaningful alternative for expressing themselves, unions are likely to be used for this purpose.

There are some hopeful indications that employers, Government and workers may yet reach consensus on the scope and direction of social transformation. One of the leading voices in the Government of Prime Minister P. W. Botha has been Minister of Manpower Utilization Fanie Botha, who has consistently advocated training and the full utilization of manpower, irrespective of race as one of the keys to peaceful change and economic growth.

Similarly, leading business personalities such as Mike Rosholt of the Barlow Rand Corporation and Chris du Toit of the Federated Chamber of Industries have emphasized that employers should deal with representative and responsible Black unions whether ~~registered~~ registered or by Government or not. This has, for example, neutralized the tendency of some in Government who would have suppressed the unregistered unions. Rosholt has also called for the establishment of a common educational system for all races.

Numerous observers have noted that the most important changes which have occurred in the past few years have been in the field of labor relations. Much has been accomplished in eliminating discriminatory legislation with respect to trade union participation and skills acquisition, but much remains to be done in changing attitudes and practices and in areas beyond the narrow field of industrial relations.

As Government has moved away from enforcing legal discrimination in response to pressures from the private sector, plant level management/union relations have assumed greater importance. Managers have had increasingly to become involved in dealing directly with Black unions. The longstanding tendency to relegate union contacts to centralized employer bodies is no longer sufficient.

As Blacks advance into managerial positions in industry and leadership positions in trade unions, old attitudes are coming under pressure. Those in charge are having to reassess past practices to determine whether they are essential to the efficient running of the enterprise or merely culturally convenient. In the words of Bobby Godsell of the Anglo-American Corporation "The process of cultural adaptation will not be easy -- but if present institutions are to survive it is essential." Depending on continued pressure from employers, the direction of Government policy makers and the response of the majority Black work force, South Africa may yet be able to resolve its racial conflict. Imaginative development strategies and an end to apartheid can benefit the whole of South African society. As Rosholt recently observed, South Africa is a country of great natural resources "which is capable of providing unlimited opportunities for all its people. Whether they are going to be able to take advantage of those opportunities will depend on many decisions, both political and socio-economic."

### III. MANPOWER

A. Population. According to preliminary census figures from the Department of Statistics, the population of South Africa as of May 6 last year was as follows:

	<u>1980 Census Results</u>	<u>Percentage of Total</u>	<u>Percentage Change from 1970.</u>
Whites	4,453,273	18.7	18
Coloreds	2,554,039	10.7	25
Asians	794,639	3.3	26
Africans	<u>15,970,019</u>	<u>67.1</u>	<u>31</u>
Totals	23,771,970	99.8	26

In South Africa, people are classified by race and are registered accordingly in the central population records. The four major racial groups are defined as follows: "Whites" are of European extraction; "Africans" are members of an indigenous tribe or race; "Asians" are people mainly from the Indian sub-continent of Asia; "Coloreds" are mainly mingled racial groups but also Cape Malaysians and other special communities. The term "Black" is used here to refer to Africans, Asians and Coloreds as a group.

The racial classification of a human being in South Africa plays an important part in determining his rights and liberties. The classification indicates where a person is allowed to reside, the quality of life he will be able to live and what type of work he may expect. His political rights, quality of education, with whom he can marry, and what social, cultural and recreational facilities he has access to, as well as his freedom of movement are also determined by his racial classification.

South Africa's overall population, excluding Bophuthatswana, Transkei and Venda increased by 26 percent from 18,651,000 in 1970 to 23,771,970 in 1980. The so-called independent homelands also conducted censuses but only Bophuthatswana disclosed the results (1,310,722). Based on semi-official extrapolations by the Bureau for Economic Research (BENSO) of 1978 data, the population of Transkei in mid-1980 was believed to be 2,483,700 and Venda, 357,600. With the inclusion of these figures for Bophuthatswana, Transkei and Venda, the total population of South Africa rises to over 27.9 million. The African population figures increase accordingly from 15.9 million or 67.1 percent of the total to 20.1 million or 72 percent of the total. The average annual growth rates for the various population groups were: Whites, 1.7 percent; Coloreds, 2.2 percent; Asians, 2.4 percent; and Africans, 2.7 percent. Nearly half of the Africans were under the age of 18.

Population Growth Rates in Percentages

	<u>1960-1970</u>	<u>1970-1980</u>
Whites	2.3	1.7
Coloreds	3.3	2.2
Asians	3.0	2.4
Africans	2.8	2.7

During a 1981 electoral campaign speech, Minister for Cooperation and Development Dr. Piet Koornhof said that Government

policy could lead to "full independence -- coupled with meaningful consolidation" of the homelands of Gazankulu, Lebowa, QuaQua and KwaNdebele. This would subtract a further 5.6 million Africans from the official South African population figures. When added to the estimated total of 7.8 million from Transkei, Bophuthatswana, Venda and Ciskei (to become "independent" in December 1981), 13.5 million would be subtracted from the currently estimated total African population of 20.1 million. The remaining 6.6 million (Koornhof used the figure 6.25 million) Africans, who are denominated by the Government as citizens of Kwazulu and KaNgwane, would be fewer than the total of 7.8 million Whites (4.5 million), Coloreds (2.6 million) and Asians (0.8 million) enumerated in the 1980 census.

According to a recent study by Professor Charles Simkins of Cape Town University entitled "The Distribution of the African Population of South Africa by Age, Sex and Region: 1960, 1970 and 1980," influx control laws have had a significant effect on the proportion of Africans living in "White" areas of South Africa in the past twenty years. "The combination of incentives and disincentives and administrative controls" has induced a net total of two million Africans to move to the homelands. Forty percent of the African population was resident in the homelands in 1960. By 1980 the figure had risen to 54 percent. Dividing the country into four types of regions: metropolitan areas, other towns in White areas, White rural areas and homelands, Simkins found that the proportion of African men and women in the metropolitan and White rural areas dropped sharply, while the proportion of African men and women in the other urban areas remained stable. He observed a net emigration of 1.25 million Africans from White rural areas and 750,000 from the metropolitan centers of Cape Town, East London, Kimberley, Port Elizabeth, Durban, Pietermaritzburg, East Rand, Johannesburg, West Rand, Pretoria, the Vaal Triangle, Bloemfontein and the Orange Free State Goldfields. Simkins concluded that the situation seems to be stabilizing with old and below working age Africans transferring to the homelands and working age Africans moving to the White areas on a contract or illegal basis.

The figures in Simkins' study indicate that 61 percent of the homeland population between the ages of 20 and 49 are women. The absence of the largest proportion of working age men from the homelands on annual migrant work contracts in the White areas of South Africa has the effect of weakening family structure.

Although 80 percent of the White population lives in urban areas, Blacks (Africans, Coloreds and Asians) constitute the

majority in nine of the ten most important metropolitan centers. Africans, Asians and Coloreds are the majority in all provinces. Africans predominate in the Johannesburg area and Coloreds in Cape Town although in both cases they are compelled to reside in specifically designated areas. At the end of 1980 there were 841 group areas for Whites comprising 767,544 hectares, 581 for Coloreds comprising 93,848 hectares and 258 for Asians on 45,747 hectares. The areas set aside for Africans are the ten homeland states which comprise about 13 percent of the area of South Africa. In addition, Africans may under certain conditions reside but not own land in African townships of which there are 312 in prescribed "White" areas.

Research conducted by Professor C. Swart of the Rand Afrikaans University's Urban Studies Institute, suggests that 75 percent (26 million) of South Africa's estimated African population of 37 million in the year 2000 will be urbanized either in prescribed White areas or the homelands. Swart's survey of 1,000 families living in Soweto, Mabopane and Garankua near Pretoria, Madadeni and Osizwedi near Newcastle in Natal and Sibasa, the capital of Venda, revealed that African aspirations oppose influx control measures which restrict their freedom of movement. Only six percent of respondents said they would if given a choice prefer to live in rural homeland areas. More than half would live in a White urban environment and 38 percent would live in a homeland city.

Linked to the preference for living in White urban areas was a rejection of tradition. More than half the respondents said their lifestyles correspond with those of Whites. Less than 30 percent said they adhered to tradition. Sixty-six percent of all respondents were against residential areas being organized on an ethnic basis. In Soweto 84 percent were opposed to ethnicity as a basis for social organization.

Swart's findings were reportedly confirmed in an unpublished study conducted by the Human Sciences Research Council which found that many urban Africans had no significant ties with the homelands. The study is said to have established that:

57 percent of African men in White areas in 1978 were born in the White area where they lived;

80 percent had neither children nor parents living in a homeland, and only 55 percent still had relatives or friends there;

60 percent had not visited a homeland in the year before the survey; and

more than 40 percent did not know if their homeland had a representative in the area in which they lived.

Commenting on this survey, Opposition leader Helen Suzman said, "Urbanized Africans are like all other urbanized people. They have broken their links with the areas from which their forebears came and have settled into a new way of life divorced from tribal customs and oriented towards the Western way of life. Therefore the Government's insistence on maintaining political and cultural ties between urban Africans and their so-called homelands verges on the absurd. They want to exercise political rights where they live and work."

The Government recently circulated a proposed policy document on the future of urban Africans. While accepting the permanence of urban Africans living "on a family basis" outside the homelands, the document insists that they remain tied "politically and otherwise" to the homelands. Suzman said, "The document represents a mixture of gradual advance in Government thinking, coupled with contradiction, confusion and failure to introduce power sharing."

B. Work Force. According to the Minister of Statistics, Dr. Andries Treurnicht, there were 6,556,000 economically active Africans, 1,891,000 Whites, 851,000 Coloreds, and 251,000 Asians in 1979 in South Africa.

Economically Active Population  
in millions

	<u>1976</u>	<u>%</u>	<u>1977</u> <sup>*</sup>	<u>%</u>	<u>1978</u> <sup>**</sup>	<u>%</u>	<u>1979</u> <sup>***</sup>	<u>%</u>
Africans	7.2	72	6.8	71	6.4	69	6.6	68
Whites	1.8	18	1.8	19	1.9	20	1.9	20
Coloreds	.8	8	.8	8	.8	9	.9	9
Asians	.2	2	.2	2	.2	2	.3	3
Totals	<u>10.0</u>	<u>100</u>	<u>9.6</u>	<u>100</u>	<u>9.3</u>	<u>100</u>	<u>9.7</u>	<u>100</u>

\* Excluding Transkei

\*\* Excluding Transkei and Bophuthatswana

\*\*\* Excluding Transkei, Bophuthatswana and Venda

The 8.3 percent drop in the economically active African population since 1976 is due to the exclusion from official South

African Government statistics of citizens of Transkei, Bophuthatswana and Venda, which were declared independent in October 1976, December 1977 and September 1979, respectively. Bophuthatswana and Transkei supply about one-half million workers each and Venda 60,000 for employment on an annual contract basis in all sectors of the South African economy, including the mines.

Treurnicht's figures also do not include foreign migrant workers, who according to Simkins numbered 417,254 in 1980. This represents a significant decline from 516,043 in 1970 and 586,595 in 1960. Foreign workers constituted about forty percent of the total 631,497 Africans employed in the mining sector in 1980. (There were 72,258 Whites.) In addition to the mines, foreign African contract labor works in most other sectors of the South African economy under labor agreements and/or arrangements with neighboring African states (Botswana, Lesotho, Malawi, Mozambique, Zimbabwe and Swaziland).:-

When the estimates for Bophuthatswana, Transkei and Venda and foreign African workers are added to the official figures for the economically active South African population, the total exceeds 11 million. The African portion becomes eight million or 73.7 percent of the total.

According to Professor J. L. Sadie of Stellenbosch University, the White labor force is currently growing at an annual rate of 1.31 percent, Africans at 2.1 percent, Coloreds at 2.36 percent and Asians at 2.26 percent. Only 8.1 percent of the increment in the labor force between now and the year 2000 are expected to be Whites. Africans are expected to comprise 81.2 percent in twenty years time.

In view of the country's chronic skilled worker shortage and the declining White birth rate, the South African Government has traditionally encouraged the immigration of skilled White workers. In 1980 there were 29,228 White immigrants, just short of the Government's projected target of 30,000. Emigration dropped from 15,694 in 1979 to 10,129 last year, making a net gain of 19,099, or more than six times the figure for 1979. The largest single group, nearly half (14,315) the immigrants in 1980, were from Zimbabwe. The Director of Immigration, Rudolf de Wet, believes more than 30,000 White immigrants will enter South Africa in 1981, although the figure will probably not be as high as the 46,239, who entered the country in 1976. According to de Wet, London and Salisbury are the most important offices of the Bureau. While London actively recruits immigrants, Salisbury deals with largely unsolicited applications.

Most emigrants tend to be professional people, including engineers, doctors, accountants and academics. Their departure accentuates the skilled labor shortage which is only partly compensated by the net immigration in the past two years.

White Immigration Patterns

	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>
Immigrants	46,239	24,822	18,669	18,680	29,228
Emigrants	15,641	26,000	20,686	15,694	10,129
Net Gain/Loss	+30,598	- 1,178	- 2,017	+ 2,986	+19,099

A more viable long-term solution to the country's skilled manpower needs is the development of skilled Black South African workers. Mike Rosholt of the Barlow Rand Corporation states, for example, "Immigration is a temporary and often unsatisfactory solution."

The rise of an African lower middle class in response to economic pressures is one of the more striking developments in the South African work force in recent years according to Charles Simkins of Cape Town University and D. C. Hindson of Natal University. In analyzing official manpower surveys they observed a relative decline of the unskilled African working class.

The increases in lower middle class professional people -- white collar clerical workers and semi-skilled blue collar workers -- is common to all races as industrialization gains momentum, but it is relatively more pronounced in the African community. The increase of Africans in the owner-manager class, however, is minimal. The proportion of Africans in the owner-manager class increased by a negligible 0.07 percent from 0.39 percent in 1969 to 0.46 percent in 1977.

The relatively rapid rise of Africans into clerical white collar and technical positions is directly related to the country's skilled manpower shortage. The relative decline in the proportion of Africans in unskilled positions from 90.96 percent in 1969 to 86.68 percent in 1977 is related to increasingly capital intensive industrialization. The reduction in South Africa's unskilled manpower requirements combined with the relatively high African birth rate has resulted in a serious African unemployment and underemployment problem which Simkins estimates at 2,000,000.

The relative decline in the proportion of Whites in blue collar employment explains why the Government has been able to defy

conservative White trade unionists such as Arrie Paulus of the Mine Workers Union in abolishing institutionalized restrictions on Black job advancement.

Speaking during the 1981 electoral campaign, Minister for Manpower Utilization Fanie Botha said, "One of the biggest challenges facing South Africa is the accommodation of the rapid population growth of the Black people, especially as the population growth of Whites has become static. Until a few years ago we expected the White population to increase from the current 4.5 million to about six million by the end of the century. But it now seems we will still be 4.5 million. We just don't have enough Whites to do the work. Industries will have to take on more and more Black people to fill vacancies. There are very few Whites on the assembly lines of Sigma Motors, Volkswagen, General Motors and Ford. Most industrial workers are Black." He added that for every 73 people who enter industry between now and the end of the century, it is estimated that one will be White and the other 72 African, Colored or Asian.

~~TECHNICAL AGRICULTURE~~  
~~EDUCATION CONSIDERATIONS~~  
C. Education. The Bureau for Economic Policy and Analysis at the University of Pretoria estimates that a yearly increase of 3.2 percent in South Africa's skilled work force is required if desired economic growth targets are to be attained. Even with immigration, the skilled White work force is not expected to increase by much more than 1.3 percent per year. The Bureau points out that the balance "will have to be drawn from the ranks of the Blacks."

The Bureau argues, however, that the present educational system does not equip Africans, Coloreds and Asians to enter the skilled labor market. "One of the priorities in uplifting Black education should be closing the broad gap between Government expenditure on White compared with Black children."

Per Capita Expenditure on Education \*

	<u>Including Capital Expenditure</u>	<u>Excluding Capital Expenditure</u>
White	R 724.00	R 640.00
Asian	357.15	297.31
Colored	226.54	197.20
African	71.28	68.15

\* One Rand equals approximately 1.26 U.S. dollars.

Gross National Product Spent On  
Education for Calendar Year 1978

	<u>Percentage</u>	<u>Amount in Millions of Rand</u>
White	2.62	1,009.9
African	.66	253.6
Colored	.51	196.7
Asian	.26	95.2
Total	<u>4.05</u>	<u>1,555.4</u>

Pupil - Teacher Ratios in 1979

White	1:19.7
Colored	1:29.6
Asian	1:26.2
African	1:47.6

About 15 percent of the African teachers have completed only grade school (Standard Six). Those who have completed junior high school (Standard Eight) and graduated from a teacher training course are just over 50 percent. Only 2.4 percent of African teachers have had university training.

Government has in recent years acknowledged the deficiencies in Black education. It has undertaken to improve teachers' qualifications through adult education programs; lowering the pupil/teacher ratio by two a year; improving teachers salaries and conditions of service; upgrading primary education; eliminating the backlog of 7,000 classrooms by 1986; increasing expenditure on African education from 144 million Rand in 1978/79 to 182 million Rand in 1979/80; and introducing compulsory education for Africans on a regional basis where facilities and staff are available. Despite these changes, however, South Africa still spends slightly more than four percent of its gross national product on education, compared to six percent and over in Western Europe and the United States.

The broad dimensions of the educational gap are clear. By the year 2000, Africans are expected to constitute 87.4 percent of the total primary school population. White secondary school population will drop from 57.9 percent of total enrollment in 1970 to 6.7 percent in the year 2000. In 1970 Africans constituted only 23.4 percent of the secondary school population. By the end of the century, they are expected to dominate with 85.9 percent. In 1978 Whites constituted 72 percent of the high school graduates. By the year 2000 they will be 20 percent.

It is by now generally acknowledged that the lack of skilled and trained workers is the most serious restraint on economic growth in South Africa. The failure of the separate Black educational systems to prepare the majority Black work force for employment in an industrializing environment is not only an economic constraint, it is one of the major reasons for continuing disturbances throughout the country since 1976. According to Barlow Rand Chairman Rosholt, "disturbances will undoubtedly recur unless meaningful plans with a firm timetable to remedy the situation are announced and initial steps to implement them are seen in the fairly near future. Key to the whole question will be the adoption of a common educational system for all groups."

D. Skills Gap. South Africa's chronic shortage of skilled labor has been intensified by the current economic boom and by a number of large scale Government projects and public undertakings. Construction of the coal liquification projects, SASOL II and III, is currently employing around 26,000 workers, most of them skilled and semi-skilled. Thousands more are working on projects such as the electricity corporation, ESCOM's new power stations, new facilities for the Uranium Enrichment Corporation and coal hauling facilities for the railways. The Government armaments corporation, Armscor, has nearly trebled its output in the past three years and 90,000 mostly skilled workers are now employed in weapons manufacture.

Government policy on local content in the private manufacturing sector has also increased the demand for skilled labor. According to Lou Wilking of General Motors, the labor requirements of the auto industry have doubled in the past two years. "In 1979 about 8,000 different items totalling 135 million pieces were produced locally for motor vehicles. Next year the local content program will require 18,000 different items totalling 265 million pieces. An industry cannot digest a 100 percent growth in two years without labor strain."

The skilled manpower shortage resulting from the current economic upswing is contributing to inflationary pressures as well as slowing economic growth. Professor C. H. Boshoff of Potchefstroom University estimates that in recent years the shortage of skilled Whites has been growing annually by 5,000 and that the White proportion in the work force has been declining as a function of differing population growth rates. The National Productivity Institute estimates that by 1987 South Africa will require an additional 700,000 trained professional people and skilled workers. David Price, Chief Executive of the South African Institute of Chartered Secretaries and Administrators, adds that

"South Africa's economy will be seriously threatened unless 400,000 Blacks become business executives within the next five years. The manpower shortage which exists must be alleviated by the inclusion of more Blacks in executive positions if economic growth is to be maintained."

The Chairman of the National Manpower Commission, Dr. Hennie Reynders, is critical of employers for not responding to recent changes in labor legislation which relax restrictions on the apprenticeship of Africans. He said in February 1981 that only 82 Africans had been registered for apprenticeship training since mid-1979. Reynders concedes that administrative problems remain regarding the theoretical training of Africans, but points out that there are a significant number of unemployed African high school graduates. "Industry should go out and look for them and not assume they don't exist."

In order to induce employers to be more active in closing the skilled labor gap, the Minister for Manpower Utilization announced in September 1980 that in accordance with regulations gazetted on October 1, 1979, employers who train apprentices can claim double tax deductions on expenses incurred during training. These expenses may include those incurred through correspondence courses; salaries and benefits paid to apprentices while they attend technical classes; and salaries while apprentices undergo their first trade tests. Because technical training colleges in White areas are generally not open to Africans except under certain restricted circumstances, it is expected that most will receive their theoretical training either by correspondence or in the Government's separate African training centers.

Tax concessions, however, are not sufficient to overcome existing obstacles to African skills acquisition. In addition to the need to change White artisan trade union attitudes, the more serious problem of inadequate educational and training facilities for Africans must be addressed. As a leading trade unionist and member of the Wiehahn Commission observed, "It is all very well to remove artificial barriers to apprenticeship training, but if the primary educational system remains inferior and the prevailing socio-economic circumstances of Blacks make it doubtful that they will be able to gain even a Standard Six education, then the question of apprenticeship training for Africans is shadow rather than substance. Unless these two factors are rectified, existing divisions between African and White workers based on skill level will be perpetuated."

Referring to the tendency of some employers to solve their skilled manpower needs through overseas recruitment, Trevor Mann, group personnel consultant for Tongaat Industries, says, "It is up to employers to resolve this situation by training South African workers. If they do not, their enterprises will not survive, and neither will the free enterprise system in South Africa." He adds, "Filling jobs with immigrants which the unemployed, under-privileged people of this country have not been trained to undertake could lead to undesirable consequences -- both politically and economically."

While most South African companies have not yet adopted clear-cut policies regarding African apprentice training, several industries, which have been hardest hit by the skilled worker shortage, have exercised leadership in this area. These are the building, metal, motor and automotive industries. The Building Industries Federation of South Africa, for example, is to spend 50 million Rand over the next five years to train building artisans, most of whom will be African. General Motors and Ford have also played a leadership role in training Black artisans.

Anglo-American Chairman H. F. Oppenheimer has cited the skilled manpower shortage as a major obstacle to peaceful evolution in South Africa. "He said, "A prerequisite for peaceful change is an educated and industrious population. And we will certainly not have that unless the educational system is efficient and balanced and does not discriminate on the basis of race." Oppenheimer added, "Twenty-five years ago, it was already clear that a major effort was needed to provide technical training for Blacks. But this did not accord with the ideas of politicians then. Not only was technical training for Blacks not undertaken, it was deliberately retarded and to an extent prohibited. It is only within the last few years that these disastrous political attitudes have changed. What might have been done comparatively easily over the years must now be done as a matter of greatest urgency."

#### IV. EMPLOYMENT/UNEMPLOYMENT

South Africa's unemployment and underemployment remains high despite sustained economic growth and the skilled worker shortage, according to official and private labor authorities. The South African economy seems unable to absorb the estimated 250,000 largely unskilled workers who enter the labor market every year.

South Africa uses two systems to measure unemployment, the registration method and a recently established continuous population survey. Under the registration method, unemployed Whites, Asians and Coloreds register with the Department of Manpower and Africans with the Regional African Administration Boards, who pass the information to the Department of Manpower. As in other countries, figures arrived at in this way do not provide an accurate measure of unemployment.

The Current Population Survey (CPS) was launched by the Department of Statistics in the second half of 1977. It initially covered Africans but was later extended to Coloreds. The CPS excludes those who have worked more than five hours during the previous seven days. It, therefore, ignores the very serious underemployment problem in the African community.

According to CPS statistics, 470,000 Africans or 8.4 percent of the economically active population of 5,592,000\* were unemployed in October 1980. Within this global figure 5.7 percent (224,000) of economically active African males (3,920,000) and 14.7 percent (246,000) of economically active (1,672,000) African females were unemployed. The CPS figures for unemployed Colored workers in October 1980 were: global, 5.1 percent (46,000) of 583,000 economically active; males, 3.5 percent (19,000) of 529,000 economically active; and females, 7.7 percent (27,000) of 324,000 economically active.

According to the CPS survey, about 58 percent of unemployed Africans and 62 percent of unemployed Coloreds are under 30. It is assumed that a large percentage of unemployed and underemployed are new entrants to the labor force who have never worked before. African unemployment also shows significant regional differences. Aside from the homelands where it is higher, it is also significant in the urban areas of the Cape Province and Natal. It is lowest in the Orange Free State and in the urban areas of the Transvaal.

It should be noted that despite the debate over the validity of the Current Population Survey figures on unemployment, they bear no relationship to the registered unemployment figures of the Department of Manpower Utilization which are also published by the Department of Statistics. Total registered unemployment for Whites, Coloreds and Asians, for example, was only 21,312 in August 1980. This represents a 26 percent drop from 29,010 for August 1979. Figures on registered African unemployment are not available from the Department of Manpower.

The CPS base for economically active Africans is apparently the 1970 census figure, which is one million less than the current level.

One of the reasons for the suggestion that the CPS figures may be unrealistically low is that, according to the Department of Statistics definition of unemployment, "a worker has to have worked for no more than five hours in the previous week and to have attempted to find work in the previous month. This definition excludes the underemployed who may have worked more than five hours in a given week but may have fallen well short of a full working week.

Another feature of the Current Population Survey which has given rise to confusion is that it excludes Transkei, Bophuthatswana and Venda. If the CPS levels are extended to include those areas, the figure might be closer to a million than to 500,000. Many academics believe official estimates of African unemployment are too conservative. Their studies suggest that the total for unemployment and underemployment may be in excess of two million.

Critics of the South African Government's apartheid policies, such as former Black Sash president Sheena Duncan, observe that the Government's solution to the unemployment problem has been to deport the jobless to the homeland states. "Step number one was to clamp down on recruitment of labor from the homelands ... Step two was to reduce the number of African workers in 'White areas'. Step three was to be totally unsympathetic to the problems of displaced people. The fourth step was to get rid of as many foreign (Transkei, Bophuthatswana and Venda citizens) workers as possible."

On the other hand, other observers believe the Government is facing up to the problem of unemployment. In proposing strategies to cope with unemployment, recent labor market reforms have focused on reducing the skilled labor bottleneck which, in addition to restraining overall growth, reduces employment opportunities.

## V. STATUS OF WORKERS

A. Personal Income. The Afrikaners now form the country's most prosperous community. Their collective income surpassed that of the English-speaking community in 1976. In that year each community took 31.5 percent of the national income. Since then the Afrikaner share has continued to increase and the English to decline from a high of 44 percent in 1948.

The Afrikaners, who constitute nearly the same proportion of the population as the Coloreds (10.7 percent), earn nearly a

third of the country's personal income, while the Coloreds earn 7.6 percent. White Afrikaners take four times as much of the national income as an equal number of Brown Afrikaners (Coloreds) due largely to easier access to education and skilled employment opportunities.

According to a recent survey by the Bureau for Market Research of the University of South Africa, the relative share of Africans in total personal income has measurably increased in the past decade from 22.5 percent in 1970 to 29.1 percent in 1980, while the share of Whites in the same period decreased from 68.8 percent to 59.9 percent. The increasing African share in personal income has been ascribed by the Director of the Bureau, Professor Piet Nel, largely to the higher African population growth rate.

Percentage Share of Personal Income  
by Population Group

	<u>1960</u>	<u>1970</u>	<u>1975</u>	<u>1980</u>
Whites	70.3	68.8	63.9	59.9
Africans	22.3	22.5	25.9	29.1
Coloreds	5.5	6.3	7.2	7.6
Asians	1.9	2.4	3.0	3.4

B. Cost of Living. Inflation in 1980 was one of the worst in South Africa's history. The overall cost of living as reflected in the Consumer Price Index (CPI) of the Department of Statistics increased by 15.8 percent between December 1979 and December 1980. The average 15.8 percent encompasses a range of price increases varying from 4.4 percent for cigarettes and tobacco to 57.3 percent for meat. Non-food items increased more slowly (11.8 percent) than food (29.5 percent). Since lower income groups spend a larger proportion of their income on food, the lower income CPI showed a 20.1 percent increase.

The double digit increase in consumer prices in 1980 is a continuation in accentuated form of an inflationary pattern which has persisted for a decade. The last year of reasonable price stability was 1970 when the CPI increased by 4.2 percent.

According to a study by Dr. Jeremy Keenan of the University of the Witwatersrand, real, aggregate wages in urban African households did not keep pace with inflation between 1978 and 1980. In the 30-month period to the end of 1980, the CPI

for lower income groups rose by 39.6 percent while income increased by less than 20 percent. Keenan found that "African earnings in many sectors have actually declined in real terms in the last few years."

Keenan's study and the CPI figures are substantiated by the Johannesburg Chamber of Commerce. According to JCC statistics, the day-to-day living expenses for an average African family in Soweto increased 20.72 percent in the year ending Nov. 1980. This figure, which is more than double that for the preceding year, includes a 41.29 percent increase in housing rents. The overall budget index for a family of five increased 229 percent in the decade ending November 1980.

According to the JCC minimum living level index as calculated in November 1980, the average Soweto family with three children aged 16, 12 and 8 requires 242.45 Rand per month to survive. A similar country-wide survey by the Institute for Planning and Research at the University of Port Elizabeth established that the Household Subsistence Level for a Black family of six in October 1980 in the Johannesburg area was 200.12 Rand per month.

Since both the MLL and the HSL are limited to the short-term satisfaction of the most basic physiological needs, excluding all but the day-to-day existence and making no provision for the continuance of that existence in even relative security, it is common practice among more enlightened South African and multinational employers to pay a basic starting wage above these minimums. Such firms add anywhere from 10 to 25 or 50 percent. The European Communities Code of Employment Practice recommends 50 percent to arrive at an Effective Living Level. This means that on the University of Port Elizabeth figures the ELL for Johannesburg would be 300.18 Rand per month. On the JCC figures it would be 363.68 Rand per month.

While Black workers were generally worse off than the year before, the overall South African economy experienced an exceptionally high growth rate of eight percent in 1980. This is double the four percent recorded in 1979 and well above the average annual growth of three percent during the decade of the 1970's. With the exception of mining, all sectors of the economy showed sharp gains in output. Real product of gold mining declined by four percent compared with a 0.5 percent decline in 1979 due to the mining of lower grade ores. Real product of non-gold mining increased by 4.5 percent compared to 10.5 percent in 1979 due to declining foreign demand. Agriculture recorded the greatest gains in real product, increasing by

13 percent in 1980 compared to a drop of 2.5 percent the previous year. Manufacturing grew by 12 percent and commerce by 11 percent. The construction sector increased by 8.5 percent compared to three percent in 1979 due to increased demand.

Private domestic consumption grew by 8.5 percent, the highest rate recorded since the end of World War II. Money and near money grew by 27 percent in 1980 and Government expenditure by 5.5 percent. Real gross fixed investment grew by 12.5 percent.

According to a leading South African economist, the Government might be able to restrain the rate of inflation by reining in the growth in money supply. "We could try to wring inflation out of the system by pure monetarism. But we are not going to because the authorities think there are other critical issues. South Africa is going to face therefore double digit inflation throughout the early 1980's and maybe beyond."

Chris du Toit, President of the Federated Chamber of Industries, adds, "Inflation is a complex problem and there is no painless solution to its containment. The problem faced by the country is to slow down inflation without creating substantial unemployment or depressing the long-term growth rate."

C. Wage Gap. A persistent problem in South Africa is the Prevaling salary/wage differential, based on race, which exists between people employed to perform exactly the same job and holding exactly the same responsibilities. The so-called wage gap, a long standing feature of the South African labor market, is a historical consequence of the large reservoirs of unskilled Black labor, institutionalized and informal discrimination. For a number of years, Government and more progressive employers have adopted the policy objective of equal pay for equal work. In order to achieve this goal, they have given Black employees greater percentage gains than Whites.

A major criticism of wage gap elimination strategies has been that although Africans, Coloreds and Asians have frequently been given greater percentage increases than Whites, the gap has usually widened in absolute terms due to the lower Black base level. Ten percent of 1000 Rand is a much greater increase than 20 percent of 100 Rand. The discouraging experience of employers who are conscientiously trying to reduce the wage gap illustrates that unless they eliminate it absolutely in Rand terms and do not rely on higher percentage increases for non-Whites, the gap will remain.

There was an appreciable tendency from 1973 to 1977 for the racial wage gap to diminish as skill levels increased, according to Professor Piet Nel of the University of South Africa. The rate of closure narrowed between 1977 and 1979 but it has been levelling off since as a consequence of inflationary trends and the economic boom. The absence of restrictions on the physical mobility of Whites and their greater educational advantage means they are better placed than Blacks to bid up wages as employers seek to staff positions in a skills scarce labor market.

One of the consequences of the skilled worker shortage in the context of the current economic boom has been a tendency for the income gap to close between blue collar and white collar workers. A good journeyman with overtime earns between 1300 and 2000 Rand per month in the Transvaal. Toolmakers earn 1600 Rand per month or 10.50 Rand an hour. Turners, instrument makers, electricians and other skilled workers earn 800 to 1000 Rand per month without overtime. The average rate for automobile mechanics is 850 Rand compared to 780 Rand last year. A printing foreman commands 2000 Rand per month.

The bidding up of wages, whether blue or white collar, in the private sector has resulted in serious labor shortages in the public sector where wages are not as competitive. Due to economic forces such as the movement of English-speakers to the more remunerative private sector and political factors such as the strict application of bilinguism, Afrikaans-speakers predominate in the public service. Statistics on the rise of Afrikaners in Government service are revealing. In 1952 an estimated 80 percent of White personnel in the railways were Afrikaans-speaking but 67 percent of the higher paying positions were occupied by English speakers. Today 90 to 94 percent of top railways employees are Afrikaans-speaking. Similarly in 1952 an estimated 68 percent of White Post Office officials were Afrikaners but they occupied only 40 percent of the top positions. Today more than 80 percent of the higher paid positions are filled by Afrikaners.

In 1977 an estimated 35 percent of all economically active Afrikaners were in the public sector compared with 25 percent of English speakers (who occupied fewer than ten percent of the senior positions). Today it is estimated that 33 percent of the White population are employed in the civil service of which 85 percent are Afrikaners, who occupy nearly all senior jobs. By contrast about ten percent of economically active Africans and Asians and 17 percent of economically active Coloreds work for Government in largely unskilled and semi-skilled positions. As Whites, including Afrikaners, increasingly leave the public service for better paying jobs in the private sector, the resultant gap

is contributing to a crisis situation in the civil service. There is an increasing shortage of personnel in essential services such as teaching, nursing, the police and the courts. In January 1981 an estimated 13,000 out of 250,000 Government Posts were vacant. As one senior civil servant said, "If we had trained our Black employees and started to use them first in the lower and then in the middle levels, the Government service would not now be in the middle of a crisis."

## VI. LABOR REFORM

Racially discriminatory employment practices in South Africa were partially motivated by craft trade union traditions, which limited membership to workers who possessed specific skills. This mechanism of regulating entry into occupations was originally based on skill levels but increasingly race became the discriminatory factor. Originally, only persons with craft union certificates of competence were permitted in skilled occupations in order to guarantee safety standards. Subsequent legislation such as the Mines and Works Act legally prohibited the employment of Africans in 32 occupations for which certificates of skill and competence were required. The exclusion of Africans from registered trade unions in the 1924 Industrial Conciliation Act, thus not only denied them collective bargaining rights, it also prevented them from participation in union structures which controlled access to skilled employment. In addition Africans were required to carry passes or travel documents which restricted their movement from area to area. The two systems of control over African occupational and geographic mobility in the South African labor market were further refined and institutionalized after the National Party came to power in 1948.

Historically one of the main objectives of industrial legislation in South Africa has been to prevent competition for industrial jobs between members of different racial groups. Since the 1920's, and in some instances earlier, legislation has kept Africans out of more highly skilled jobs in mining and virtually all skilled jobs requiring an apprenticeship. When the expansion of secondary industry resulted in a trend toward integration of the labor market, returning World War II servicemen were anxious that their jobs could be taken by Blacks. The National Party was elected in 1948 on a platform which included the objective of halting and reversing the tendency toward labor market integration. The National Party established the legal framework for separate development, which in the work context resulted in amendments to the Industrial Conciliation Act reserving certain semi-skilled jobs for particular racial groups.

This represented in retrospect a serious misreading of labor market requirements in a industrializing environment. The resulting ~~limitations~~ limitations on the employment of Africans created structural bottlenecks which restricted the growth potential of the economy. The supply of White labor for skilled jobs became a ceiling on target growth rates.

Government spokesmen have indicated on numerous occasions over the past several years that they are not unaware of the arbitrary limitations which apartheid or separate development have imposed on economic growth and industrialization. Spontaneous strikes by thousands of African workers in 1973 and the 1976 uprising in Soweto reinforced trends leading toward a re-examination of labor utilization and industrial relations policies. In 1977 the Commission of Inquiry into Labor Legislation (Wichahn) was established to examine the system of industrial relations. A second commission (Rickert) was created to investigate the system of influx controls or pass laws which affect labor utilization.

The two most significant pieces of legislation which control where Africans may sell their labor and where they may live are the Black Labor Act and the Black Urban Areas Consolidation Act. While both have their origins in legislation dating back to the beginning of the century, they were refined by the National Party to serve the policy of apartheid or separate development whereby Africans who constitute 72 percent of the total population are restricted to 13 percent of the land area and required to express their political rights through separate homeland states.

Under the Black Labor Act, labor bureaus are established to control and direct the movement of Africans to those areas in South Africa where they are needed. Under this Act, nonurban Blacks may be employed only on a contract basis without their families. The Act contains penal provisions for striking, desertion, negligence of work, etc.

The Black Urban Areas Consolidation Act requires every African to carry a pass which indicates whether he is entitled to be in a so-called "White" area. The African population is divided into ten ethnic groups, each with its own homeland state. But the most crucial division is between African workers who are restricted to the underdeveloped homelands and those who are permitted to sell their labor in the White areas either because they live there or have a contract. Section 10 of the Black Urban Areas Consolidation Act divides Africans into the following categories:

- 10 (1) (a) persons born in prescribed or "White" areas;
- 10 (1) (b) persons who have worked in a White area for one employer for ten years or more than one employer for 15 years;
- 10 (1) (c) persons who are dependents (wives and children) of (a) and (b);
- 10 (1) (d) persons who can only work in prescribed areas if they have a contract of employment which must be renewed each year.

A number of consequences have resulted from the increasingly stringent enforcement of the Black Urban Areas Consolidation Act in recent decades. These include:

- (a) requiring half the African work force in urban areas to live as migrants with attendant complications for family life;
- (b) aggravating the unemployment and underemployment situation in the homelands.
- (c) serious overcrowding in the homelands,
- (d) shifting the burden of the unemployed and unemployable (aged, infirm, young) from the productive urban areas to the homelands.

Riekert recommended and Government agreed that influx control not be abolished. The implication of this decision is that migrant workers will become an increasingly greater proportion of the total African labor force since Section 10 (1) (d) workers have been generally unable to obtain Section 10 (1) (b) status since 1968.

On the other hand, the following concessions were recommended by Riekert and granted by Government to Section 10 (1) (a) (b) and (c) Africans:

- (a) mobility to move from one Administration Board (metropolitan area) to another;
- (b) the possibility of purchasing a home (but not the land) in an African township located in a White area on a 99-year lease;
- (c) preference for employment over rural Africans;
- (d) permission to live with their wives, provided there is approved accommodation;
- (e) easier documentation procedures regarding employment.

The Riekert recommendations thus retained and reinforced the distinction between Sections 10 (1) (a) (b) and (c) workers and 10 (1) (d) workers. They were intended to modernize and consolidate but not to eliminate existing restrictions on African labor utilization. The Wichahn recommendations, however, did not differentiate between urban dwellers and those required to reside in the homelands.

Wiehahn recommended not only the elimination of statutory job discrimination, but that trade union rights be extended to all Africans to enable them to participate on an equal basis in the official collective bargaining system. In implementing the Wiehahn recommendations, Government has for the past two years actively sought to persuade White unions to accept the elimination of statutory discrimination in industrial relations.

An initial reluctance on the part of Government to permit racially mixed or nonracial unions has eroded to the point where the 1981 Industrial Conciliation Amendment Bill eliminates all reference to race. Similar reluctance to grant trade union rights to migrants as well as urban Africans has been replaced by the proposed extension of trade union rights to all African workers, including those from foreign countries.

Other Government-inspired changes which have moved away from institutionalized discrimination in the workplace include the elimination of all but one of the 25 job reservation determinations; Government support for the apprenticing of African artisans in White areas; extension of the provisions of the Training of Artisans Act to all race groups; and cancellation of the Black Building Workers Act, which prevented Africans from being trained for the building trades in White areas.

The emphasis in industrial relations as a result of the Wiehahn recommendations seems to have shifted from being State-directed to State-influenced, with a large measure of discretionary authority granted to the Department of Manpower Utilization. The legal color bar in the workplace has been cracked, but it is up to workers through their trade unions and employers to develop effective equal employment practices. Some observers are concerned, however, that the intended objective of the Wiehahn changes in improving productivity and eliminating workforce structural bottlenecks, which are a consequence of apartheid, may be undermined by the retention of arbitrary racial distinctions in the Riekert proposals. Entrenchment of divisions in the labor market between urban and rural Africans; continuation of the pass laws and migratory labor system; use of the homelands as reserves of unskilled labor; and exporting the poor, young and aged to homeland areas, are likely to continue to be economically and socially inefficient as well as political irritants.

## VII. TRADE UNIONISM

### A. Role and Power of Unions.

In South Africa, the issue of race has traditionally overshadowed

the common interest of workers in the trade union movement. The early craft-oriented unions sought first to safeguard and promote the skills of their members. Craft union control over entry into trades through apprenticeship eventually became confused with racial anxieties and Africans were barred from skilled jobs through legislation.

The industrial unions, established in the 1930's were not able to neutralize the impact of the exclusion of African workers from registered unions under the 1924 Industrial Conciliation Act. Industrial unions which tried to organize Africans were warned that they would be de-registered.

Despite these constraints, African labor organization has a long history in South Africa. Spontaneous strike activity dates back to the 19th century and formal African membership trade unionism was well established by the second decade of this century. In 1919 Clements Kadavie formed the Industrial and Commercial Workers Union, which at its peak a decade later claimed 100,000 members. Organizational problems and the refusal of the registered union movement, employers and the state to recognize it led to its eventual disintegration. After the decline of the Industrial Commercial Workers Union, a number of other African unions and union coordination bodies continued to exist. The African labor movement underwent a resurgence in 1941 with the formation of the Council of Non-European Trade Unions. By 1945 CNETU claimed a membership of 158,000 in 119 unions.

CNETU eventually merged into the nonracial South African Council of Trade Unions. Since the underprivileged position of the African worker is in large measure the result of his exclusion from the enfranchised political system, SACTU became increasingly politically motivated. This provoked large-scale bannings of its leaders and the movement disintegrated. By 1970, only two African unions remained. African membership trade unions revived again in the early 1970's as a result of a spontaneous wave of economically motivated wildcat strike activity.

In 1972, the Urban Training Project, a labor education body, started to operate in the Transvaal. In Natal a coordinating body, the Trade Union Advisory Committee, was formed. By 1976 nearly 30 African unions were in evidence with a claimed membership of over 100,000.

The South African authorities never imposed an outright prohibition on African membership unions. In addition to denying Black unions representation and collective bargaining rights under the Industrial Council system, the authorities sought to hinder their operation in a variety of ways including police surveillance and

detention of union officials without trial. At the end of 1976 government action against African unions stepped up when some 30 union officials and advisors were served with five-year banning orders.

The strategy of banning, which had been applied with devastating effect in the late 1950's and early 1960's against SACTU, failed in 1976. This was something of a watershed in the balance of power between the authorities and employers on the one hand and African worker organizations on the other. The increasing bargaining power of African labor was tacitly acknowledged by the Minister of Manpower Utilization in November 1979. Explaining that the policy of discouraging the growth of African membership unions through non-recognition had failed, he said the Government had adopted the strategy recommended by the Wiehahn Commission of accepting the existence of African unions and trying through the registration process to bring them under Government control.

Trade unions are today among the largest organized interest groups in South Africa. Numbering 209 with nearly 916,000 members, they represent 9.6 percent of the country's workforce. An estimated 200,000 teachers, nurses and policemen are also organized in professional organizations which function in some respects as trade unions. The labor movement remains deeply divided, however, on racial and ideological lines.

#### Trade Union Affiliation

<u>Coordinating Body</u>	<u>No. of Affiliates</u>	<u>Membership</u>
CUSA	8	41,700
FOSATU	11	59,000
SACOL	18	134,700
TUCSA	60	306,700
African Unaffiliated	21	87,600
Other Unaffiliated	<u>91</u>	<u>286,000</u>
Totals	209	915,700

#### B. CUSA.

The Council of Unions of South Africa (CUSA) with eight affiliates and a current membership of 41,700 was founded in September 1980. It is closely associated with the Urban Training Project (UTP), a worker-service organization founded in Johannesburg in 1971. By 1975, the unions associated with the UTP formed the Consultative Committee of Black Trade Unions (CCBTU) which was disbanded on the formation of CUSA.

CCBTU members attended unity talks in 1977 with other Black trade

unions which eventually led to the formation of the Federation of South African Trade Unions (FOSATU). Most of the CCBTU unions pulled out, however, over the issue of Black leadership. The CUSA unions, while not racially exclusivist in practice, believe in Black leadership of Black membership organizations pending the elimination of all apartheid restrictions on nonracial cooperation. Three of the CUSA affiliates have been registered under the new labor dispensation. They are the Laundry, Drycleaning and Dyeing Workers Union (1800 members); the SA Chemical Workers Union (10,000 members); and the Steel Engineering and Allied Workers Union (5,000 members). The others have applications for registration pending.

Through the UTP, the CUSA unions have received support from the British Trades Union Congress, the West Germany Catholic Development Fund and Frederick Ebert Foundation, the International Confederation of Free Trade Unions, and the Dutch and Swedish labor movements, inter alia. All of the general secretaries of the CUSA affiliates as well as the General Secretary of the Council and a number of other elected and fulltime officials have been to the United States on exchange programs. Several have been guests at conventions of the American Federation of Labor-Congress of Industrial Organizations. Others have attended two seminars, organized by the African American Labor Center for South African trade union leaders at the Cornell University School of Industrial Relations, and the Harvard Trade Union Seminar.

One of the consequences of the labor reforms initiated in 1979 has been a dramatic increase in African worker interest in trade union participation. The challenge which now faces CUSA and other African membership coordinating bodies is to convert popular expectations into a practical appreciation and understanding of the scope and purpose of trade unionism. There is an urgent need for training materials and seminars to prepare shop stewards and other union officials for their expanding responsibilities. There is an equally important need to educate rank-and-file membership.

Both CUSA and the Federation of South African Trade Unions have evolved from the industrial trade union tradition which emphasizes the importance of shop stewards in industrial relations systems. One of their most immediate needs is technical assistance in developing the requisite shop steward structures.

### C. FOSATU.

FOSATU currently includes 11 affiliates which have a combined

membership of 59,000. The FOSATU unions believe firmly in the principle of nonracialism. They are prepared to accept Government registration only on a nonracial basis. Most of their members are African and Colored.

The predecessor of FOSATU, the Trade Union Advisory and Coordinating Council (TUACC), was formed in 1973 to link the unions which emerged from the wave of spontaneous strike actions in Natal that year. TUACC was linked to the Institute for Industrial Education, also formed in 1973 to offer literacy and trade union training to African workers. Following the establishment of the Industrial Aid Society in Johannesburg in 1974, the TUACC unions began establishing branches in the Transvaal which generated jurisdictional rivalries with CCBTU affiliates.

The sequence of events leading to the establishment of FOSATU began at the 1976 convention of the Trade Union Council of South Africa (TUCSA) when the National Union of Motor Assembly Rubber and Allied Workers (Colored) withdrew its affiliation. NUMRAWU's General Secretary Freddy Sauls was one of the prime movers in a series of meetings with the CCBTU, TUACC, the African Food and Canning Workers Union and the Western Province General Workers Union which led to the formation of FOSATU.

CCBTU officially withdrew but four of its affiliates remained. AFCWU and WPGWU also declined to join the new coordinating body. The founding congress was held in April 1979. FOSATU's aims include replacing craft unions with broad-based industrial unions; building a united nonracial labor movement; and improving members' living standards, social security and conditions of work. The Federation is highly centralized with national, regional and local councils.

The registered FOSATU affiliates such as NUMRAWU and the Eastern Province Sweet Food and Allied Workers Union applied for and received exemptions to function on a nonracial basis. The unregistered FOSATU affiliates also applied for nonracial exemptions, but were offered registration on a racially-restricted basis. They are appealing this decision of the Government Registrar of Unions.

FOSATU was heavily subsidized through the Institute for Industrial Education until last year when the Minister of Health banned FOSATU from raising funds abroad. The fund raising ban has forced FOSATU to scale back its activities and rely on member contributions. Several FOSATU leaders have participated

in United States trade union exchange programs, including the 1980 AALC Cornell Seminar. The General Secretary of FOSATU is scheduled to visit the United States in June. A number of NUMRAWU leaders have visited the United States to attend conventions of the United Auto Aerospace and Agricultural Implement Workers and Harvard Trade Union Seminars.

D. SACOL.

The South African Confederation of Labor (SACOL), which has 134,000 members in 18 affiliates, had its origins in the split of the old multiracial S.A. Trade and Labor Council in 1948. Fourteen White unions broke away over the issue of admitting African unions and formed the Coordinating Council of S.A. Trade Unions. In 1967 the CCSATU, along with other White unions, formed SACOL to advance the interest of White workers.

Since the publication in 1979 of the first Wiehahn report, which confirmed the necessity for a unitary system of industrial relations, SACOL has experienced difficulties. Its membership has declined from over 200,000 to 135,000 as affiliates have been forced to resign following decisions to admit Black members. If SACOL's membership drops below 100,000, as seems imminent, it will be required by its constitution to disband. SACOL faces most directly the issue of adaptation to an integrated system of industrial relations or gradual extinction.

Leaders of a number of former SACOL affiliates, which have withdrawn in recent years over the question of industrial relations reform, have been to the United States on labor exchange programs. They include representatives of the Footplate Staff Association, a railway union, and one of the leading mining unions, the Underground Officials Association. Both craft organizations have recently changed their constitutions in anticipation of further labor reforms to admit members of any race who have the necessary skills.

E. TUCSA.

With over 300,000 members in 60 affiliates, the Trade Union Council of South Africa (TUCSA) is the largest coordinating body. Based on the principle of multiracialism, its affiliates are generally organized on a racially segregated basis. TUCSA currently includes 45,000 Africans, 188,000 Coloreds and 74,000 Whites. Since the 1979 labor dispensation, TUCSA's African

membership has nearly doubled and its Colored membership has also increased by 40,000. Most TUCSA affiliates are organized in the craft tradition.

TUCSA was formed in 1955 out of the breakup of the Trades and Labor Council. An initial ban on African membership was lifted in 1962. African unions were forced out again in 1969 in response to Government and White union pressure. African unions were allowed back in again in 1974. TUCSA had close links in the past with the British, West German and U.S. labor movements, particularly during the 1960's. These tended to become more distant following the expulsion of TUCSA's African membership in 1969.

#### F. Unaffiliated African Unions.

There are 21 unaffiliated African membership unions with an estimated combined membership of 87,600. Several represent a new, more militant general worker style of trade unionism which is less structured than the industrial and craft trade union movements. Their rapid growth in the past two years has been associated with the nearly unprecedented wave of labor disputes. Many have little grasp of the mechanics of trade union organizing. Instead, there is an instinctive rejection of any system sanctioned and promoted by the apartheid system. They include the Western Province General Workers Union; the African Food and Canning Workers Union, which successfully orchestrated a consumer boycott to enforce strike demands; and the Black Municipal Workers, which organized the largest strike every (10,000 migrant workers) against a single employer, the Johannesburg Municipality. The most prominent of this type union is the South African Allied Workers Union, which has been involved in a number of strikes over union recognition and work-related grievances.

All share a certain looseness of structure, a concern with Black community as well as work-related issues, a tendency to organize around spontaneous conflict and a militant approach. In general, they appeal to unskilled migrant workers and frontier commuters and reject registration under the government-sanctioned collective bargaining system.

##### 1. SAAWU.

With 20,000 members, the South African Allied Workers Union is one of the fastest-growing labor organizations. It was formed in April 1979 following a breakaway from the Black Allied Workers

Union. Nonracial in principle, SAAWU is loosely structured. It has tended to operate as a general union organizing workers in every industry from motor assembly to food and furniture in the East London area. It recently concluded recognition agreements with several multinational firms, including the U.S. pharmaceutical company, Johnson & Johnson; and the British battery-maker, S.A. Chloride. SAAWU has attracted the attention of the Ciskei homeland authorities, whose secret police have arrested a number of the union's organizers.

SAAWU has focused the desire of many African Workers to redress the balance of power in the workplace. The union's officials say they receive many more complaints regarding lack of equal treatment in the workplace than about wages. Many of the strikes which SAAWU and other African unions have been involved with are a result of spontaneous worker walkouts over unresolved workplace grievances rather than collective bargaining issues. Since members are frequently enrolled through mass meetings rather than individual recruitment, the institutionalization of shopfloor and other union structures has not kept pace with the expansion of its membership.

SAAWU refuses to accept Government registration not because it rejects the official terms of registration, but because it insists on a prior Government commitment to abolish all apartheid laws and institutions. It is concerned with broader issues affecting the Black community as well as work-related problems. While it is prepared to and does communicate with the international labor movement, SAAWU is not dependent at this stage on international trade union assistance.

The current success of SAAWU and other such independent African unions raises two important questions. One is whether they will successfully be able to institutionalize their current unstructured popular support. The other is how the State will respond to their more militant approach.

## 2. AFCWU.

Another significant unaffiliated African membership union is the African Food and Canning Workers Union. AFCWU, with 12,000 members, dates back to 1949. It works closely with the registered Colored membership Food and Canning Workers Union but rejects registration itself. AFCWU has led a number of significant strike actions in the Cape Province in the past two years. It generally avoids exchanges with international labor organizations other than the Geneva-based International Food Workers.

### 3. WPGWU.

The Western Province General Workers Union is similar in size to AFCWU and also rejects registration. Because so many Western Cape African workers are migrants, the WPGWU is organized on a general rather than an industrial or craft union basis. WPGWU has also been active in a number of strike actions. Several of its leaders have been detained by the police in the past year.

### 4. BAWU.

The Black Allied Workers Union was founded in 1972 as a worker expression of the Black Consciousness Movement. It has recently suffered three splits which have eroded its national base. It currently claims a following of about 6,000 workers in Ladysmith and Newcastle. BAWU was assisted in the past by the West German DGB. Its president was trained under the AALC program at Cornell in 1979.

### 5. Company Unions.

Several unaffiliated African membership unions have allegedly been sponsored or encouraged by employers. They include the Chocolate and Sweet Workers Union (Cadbury), the National Union of Brick and Allied Workers (Corbrick), the National Union of Sugar Manufacturing and Refining Employees (Natal Sugar Association), and the Union of Johannesburg Municipal Employees (Johannesburg Municipality).

### 6. Parallel Unions.

A number of unaffiliated African membership unions have been sponsored on a parallel basis by existing White and Colored membership unions. They include the Electrical and Allied Workers Union, National Union of Engineering, Industrial and Allied Workers, and Transvaal Radio, Television, Electrical and Allied Workers Union.

### G. Other Unaffiliated.

The other group of non-aligned unions represents ~~approximately~~ nearly a third (31 percent) of the organized workforce. The 91 unions in this category are nearly all registered. They range in size and importance from the 34,000 member White Amalgamated Engineering Union to the 64-member White Optical Workers Union.

Most are craft unions organized on racial lines. Some such as the railway and certain mining unions are moving in line with recent Government-sponsored labor reforms to abandon racial in favor of craft, skill level distinctions in determining eligibility for membership.

#### H. Future Trends.

The South African labor movement is clearly in an important transition stage. While the membership of many registered unions, which continue to insist on racial exclusivity, is stagnant or declining. Others, which are beginning to accept that integration in industrial relations is in the interests of all workers, are experiencing dramatic increases in membership and influence. Whether the burgeoning support for African membership unions can be consolidated and institutionalized constitutes a significant challenge for the South African labor movement in an environment where most other apartheid institutions remain essentially intact.

African membership trade unions have with few exceptions generally agreed to comply with the requirements for registration under the new labor dispensation as a gesture of good faith. Their willingness to work to overcome the effects of racial discrimination from within suggests they perceive the apartheid system to be changing or changeable. This decision has made reform possible. Whether labor reform will be successful will depend on whether employers and Government are responsive to demands for structural changes and self-determination for all workers. The emergence of a more equitable industrial relations system will depend also on the degree to which Government and its agencies allow experimentation, within and without officially sanctioned collective bargaining systems; the degree to which employers are prepared to bargain in good faith with representative Black trade unions; the extent to which White trade unionists accommodate the new dispensation; and the ability of Black trade union leaders to fulfill the expectations of their members.

As a consequence of the reforms initiated in 1979, Africans are increasingly gaining access to collective bargaining rights to which they have historically been denied. There is no consensus, however, within the South African labor movement, let alone with employers or Government, on how to implement and regulate the new relationship on an equitable basis.

### VIII. LABOR CONFLICT AND CONTROL

A. Intensifying Industrial Unrest. Growing worker militancy is one of the most formidable challenges facing South Africa. The country has experienced since late 1979 a prolonged period of industrial strife. According to the National Manpower Commission, the number of strikes and work stoppages more than doubled in 1980 to 207 from 101 in 1979. The number of man days lost almost trebled at 175,000 compared to 67,000. In terms of mandays lost, 1980 was South Africa's worst year ever for industrial unrest. Most strikes were spontaneous. That is, they were not based on a strike ballot or necessarily condoned by union leadership. Most were over wages with perceived unfair conditions of employment as the second most frequent motivating factor.

South Africa's economic expansion over the past two years has increased the bargaining power of Black workers. On the other hand, accelerating inflation, which affects Africans, who constitute the lowest income group, most severely has tended to erode recently gained benefits.

African workers throughout the country are increasingly demanding higher wages, more equitable treatment and employer recognition of their unions. They are prone to wildcat strikes without union approval if their demands or expectations are not met.

Both Government and employers have responded equivocally to the growth of African worker militancy. Government sees itself to some extent caught between conflicting union pressures. Realizing the necessity to restructure industrial relations, Government in 1979 reluctantly extended trade union rights to Africans. It has had, as a consequence, to deal with resistance from some established White unions, which oppose its labor reform strategy.

The conflict between Black and White labor militancy has been complicated by uncertainty within the National Party over whether the purpose of industrial legislation is to control unions or to provide efficient channels for resolving industrial conflict. There is concern in Government and business that African unions could become a vehicle for African political aspirations, which they are otherwise denied in the White parliamentary system.

The African union perspective was described by Emma Mashinini at the conclusion of a successful strike by newspaper delivery men and salesmen. She said, "The days when Black workers could be abused, assaulted and fired without reacting are gone. The

strike has shown that an assault on one worker is regarded as an assault on all. It also demonstrated the loyalty of the workers to the union and to each other."

B. Government Response. The latest proposed labor legislation confirms the pattern of combining cautious concessions with tighter controls. The 1981 Industrial Conciliation Amendment Bill, which will be considered when Parliament resumes later this year, contains a number of potentially significant concessions and new controls.

All references to race are removed. Unions would under the amended legislation be able to open their membership on a non-racial basis and would not be required to have segregated, un-racial branches and executives. Foreign African workers, excluded in the 1979 dispensation, would gain the same trade union rights enjoyed by South Africans and foreign Whites. Sex discrimination in minimum wage determinations would be prohibited. (Employers would still be able to discriminate, however, as long as they pay women (more than) the stipulated minimum.) The system of works and liaison committees, which were encouraged for decades as a substitute for African membership trade unions, would no longer be legally sanctioned.

The Bill also contains some of the most stringent controls ever imposed on unions. The Minister of Manpower Utilization would have the discretionary authority to deregister a union, shut it down and liquidate its assets if it "acted unreasonably in relation to its members; failed to observe any provision of its constitution; or acted unlawfully." Such an action would not only deprive the union of its official collective bargaining rights, it would allow it to be closed down based on administrative bureaucratic discretion. This proposal has been opposed by virtually the entire South African labor movement, Black and White, and registered and unregistered.

Tighter controls would also be imposed on the political freedom of both registered and unregistered unions. No union would be able to influence its members in favor of any political organization. This provision would make it impossible for the president of the White Mine Workers Union (SACOL) to stand for office for the Herstigte Nasionale Party or for the president of the Garment Workers' Union (TUCSA) to be a member of Parliament. While African membership unions with few exceptions are committed to the institutional separation of labor and political organizations, there are obvious linkages on a personnel level as there are between many White trade unionists and political parties. Moreover, in pursuing their representational and collective bargaining objectives, African unions have frequently relied on the support of Black community organizations.

Speaking at the inauguration of a shop stewards council of FOSATU, Chief Gatsha Buthelezi said: "The exclusion of Blacks from registered trade unions for so many decades was intensely political because Whites used economics and labor as mechanisms of political oppression." He added that now more than ever the linkage between politics and labor has to be accepted since trade unions operate in a structure created by White political interests. "White unions are politically motivated, politically connected and operate within political frameworks, yet they demand that Blacks not use union platforms for political purposes. Other Black groups such as the Azanian Peoples Organization argue that it is impossible for unions to ignore politics and that a worker does not cease to be a worker when he leaves the factory gates.

Unions which hold strike ballots would be required under the proposed legislation to inform the Minister, who would have the right to appoint someone to supervise the ballot. The Federated Chamber of Industries has recommended that strike ballots be supervised by an independent third party, but trade unionists reply that a Ministerial appointee is not independent.

Unions or anybody else would be prevented from giving illegal strikers material assistance. Unions would also be barred from having head offices in Black homelands. This clause could make organizing Black mineworkers, most of whom are migrants from the homelands or other African countries, difficult.

There is a stipulation that any group of workers in a registered union who are dissatisfied with a change in membership criteria be permitted to form a separate union, taking with them a proportionate share of the union's assets. Black trade union leaders believe this provision could lead to further splintering. "Small minority unions could thereby gain bargaining status which their numbers do not justify and assets which they haven't earned."

Unions, whether registered or not, would have to submit their constitutions to the Registrar of Unions and notify him of changes. Their books would have to be audited and ballots secret. Employers would be prohibited from granting dues check-off facilities to unregistered union without Ministerial permission.

C. Employer Response. The crucial question which is posed by the 1981 Industrial Conciliation Amendment Bill is whether, in the light of last year's unprecedented strike activity, it will facilitate the institutionalization of a more effective and equitable system of industrial relations or whether it will be used as a further instrument of control. Representative trade unions are increasingly essential to effective employer-employee relations in an industrial environment. It is for this reason that a number of South African employers have in recent months emphasized representativeness rather than registration as the most important criteria for recognition.

The Federated Chamber of Industries, for example, welcomes a number of aspects in the Bill such as the provision which permits workers freedom to join any union of their choosing. It points out, however, that the Bill does not effectively distinguish between registration for the purpose of notifying the Government of the establishment of a union and determination of the scope of bargaining of that organization. "A clear distinction between these two issues is an important prerequisite in granting or withholding check-off facilities to unregistered unions."

#### IX. IMPLICATIONS FOR U.S. POLICY INTERESTS

As South Africa enters the 1980's, questions abound. Can the Prime Minister overcome reactionary elements in the Afrikaner Nationalist power struggle? If so, how far is he willing to go in removing institutionalized discrimination? Does he have a clear idea of where he wants to go? Will the changes he makes satisfy Blacks and reduce racial tension or will they prompt greater demands? Will a better trained and better housed urban African work force be content with greater material comfort or will it make increasingly radical political demands? The process of adaptation and its possible consequences are what give South Africa its present uncertainty, unpredictability and fascination.

Black trade unions are currently presenting Government as well as employers in South Africa with increasing challenges. The unions themselves are challenged with the problem of constructively channelling worker aspirations through what are perceived to be inadequate institutions. And they are also challenged by popular worker committees, Black consciousness and other organizations. The central feature of current industrial relations in South Africa is therefore that they are complex and fluid and will require realism and flexibility on the part of all concerned unions, employers and Government. An essential ingredient for reform is that the changes made should be acceptable to those that previously suffered inequity.

The Wiehahn Commission is the centerpiece of Prime Minister Botha's reform strategy. Essentially, this strategy is to stimulate economic growth by liberating free market forces. At the same time a new African middle class of permanent residents is to be coopted into the system with allowance for that group to share in the country's growing prosperity. The new middle class alliance, committed to the free enterprise system, is to provide a bulwark against communism. Through the Riekert proposals Blacks with urban residence rights are to be given greater freedom of movement and distinguished from migrants and frontier commuters, who are to be more firmly anchored to the rural homeland areas.

The difficulty with these and other attempts at reform such as the elimination of statutory job discrimination and the extension of trade union rights to Africans is that they are largely neutralized by continuation of the pass law system and separate, discriminatory educational patterns, inter alia. In the absence of common citizenship and negotiated political power sharing Dr. Motlana of the Soweto Committee of Ten has characterized the Government's labor reform strategy as irrelevant.

Noting that there is still a reservoir of good will, Bishop Tutu of the South African Council of Churches said during a meeting with Prime Minister Botha in 1980 that for fundamental change to occur the Government must commit itself to common citizenship for all South Africans; abolish the pass laws; stop immediately all population removals; and establish a uniform educational system.

Change in labor relations cannot be divorced from other changes. The current fluidity in the South African labor-political scene is no guarantee that constructive meaningful change will occur, but it is an indication that it is possible. White politics are becoming less ideological if not more rational. In the field of industrial relations South Africa is clearly at a turning point which will have important implications for future generations of workers as well as broader political and economic considerations.

These circumstances place special responsibilities on employers, whether South African or multinational. Changes of attitude are essential if a more equitable and satisfactory industrial relations system is to emerge.

An effective communications system that operates from the lowest level to top management is vital. Not only must conditions and decisions be fair, they must be viewed as such by all employees.

Management should deal with whatever leadership group holds credibility among workers. To impose a group favored by management but not by those they are supposed to represent could further complicate industrial relations. Trade unions should be viewed positively. They are likely to become increasingly critical to the evolution of an effective system of industrial relations in South Africa. Management should also be cautious about firing striking workers. They frequently have to be re-hired with a lasting effect on the relationship between them and management. As Black worker aspirations develop, management will face growing pressure for increased wages and improved conditions. The best industrial relations practices can be neutralized if a company's working conditions remain inadequate. Black workers in South Africa are no longer isolated from trends in other parts of the industrialized world. They are likely to use increasingly sophisticated negotiating techniques. Finally, management should not appear to be either encouraging or discouraging trade unions.

The appointment of a commission under the chairmanship of Professor Wiehahn to inquire into labor legislation "with the object of making it provide more effectively for the needs of (South Africa's) changing times" aroused hope that many restrictions would be abolished and inconsistencies removed. Professor Wiehahn's well known views on discrimination and paternalism together with the multiracial composition of the Commission's membership gave hope that a non-discriminatory industrial relations system would emerge. It is essential, however, not to be misled into believing that a solution has already been found to the problem of establishing a non-discriminatory and effective industrial relations system in South Africa.

In the context of our desire to encourage purposeful, evolutionary change toward a nonracial society, without prejudicing basic questions about the ultimate blueprint, which is to be resolved by South Africans themselves, U.S. Government, business, and labor should exercise their opportunities and options to support whatever progress does occur and maintain pressure for continued movement. We should not expect instant miracles but neither should we indicate satisfaction with half-way measures.

U.S. business can be a force for change in two ways: by improving opportunities for their Black employees and by demonstrating to others the advantages of equal employment. The current fluidity of the South African labor environment will require conscious and concentrated effort if U.S. business and labor are to exercise a constructive role in helping South Africa to move away from institutionalized inequality.

The parameters of South African labor relations are shifting as attempts are made by Government, employers and workers to cope with changing circumstances. Whether the current fluidity will result in the evolutionary dismantling of apartheid or worsening of conditions remains problematic. The outcome will depend to some extent, however, on how Western governments, investors, trade unions and others, as well as South Africans themselves, respond to developments.

Recommended Additional Reading

1. 1980 Survey of Race Relations in South Africa (Johannesburg: South African Institute of Race Relations, 1981).
2. 1980-81 Official Trade Union Directory (Johannesburg: Trade Union Council of South Africa, 1980).
3. Job Advancement in South Africa (Johannesburg: South Africa Foundation, 1980).
4. C. E. W. Simkins, The Distribution of the African Population of South Africa by Age, Sex and Region-Type: 1960, 1970 and 1980 (Cape Town: South African Labor and Development Research Unit, 1981).
5. C. Cooper, Strikes in South Africa: 1979 (Johannesburg: South African Institute of Race Relations, 1980).
6. Report of the National Manpower Commission (Pretoria: National Commission, 1980).
7. Quarterly Bulletin of Statistics (Pretoria: Department of Statistics, 1980).

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X. TABLES

- A. Consumer Price Index - December 1980
- B. Household Subsistence Level - October 1980
- C. Current Population Survey - Coloreds - as at October 1980
- D. Current Population Survey - Africans - as at October 1980
- E. Workseekers According to Occupational Groups and Areas - November 1980
- F. Registered Unemployed - August 1980 compared with August 1979
- G. Foreign African Population
- H. Immigrants and Emigrants in Occupational Groups - November 1980 and November 1979
- I. Employment and Earnings - Wholesale, Retail and Motor Trade, Control Boards and Hotels as at September 1980
- J. Minimum Monthly Wages for Unskilled Workers in Various Trades and Industries Between August 1979 and July 1980
- K. Domestic African Population - 1980
- L. Disputes, Strikes, Work Stoppages, Lockouts - June 1980 - February 1981
- M. African Trade Unions -

A. CONSUMER PRICE INDEX - DECEMBER 1980 (Base: 1975 = 100)

URBAN AREA	DECEMBER 1980	DECEMBER 1979	% INCREASE OVER YEAR DECEMBER 1979 TO DECEMBER 1980
Cape Town	183,9	160,4	14,65
Port Elizabeth	184,2	163,3	12,80
East London	184,9	164,7	12,26
Kimberley	188,3	162,4	15,95
Pietermaritzburg	188,0	164,3	14,42
Durban	187,8	163,0	15,21
Pretoria	187,0	163,7	14,23
Witwatersrand	194,2	165,7	17,20
Klerksdorp	186,7	162,5	14,89
Vaal Triangle	195,9	167,6	16,89
OFS Goldfields	195,3	165,6	17,93
Bloemfontein	186,5	165,6	12,62
Weighted average	189,9	164,0	15,79

(C.C.I. Bulletin 26 January 1981)

B. HOUSEHOLD SUBSISTENCE LEVEL - OCTOBER 1980

(Rand per month)

AREA	BLACKS	COLOUREDS
Cape Town	206,89	209,79
Port Elizabeth	184,16	190,10
East London	196,00	185,92
Kimberley	191,25	196,95
Durban	193,27	206,36
Pretoria	195,67	204,05
Johannesburg	200,12	211,27
Bloemfontein	196,20	203,22
King Williams' Town	184,51	188,34
Uitenhage	186,29	168,95
Queenstown	198,42	179,65
Umtata	178,86	-
Peddie	170,66	-
Benoni	181,62	-
Boksburg	182,24	-
Brakpan	196,61	-
Germiston	184,83	-
Springs	183,26	-
Krugersdorp	191,54	-
Vaal Triangle	194,46	-
Brits	186,77	-

(Institute for Planning Research, U.P.E. Fact Paper Number 39)

C. CURRENT POPULATION SURVEY - COLOREDS - AS AT OCTOBER 1980  
(in 1,000's)

	MALE		FEMALE		TOTAL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Economically active						
Workers	529	41,0	324	24,5	853	32,6
Unemployed	19	1,5	27	2,0	46	1,8
Total population	1 291	100,0	1 325	100,0	2 616	100,0
Unemployed as a percentage of economically active	3,5		7,7		5,1	

(Department of Statistics 2 January 1981)

D. CURRENT POPULATION SURVEY - AFRICANS - AS AT OCTOBER 1980  
 (in 1,000's)

	MALE		FEMALE		TOTAL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Economically active						
Workers	3 920	43,8	1 672	20,1	5 592	32,4
Unemployed	224	2,5	246	3,0	470	2,7
Non-economically active	5 024	56,2	6 644	79,9	11 668	67,6
Total population	8 944	100,0	8 316	100,0	17 260	100,0
Unemployed as percentage of economically active	5,7		14,7		8,4	

(Department of Statistics 7 January 1981)

E. WORKSEEKERS ACCORDING TO OCCUPATIONAL GROUPS AND AREAS -  
NOVEMBER 1980

	WHITES	COLOUREDS	ASIANS	TOTAL
<u>a) Occupational Groups</u>				
Professional and semi-professional	48	3	4	55
Administrative & Clerical	462	411	638	1 511
Commerce	179	95	201	475
Skilled trade & application for apprenticeship	338	861	267	1 466
Services	147	99	198	444
Transport	145	397	233	775
Operatives and semi-skilled	508	1 950	1 033	3 491
Unskilled workers	453	1 550	257	2 260
Other	333	43	-	376
Total	2 613	5 409	2 831	10 853
<u>b) Areas</u>				
Johannesburg	903	910	166	1 979
Cape Town	377	1 972	22	2 371
Durban	509	549	2 602	3 660
Pretoria	169	50	24	243
Port Elizabeth	323	1 103	14	1 440
Bloemfontein	91	114	-	205
East London	170	123	3	296
Kimberley	32	484	-	516
George	39	104	-	143
Total	2 613	5 409	2 831	10 853

(Department of Manpower Utilisation - 2 January 1981)

## F. REGISTERED UNEMPLOYED - AUGUST 1980 COMPARED WITH AUGUST 1979

MONTH	WHITES		COLOUREDS		ASIANS		TOTAL
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
August 1980	2 952	5 020	6 552	3 212	3 089	487	21 312
August 1979	5 066	6 083	9 153	3 910	4 251	547	29 010
% Change	-41,7	-17,5	-28,4	-17,9	-25,5	-27,3	-26,5

(Weekly Bulletin 26 September 1980)

G. FOREIGN AFRICAN POPULATION

AGE	1960		1970		1980	
	M	F	M	F	M	F
0 - 4	2858	2602	1232	1319	996	1066
5 - 9	3826	3590	1341	1498	1085	1212
10 - 14	4456	5430	1722	1673	1393	1353
15 - 19	33031	5093	24189	2195	19559	1775
20 - 24	87130	9122	103873	3253	83987	2614
25 - 29	88999	10585	82298	4138	66623	3347
30 - 34	69016	13868	65582	5445	53027	4402
35 - 39	56527	8703	51977	6092	42027	4925
40 - 44	43299	9491	40736	6558	32937	5302
45 - 49	34193	7997	30180	5368	24401	4341
50 - 54	25427	7824	25975	5520	19385	4464
55 - 59	17533	5113	13908	3195	11246	2583
60 - 64	7991	4367	7859	3024	6355	2445
65 - 69	4553	2557	4920	2235	3978	1808
70 - 74	2712	2168	2881	2009	2330	1624
75 - 79	1211	1360	1173	935	949	756
80+	2664	2199	1789	1871	1446	1513
Total	484326	102269	459735	56308	371724	45530

Source: Charles Simkins, "The Distribution of the African Population of South Africa by Age, Sex and Region Type: 1960, 1970 and 1980," July 1981.

H. IMMIGRANTS AND EMIGRANTS IN OCCUPATIONAL GROUPS -  
NOVEMBER 1980 AND NOVEMBER 1979

OCCUPATIONAL GROUPS	IMMIGRANTS		EMIGRANTS	
	NOVEMBER 1980	NOVEMBER 1979	NOVEMBER 1980	NOVEMBER 1979
Professional, Technical and Related Workers				
Engineers	89	41	18	35
Medical Doctors and Dentists	13	8	1	7
Accountants	27	16	9	8
Educationists	25	25	13	14
Other	210	131	43	76
Total	364	221	84	140
Administrative and Related Workers	105	37	24	27
Clerical and Related Workers	221	135	44	49
Sales Workers	78	61	26	17
Service Workers	53	39	3	5
Agricultural, Animal Husbandry and Forestry Workers, Fishermen and Hunters	21	10	1	1
Production and Related Workers	302	156	47	68
Workers not classifiable by occupation	56	68	25	24
Persons not economically active	1 662	886	415	451
Total	2 862	1 613	669	782

(Department of Statistics 27 January 1981)

UNCLASSIFIED

I. EMPLOYMENT AND EARNINGS - WHOLESALE, RETAIL AND MOTOR TRADE, CONTROL BOARDS  
AND HOTELS AS AT SEPTEMBER 1980  
(in R1,000's)

SECTOR	TOTAL		WHITES		COLOURED		ASIANS		BLACKS	
	EMPLOYMENT	EARNINGS								
Wholesale Trade	213 200	284 316	84 400	193 327	23 700	20 213	11 800	13 688	93 300	56 988
Retail Trade	375 300	244 738	138 700	146 717	48 600	24 290	20 100	14 008	168 900	59 723
Motor Trade	112 000	133 740	44 300	93 207	12 800	9 882	4 700	5 415	50 200	25 236
Control Boards	2 681	6 366	1 887	5 870	201	100	26	26	567	370
Hotels	50 700	24 461	8 800	10 349	7 100	2 577	3 600	2 528	31 200	9 007

(Department of Statistics 30 January 1981)

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J. MINIMUM MONTHLY WAGES FOR UNSKILLED WORKERS IN VARIOUS TRADES AND INDUSTRIES  
BETWEEN AUGUST 1979 AND JULY 1980

DATE	INDUSTRY/TRADE	AREA	ACT	MINIMUM WAGE (R's)		DIFFERENCE	
				MALE	FEMALE	REAL (R's)	
<u>1979</u>							
24 August	Millinery Industry (Unqualified Machine Operator)	Transvaal	IC	90,73			
24 August	Motor Transport Undertaking Goods	Transvaal and O.F.S.	IC	105,26 82,56	76,36 63,98	28,90 18,58	2 2
17 August	Electrical Contracting Industry	Transvaal	IC	103,20			
31 August	Bespoke Tailoring Industry	Witwatersrand	IC	98,90	80,41	18,51	11
17 August	Chemical and Allied Products Industry	R.S.A.	WD	70,95	56,76	14,19	20
14 September	Hairdressing Trade	Cape	IC	98,90	87,33	11,57	12
14 September	Biscuit Manufacturing Industry (R.S.A.)	R.S.A.	IC	131,10			
21 September	Furniture Manufacturing Industry	Western Cape	IC	137,34			
21 September	Textile Industry	R.S.A.	IC	68,37	54,69	13,68	21
21 September	Electrical Industry (Electrical Contracting Section)	Natal	IC	114,16			

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DATE	INDUSTRY/TRADE	AREA	ACT	MINIMUM WAGE (R's)		DIFFERENCE	
				MALE	FEMALE	REAL (R's)	8
<u>1979</u>							
21 September	Electrical Industry (Electrical Engineering and Services Section)	Natal	IC	154,80			
26 October	Building Industry	Kimberley	IC	92,96			
26 October	Iron, Steel, Engineering and Metallurgical Industries (Radio Manufacturing Section)	R.S.A.	IC	172,00			
26 October	Iron, Steel, Engineering and Metallurgical Industries (Radio Refrigeration and Domestic Electrical Appliance Division Amended Agreement)	R.S.A.	IC	154,80			
26 October	Building Industry and Monumental Masonry Industries	Transvaal	IC	92,88			
23 November	Brewing Industry	Cape Town	IC	150,50			
23 November	Tobacco Industry (Transvaal)	Transvaal	IC	187,05			
7 December	Baking and/or Confectionary Industry	Cape	IC	116,10	107,50	8,60	7

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DATE	INDUSTRY/TRADE	AREA	ACT	MINIMUM WAGE (R's)		DIFFERENCE	
				MALE	FEMALE	REAL (R's)	3
<u>1979</u>							
7 December	Building Industry	Kimberley	IC	92,76			
21 December	Laundry, Dry Cleaning and Dyeing Trade	Transvaal	IC	106,81	87,16	19,65	18
28 December	Furniture Manufacturing Industry	South Western Cape	IC	102,16			
16 November	Sweet Manufacturing Industry	Certain Areas	WD	70,95	56,76	14,19	20
14 December	Unskilled Labour (Certain Transvaal Areas and Sasolburg)	Fochville Middelburg Pietersburg Rustenburg	WD	75,25	60,20	15,05	20
14 December	Unskilled Labour (Cape Peninsula and areas)	Cape Peninsula	WD	105,35	84,28	21,07	20
		Kliprivier Paarl Durbanville Kraaifontein	WD	100,63	79,13	21,50	21
14 December	Unskilled Labour (Bloemfontein and O.F.S. Areas)	Bloemfontein Kimberley	WD	100,63	79,13	21,50	21
		Harrismith	WD	75,25	60,20	15,05	20

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DATE	INDUSTRY/TRADE	AREA	ACT	MINIMUM WAGE (R's)		DIFFERENCE	
				MALE	FEMALE	REAL (R's)	%
<u>1979</u>							
14 December	Unskilled Labour (Natal)	Ladysmith Newcastle	WD	75,25	60,20	15,05	20
		All other areas	WD	107,50	86,00	21,50	20
14 December	Unskilled Labour (East London, Port Elizabeth and Uitenhage)	Port Elizabeth	WD	116,10	92,88	23,22	20
		Beacon Bay Gonubie	WD	90,30	72,24	18,06	20
28 December	Chemical and Allied Products Industries	R.S.A.	WD	70,95	56,76	14,19	20
<u>1980</u>							
25 January	Furniture Manufacturing Industry	Natal	IC	131,15			
25 January	Knitting Industry	Transvaal	IC	127,71			
1 February	Jewellery and Precious Metal Industry	Cape	IC	129,00	116,10	12,90	10
<u>1980</u>							
8 February	Baking and/or Confectionery Industry	Durban	IC	138,24	116,10	22,14	16
18 January	Funeral Undertaking	Certain Areas	WD	86,86	68,80	18,06	21
25 January	Brush and Broom Manufacturing	Certain Areas	WD	73,10	58,48	14,62	20

## K. DOMESTIC AFRICAN POPULATION - 1980

AGE	METROPOLITAN		OTHER URBAN		RURAL		HOMELAND		TOTAL		AGE
	M	F	M	F	M	F	M	F	M	F	
0 - 4	145244	155894	72387	93622	429937	393012	1096383	1085426	1743951	1727954	0 - 4
5 - 9	131423	155059	72156	97317	376710	359086	878343	832075	1458632	1443537	5 - 9
10 - 14	115718	143915	68586	88207	310050	281947	782530	753894	1276884	1267963	10 - 14
15 - 19	163773	136569	81672	101323	230579	190284	659132	692959	1135156	1121135	15 - 19
20 - 24	279212	167339	179800	88969	156068	182736	395224	563591	1010304	1002635	20 - 24
25 - 29	233434	142864	187265	71994	115034	120922	243862	437711	779595	773491	25 - 29
30 - 34	193882	121440	120795	67163	123811	107501	206258	344346	644746	640450	30 - 34
35 - 39	160882	111680	77112	50478	117736	87542	186292	289825	542022	539525	35 - 39
40 - 44	140477	102584	68026	43974	94375	70968	149393	235252	452271	452778	40 - 44
45 - 49	120562	78020	48910	34830	80179	59127	133168	211381	382819	383358	45 - 49
50 - 54	94818	67032	35067	26634	67208	48600	115680	173463	312773	315729	50 - 54
55 - 59	65828	43701	27430	25719	55138	41712	99995	143145	248391	254277	55 - 59
60 - 64	42460	29181	15166	13646	49382	31819	79940	120840	186948	195486	60 - 64
65 - 69	16686	15361	9132	11221	29815	23077	73003	88959	128636	138618	65 - 69
70 - 74	11186	9172	4562	7061	23491	13302	46029	65946	85268	95481	70 - 74
75 - 79	5570	6544	1748	5266	15859	10778	36297	44492	59474	67080	75 - 79
80+	3376	6085	2039	4170	14864	10896	28940	44534	49219	65685	80+
Total:	1924531	1492440	1071853	831594	2290236	2033309	5210469	6127839	10497089	10485182	Total

Source: Charles Simkins, "The Distribution of the African Population of South Africa by Age, Sex and Region Type: 1960, 1970 and 1980," July 1981.

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L. DISPUTES, STRIKES, WORK STOPPAGES, LOCKOUTS - JUNE 1980 - FEBRUARY 1981

COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
1. Putco	Company offer of 15% wage increase rejected by workers, who demanded R35 increase for all	Unknown	1 month	Johannesburg	Negotiations between management and workers ended in deadlock. Dispute still existed after referral to Department of Manpower Utilization. To be settled through official channels in terms of section 10 of the Black Labour Relations Regulation Act.	24 June 1980 to 23 July 1980
2. Itereleng Workshop for the Blind	Dissatisfaction with piece rates, which workers claimed meant that older workers would earn less. 300 workers sacked as a result of the complaints.	300	3 days	Pretoria	All workers with the exception of 40 who were labelled by management as "troublemakers" were re-instated.	24 June 1980 to 27 June 1980
3. S.A. Cotton Waste	10 workers walked out after claiming to have been insulted and assaulted, by the plant's manager. This followed a strike for a minimum wage of R50 a week.	10	1 day	Isipingo, Durban.	Director approached by S.A. Allied Workers' Union to re-instate workers. Director said that the workers would be taken back.	25 June 1980

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
4. Goodyear Tyre and Rubber Company	Basic wage of R3 an hour requested.	1 100	11 days	Uitenhage	Striking labour force re-employed.	20 June 1980 to 2 July 1980
5. Volkswagen	Basic wage of R2 an hour requested.	4 000	3 weeks	Uitenhage	Company re-iterated offer of R1,40 an hour. Union encouraged workers to return while wage negotiations continued.	16 June 1980 to 7 July 1980
6. Ford Motor Company	Basic wage of R2 an hour requested	Unknown	3½ weeks	Port Elizabeth	Workers accepted company's offer of R1,40 an hour.	17 June 1980 to 11 July 1980
7. National Convertor Industries	Chairman, Secretary and Shop Steward of S.A. Allied Workers' Union fired by management	200	Unknown	East London	Managing Director refused to comment.	9 July 1980
8. O.K. Bazaars	Demand for R60 a month wage increase	200	1 day	Pretoria	Management said that strike was illegal and that workers should resume duties while negotiations continued. Workers demanded an increment while they continued to work.	10 July 1980

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
9. Sasol 3	Root causes unknown. Allegations of interference by security guards and subsequent death of a worker.	1 800	1 week	Sasolburg	Workers returned to work.	15 July 1980 to 23 July 1980
10. Masonite (Africa)	Dissatisfaction with a salary grading system.	300	1 day	Estcourt	Black personnel manager persuaded workers to return to work.	19 July 1980
11. Finsch Diamond Mine	Wage dispute.	650	2 days	Kimberley	Strike ended following a negotiated agreement.	22 July 1980 to 23 July 1980
12. Veka	Workers rejected R1,30 a week increase.	Unknown	Unknown	Newcastle	Unknown	23 July 1980
13. Kriel Colliery	Dissatisfaction with changes in shift times.	Unknown	1 day	Eastern Transvaal	Negotiations planned between workers and management.	24 July 1980
14. Siemens Tele-Communications	Workers approached management for clarification on the effects that Eastern Cape wage increases would have on them.	200	Less than one day	Koedoespoort	Management to review position on a nationwide basis.	24 July 1980

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE 1980
1. Collondale Cannery	6 workers retrenched, including a leading member of the African Food and Canning Workers Union. Workers claimed that the 6 men were being victimised for union activities.	400	11 days	East London	Officials of the Department of Manpower Utilisation were called, but workers refused to talk to them saying that they wanted to deal directly with management. Workers were dispersed by the police. Company issued an ultimatum to workers to return to work on the 29 August. The entire workforce (400) was fired because they did not return to work. Workers refused to be paid off and refused management offer of re-employment on 8 September. Company recruited new workers. Only 6 of the strikers returned.	27 August to 8 September
2. Turner Brothers	Dismissal of a trade union committee chairman, following a dispute over overtime pay.	27	1 day	East London	Management refused to negotiate with trade union representatives. Management tried to appoint workers to negotiate with but these men walked out with the rest of the workers.	2 September
3. Border Boxes	Chairman of the workers' committee was fired. Workers claimed that the foreman had threatened to fire all the committee members who were members of the South African Allied Workers' Union.	64	1 day	East London	Half the workers returned to work on 12 September. The rest of the workers were paid off.	11 September to 12 September

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
1. Wilson Rowntree	Racial discrimination by foreman	1 000	5 days	East London	After meeting with union management agreed to reinstate the 1 000 workers and to investigate their grievances.	25 October
2. Toyota Marketing	Threat that if work quotas were not met workers would be fired.	± 100	6 days	Sandton	Company offer to recognise the un-registered Metal and Allied Workers Union. Dismissed workers reinstated.	29 October
3. Mpumalanga Transport	In support of dismissed worker.	44	1 day	Hammarsdale	Bus drivers arrested and detained. The company refused to lay charges.	31 October
4. Cape Herald	Wages and working conditions.	Entire workforce	28 days	Cape Town	Agreement reached on pay scales for messengers.	23 October
5. Post	In support of Cape Herald workers; pay for the strikers while off work and recognition of the Media Workers' Association of South Africa (MWASA).	Unknown	Ongoing	Johannesburg	Unresolved - no formal arrangements for continuing negotiations.	30 October

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
6. Star Rand Daily Mail Financial Mail Daily Dispatch Daily News Sunday Tribune Sunday Express Sunday Times	In support of Cape Herald workers.	Unknown	Unknown	Johannesburg Durban East London	Workers returned to work after they felt that they had shown their support for the striking Black journalists.	November
7. Bloemfontein Municipal Transport	Wages.	75	1 day	Bloemfontein	Drivers dismissed.	5 November
8. Datsun-Nissan	Misunderstanding as to amount Black workers could withdraw from a savings scheme, and wages.	± 4 000	2 days	Rosslyn	Workers returned to work. No resolution of pay grievance.	6 November
9. East London Furniture Industries	Dispute between management and workers over management's efforts to make workers join a parallel union.	170	1 day	East London	Workers dismissed, but refused to collect pay and sign themselves off.	18 November

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
1. Bull Brand	Shop stewards given notice as part of a retrenchment programme	800	1 day	Krugersdorp	500 of the striking 800 workers returned to work	12/12/80
2. Creamline Dairies	Bonus	500	2 days	Pinetown	Most workers returned to work after discussions with management	18/12/80
3. Car Distributors Assembly	Dismissal of a colleague	Unknown	3 days	East London	Workers returned to work to collect their end-of-year pay	19/12/80
4. Putco	Wages; calls for the dismissal of some staff and a disciplinary hearing for a driver	780	6 days	Johannesburg	Workers resumed work after accepting conditions reached between management, drivers' delegates and a representative of Transport and Allied Workers' Union	23/12/80
5. Media Workers' Association of South Africa	Payment for the period workers have been on strike and recognition of MWASA.	Unknown	2 months	Johannesburg	Salary loss to be deducted over the next six months. Management agreed to recognise MWASA	24/12/80
6. Pellew and Company	Whites having to teach Blacks to do their work unacceptable to Whites.	15	1 day	Johannesburg (Selby)	Management considered striking workers as having dismissed themselves	3/12/81

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
7. BMW	Wages	1000	Unknown	Pretoria (Rosslyn)	Workers sent home and would return when the problem was settled	1/12/80
8. Metal Box	Wages and dismissal of workers in the press department	500	10 days	Pretoria (Rosslyn)	Successful negotiations between workers and management led to the end of the strike	7/ 1/81
9. Toyota Marketing	Dismissal of 8 colleagues	131	1 day	Sandton	Strikers dismissed	7/ 1/81
10. African Telephone Cables	Wages and dismissal of a colleague	700	3 days	Brits	Workers offered the choice of being dismissed or re-employed at a new starting salary	9/ 1/81
11. Lion Match	Wages	220	4 days	Pretoria (Rosslyn)	Wages increased by 25 per cent	14/ 1/81
12. Raleigh Cycles	Reinstatement of workers. Explanation for the non-dismissal of supervisors involved in fighting	700	Unknown	Springs	Strikers dismissed	18/ 1/81
13. Siemens	Wages	600	4 days	Pretoria (Rosslyn)	Workers returned to work after electing a committee of union shop stewards to represent them	18/12/80

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
1. Carlton Hotel	Dismissal of two workers for alleged theft of liquor. Workers demanded the unconditional reinstatement of their colleagues.	40	2 hours	Johannesburg	The strikers returned to work after a meeting with management and an undertaking that no-one would be dismissed before consultation with top management.	19/1/81
2. Angus - Hawken Fluid Seal Engineering	Demand for a minimum wage increase of R1,25 per hour and a breakdown in negotiations with management.	400	Unknown	Rosslyn (Pretoria)	± 400 workers were paid off after they refused to work until their wages had been adjusted.	20/1/81
3. South African Pulp and Paper Industries (SAPPI)	Workers called for 200% increase on the minimum wage.	300	2 days	Springs	Management agreed to hold negotiations with the Paper, Wood and Allied Workers' Union on wages.	21/1/81
4. Feltex Foam and Automotive Products (Pty) Limited	Workers demanded that the annual wage increase be brought forward.	175	1 day	Unknown	Management agreed to bring the increase forward and negotiated an increase acceptable to workers with the company's works committee.	22/1/81
5. Pretoria Precision Castings (Pty) Limited	Workers demanded an extra 35c to 65c an hour - an increase of between 30 and 60 percent.	150	1 day	Waltloo (Pretoria)	(i) Workers were fired but returned to work the following day.  (ii) No increase in wages was granted.	22/1/81

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
Firestone	Proposed legislation on pensions. Workers wanted their pensions paid out to them.	1 500	1 week	Port Elizabeth	Government granted company exemption from the legislation. Workers still demanded that the money be paid out to them. 1 500 workers were fired when they failed to return to work.	25/1/81
Hulett's Warehousing and Shipping Services	<p><u>Union View</u></p> <p>(i) Dismissal of a SAAWU member by the company.</p> <p>(ii) Promotion of an in-company union in preference to SAAWU.</p> <p><u>Company View</u></p> <p>The recent take-over of the company by Hulett's.</p>	± 20	Unknown	Durban	<p>(i) 20 workers fired.</p> <p>(ii) Stevedores at Durban Docks who are members of SAAWU (S.A. Allied Workers Union) refused to load Hulett's products.</p> <p>(iii) Company claims that the dispute has been settled while the general secretary of the union, Mr S. Kikine, says that it is unresolved.</p>	23/1/81
Federale Electronics (SATV)	Proposed legislation on pensions.	400	2 days	Wilsonia (East London)	11 workers were fired - some had chosen to be paid off while others had been identified by management as behind the disturbance and confusion which led to the work stoppage.	6/2/81

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COMPANY	ISSUE	NUMBER OF WORKERS INVOLVED	DURATION	AREA	SEQUEL	DATE
9. Everite	Workers demanded an increase of R3 per hour and better working conditions.	700	2 days	Meyerton	(i) Workers returned to work.  (ii) The company said that it was not prepared to deviate from its policy of granting an annual increase and a bonus. These have already been given to workers.	11/2/81
10. Totem Design	Proposed legislation on pensions - workers asked that their pension money be released to them by the company.	85	1 day	Greenfields (East London)	(i) All but six workers returned to work. The six were suspended and were expected to return the following week.  (ii) The company put the workers' request to the industrial council but it was turned down.	13/2/81

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M. AFRICAN MEMBERSHIP TRADE UNIONS \*

<u>Name</u>	<u>Membership</u>	<u>Founded</u>	<u>Affiliation</u>	<u>Registration Status</u>
Building Construction & Allied Workers Union	5,400	1975	CUSA	Pending
Commercial Catering & Allied Workers Union	10,600	1975	CUSA	Pending
Food and Beverage Workers Union	2,200	1980	CUSA	Pending
Laundry Dry Cleaning & Dyeing Workers Union	1,800	1972	CUSA	Registered
SA Chemical Workers Union	10,000	1972	CUSA	Registered
Steel Engineering & Allied Workers Union	5,000	1979	CUSA	Registered
Transport & Allied Workers Union	6,500	1973	CUSA	Pending
United African Motor Workers Union	200	1980	CUSA	Pending
Chemical Workers Industrial Union	2,000	1974	FOSATU	Appealing
Engineering & Allied Workers Union	3,000	1963	FOSATU	Pending

\* There are also a growing number of white and Colored unions which are opening their ranks to Africans.

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Glass & Allied Workers Union	1,000	1975	FOSATU	Pending
Metal & Allied Workers Union	8,500	1973	FOSATU	Appealing
National Union of Textile Workers	8,500	1973	FOSATU	Pending
Paper, Wood & Allied Workers Union	3,500	1974	FOSATU	Appealing
Sweet Food & Allied Workers Union	2,000	1974	FOSATU	Appealing
Transport & General Workers Union	3,500	1974	FOSATU	Appealing
African Leather Workers Union	2,000	1956	TUCSA	Registered
African Transport Workers Union	2,200	1973	TUCSA	Registered
African Tobacco Workers Union	1,100	1950's	TUCSA	Registered
African Trunk and Box Workers Union	251	1950's	TUCSA	Registered
National Union of Clothing Workers	20,400	1962	TUCSA	Registered

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SA Bank Employees Union	700	1974	TUCSA	Registered
Transvaal Textile Workers Union	850	1973	TUCSA	Registered
African Food & Canning Workers Union	12,000	1949	Parallel	Unregistered
African Garment Workers Union (Natal)	5,500	1973	Parallel	Unregistered
Black Allied Workers Union	6,000	1972	Independent	Pending
Black Mine Workers Union	500	1980	Independent	Unregistered
Black Municipal Workers Union	10,000	1980	Independent	Pending
Chocolate and Sweet Workers Union	70	1980	Independent	Registered
Electrical & Allied Workers Union	2,000	1980	Parallel	Registered
General & Allied Workers Union	600	1980	Independent	Unregistered
Hotel, Liquor and Catering Trade Employees Union	1,500	1980	Independent	Pending
Media Workers Association of South Africa	400	1977	Independent	Unregistered

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