

# WORKERS! NEWS

SALHA 23: SAMWU



JUNE 1999 MAGAZINE OF THE SOUTH AFRICAN MUNICIPAL WORKERS UNION

## WAGES!

**greater  
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or 5.5%**



**Free State  
reportbacks**



**Minimum  
Wage of  
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**Cape Town reportbacks**

**INSIDE: THE BASIC CONDITIONS OF EMPLOYMENT ACT**



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Please send any news from your workplace or photos for the next edition to Workers' News **BEFORE** July 16th, 1999. All letters received will be published. Those comrades who sent letters that do not appear in this magazine - thank you and your letters will appear next time. There was not enough space this time.

**SAMWU says Hamba Kahle to Comrade Alaric Da Silva, Electricity Shopsteward at Durban Metro. The Comrade died on the 18th of April, 1999. He was 33 years old and one of the former National Co-ordinators of SAMWU's Electricity Service Committee. Cde da Silva was also active in the Anti-Privatisation Campaign. This is a loss which the union cannot replace. Our condolences to the cde's friends in the electricity department and his family.**

# Message from the Deputy General Secretary

I want to look at the most critical challenges we have to face as SAMWU in the coming period.

Firstly, the wage campaign continues to serve as a unifying tool to all those who have to sell their labour in order to earn a living. This makes it possible for us to continue to champion the cause of millions of working people and more specifically thousands of municipal workers who still receive starvation wages. It must be seen as an appropriate springboard for the advancement of the broader objectives for social upliftment, the fight against poverty, homelessness and the realisation of our socialist goals. We have made victories such as agreement on minimum entry level. We hope the central issue of the huge wage differentials will now be addressed.

A linked issue is that we must finalise Minimum Service Level agreements on essential services with all local authorities. The absence of these agreements impacts on our ability to exercise the right to strike. The need for us as leaders and members to ensure proper report backs are done and mandates given remains an area of work we need to strengthen.

Secondly, the process of local government democratisation has to be pursued vigorously. As a union we face the most challenging period yet with various initiatives currently unfolding in many local authorities, such as the Igoli 2002 proposals for Greater Johannesburg, which are occupying centre stage.

The framework agreement between Cosatu and Salga is an important

document that all leadership must understand. We must however take note that although the framework agreement does not specifically talk about waging anti-privatisation campaign, it does lay basis for engagement in furtherance of our public sector delivery option. We can therefore argue that it is anti privatisation in character. Although we have had setbacks at Nelspruit and Dolphin Coast, the fight is not yet over as we continue to pursue matter at the sectoral forum. There are important lessons we have to learn from these setbacks. The first is importance of building strong shopfloor structures. The second is that of maximising the collective strength of our members, organised labour and communities faced by effects of privatisation. The signing of the agreement does not mean a need to shift the emphasis in our campaign. We must strengthen our campaign and promote the public sector delivery option.

Thirdly, the main challenge right now is ensuring a decisive ANC victory. The union has made resources available for the strengthening of the Alliance elections machinery through contribution to the fund controlled by the Federation; and seconding officials to work on elections fulltime. This will not be enough unless we all support programmes aimed at getting workers to vote for the ANC. These elections must not be viewed in isolation from our overall objectives of building a strong Samwu, Cosatu, SACP and ANC.

The integration of election work in our daily programmes in this period leading to June 02 is very important.



We must also prepare for post election challenges. The Cosatu Special Congress and programme to build the federation; the consolidation of Alliance's transformation agenda; the fight against job losses and retrenchments; HIV/Aids, defending the peoples manifesto etc.

In SAMWU, the organisational strategic planning session in July is the platform we hope to utilise in strengthening internal organisation. A series of workshops will be convened before this national session. These would include Local Government Restructuring, Financial Administration etc. It will not look at campaigns or broad policy, but at how the organisation can be developed and how our structures are working. The main focus will be on how we strengthen our organisation and make it a better tool to implement policy.

The above represents some of the important issues the union has to deal with. We must above all ensure that all union work serves to strengthen our organisation, build the federation and Alliance structures and raise working class consciousness around issues faced by us and the workers of the world.

*Mucedisi Nontsele*  
**Deputy General Secretary**



**N**azi izinselele ezinqala okuzofanela sibhekane nazo singuSAMWU kulezinsuku ezizayo: ukudayiswa kwezinsiza zomphakathi (privatisation), umkhankaso wokwenyuswa kwamaholo ngonyaka ozayo, ukunqoba kwe-ANC okhethweni, kanye nokwenza uSAMWU ukuthi abe ngumbutho odlondlobele.

Mayelana namaholo, inyunyana kufanele iphothule iziVumelwano zamaZinga eziNsiza okuyiwona aPhansi (Minimum Service Level) eziphathelele nezinsiza ezibucayi (essential services) nayo yonke imikhandlu yamadolobha. Ukungabikho kwalezivumelwano kuyayikhinyabeza imizamo yethu yokusebenzisa ilungelo lethu lokuteleka. Kuyo yonke imikhankaso yokwenyuswa kwamaholo, abaholi kufanele baqinisekise ukuthi kuhlale kuba nemihlangano yokwethula imibiko (report backs) ehlelwe kahle nokuthi izithunywa zigunyazwe ngokufanele.

Uhlaka lwesivumelwano (esakhuluma ngaso ku-Workers' News eyedlule), lungumbhalo obaluleke kakhulu omayelana nokuthi abasebenzi bakahulumeni (public service) yibona okufanele kuqalwe kubo phambi kokuthi kuyiwe ezinkampanini zangasese. Naphezu kokuthi izivumelwano zokudayiselana zaseNelspruit naseDolphin Coast sezisayiniwe, umzabalazo awukapheli futhi lolu daba sisaludingida enkundleni yomkhakha (sectoral forum).

Kungumthwalo osemahlombe kaSAMWU ukuqinisekisa ukuthi i-ANC inqobe ngamalengiso. Inyunyana seyinikezele ngezizinda zayo ukuze kuqiniseke umkhankaso waBalingani (Alliance), ngeminikelo esikhwameni esilawulwa yinhlanganisela yezinyunyana (Federation), kanye nokuthumela amalungu ethu ukuthi ayosiza ngokuphelele emkhankasweni wokhetho. Lokhu akwenele uma kungahambisani nokwesekwa kwezinhlelo okuqondwe ngazo ukuthi abasebenzi bavotele i-ANC. Loluhlelo akufanele luthathwe ngokuthi aluhambisani nomkhankaso wokwenza ukuthi uSAMWU, uCOSATU, i-SACP kanye ne-ANC kube yimibutho edlondlobele.

Ukudidiyelwa ndawonye komkhankaso wokhetho kanye nezinhlelo zethu zemihla ngemihla, ngalezinsuku ezisiholela okhethweni lomhla ka 2 Juni, kubaluleke kakhulu. Kukhona ke nezinye izinselele okuzofanela sibhekane nazo emuva kokhetho. Ingqungquthela yeKhethele kaCOSATU (COSATU Special Congress) kanye nohlelo lokuthuthukisa inhlanganisela yezinyunyana (Federation), ukusimamiswa kohlelo lwabaLingani (Alliance) lokuletha izinguquko, umkhankaso wokulwa nokuxoshwa nokudilizwa kwabasebenzi, i-HIV/AIDS, ukuvikelwa kwemanifesto yomphakathi (people's manifesto), njll. Umhlangano wokubonisana ngamasu okuthuthukisa umbutho (organisational strategic planning), ozoba ngoJulayi, uzoziqinisa izinhlelo zombutho.

Kubalulekile kakhulu ukuthi lowo nalowo msebenzi abambe iqhaza ukuze kufezekile konke lokhu. Kufanele siqinisekise ukuthi konke okwenziwa yinyunyana kube negalelo ekudlondlobaliseni umbutho, sithuthukise inhlanganisela yezinyunyana, kanye nezizinda zabaBalingani (Alliance structures) nokuthi sibavuse abanye abasebenzi ukuze nabo bazibone lezinkinga esibhekene nazo sikanye nabanye abasebenzi basemhlabeni wonke jikelele.

*Mucedisi Nontsele*

**Sekela Nobhala-Jikelele**

**D**iphepetso tsa bohlokwa tseo re tshwanelang ho tobana le tsona re le SAMWU nakong e tlang ke tsona: ho kengwa ha ditshebeletso tlasa mekga ya poraefete, letsholo la meputso selemong se tlang, phenyo ya ANC dikgethong, le ho etsa SAMWU hore e be mokgatlo o matla. Mabapi le meputso, yunione e tshwanela ho phethahatsa ditumellano tsa Bonyane ba Maemo a Tshebeletso (Minimum Service Level) ditshebeletsong tsa bohlokwa le makgotla ohle a metse.

Ho se be teng ha ditumellano tsona ho ama bokgoni ba rona ba ho sebedisa tokelo ya rona ya ho seteraeka. Matsholong ohle a meputso, baetapele ba tshwanela ho etsa bonnete ba hore ho ba le dipehelo tse tshwanetseng hape ho famanwe le taetso ho tswa ho ditho. Tumellano ya sebopeho (kgatisong ya ho qetela ya Workers' News) ke toko-mane ya bohlokwa mme hape ke yona boikgethelo bo botle haholo ba phumantsho ya ditshebeletso tsa mmuso.

Leha re na le Nelspruit le Dolphin Coast moo ho saennweng ho kengwa ha ditshe-beletso tlasa mekga ya porae-fete, ntwala ha eso fele ka ha re ntse re lwantshana le hona diforamong. SAMWU e na le mosebetsi o moholo wa ho etsa hore ANC e a fenywa.

Yunione e fane ke mehlodi ya thuso bakeng sa ho matlafatsa tshebetso tsa mekgatlo ya Selekane dikgethong, mme hona e ho entse ka ho ba le kabelo



ditjheleteng tse tla laolwa ke Federeishene; le ka ho romela bahlanka ba yona ho ya sebetse nako e tletseng dikgethong. Hona ho ke ke ha ba ntho e lekaneng ha feela re sa tshetse mananeo ohle ao sepheo sa ona e leng ho etsa hore basebetsi ba voutele ANC. Lenaneo lena ha le a tshwanelwa ho shejwa jwalo ka le fapa-neng le maikemisetso a ho haha SAMWU, COSATU, SACP le ANC tse matla.

Ho kopangwa ha mosebetsi wa dikgetho mananeong a rona a letsatsi le letsatsi nakong ena e etelletseng pele mohla la 02 Juni, ke ntho ya bohlokwa haholo. Mme ho tla ba le diphepetso tse ding tsa kamora dikgetho.

Khonkrese e Ikethang ya COSATU le lenaneo la ho haha federishene ya rona; ho kopangwa ha lenanetaba la ho fetolwa ha Selekane; ntwana e kgahlanong le tahlehelo ya mosebetsi le ho fokotsa mosebetsing; HIV/AIDS; ho sireletsa manifesto ya batho, jwalo jwalo.

Sebaka sa thero ya leano la mokgatlo ka Julae se tla matlafatsa tlhophiso tsa ka hare. Ena ke merero ya bohlokwa kaofela ha yona, eo mosebetsi e mong le e mong a tshwanelang ho shebana le yona. Re tshwanela ho etsa bonnete ba hore mosebetsi yohle ya yunione e sebeletsa ho matlafatsa mokgatlo wa rona, e haha federeishene le dibopeho tsa Selekane mme hape e lemosa basebetsi ka merero eo re tobaneng le yona jwalo ka basebetsi ba lefatsheng.

***Mucedisi Nontsele***  
**Deputy General Secretary**

**D**ie kritiese uitdagings wat ons as SAMWU in oënskou moet neem in die komende periode is: privatisering, lone veldtog vir volgende jaar, 'n ANC oorwinning in die verkiesing, en om te sien hoe ons SAMWU 'n sterker organisasie kan maak.



In terme van lone, moet die unie Minimum Diensvlak Ooreenkomste op essensiële dienste met alle plaaslike owerhede finaliseer. Die afwesigheid van hierdie ooreenkomste maak impak op ons vermoë om die reg om te staak uit te oefen. In alle lone veldtogte moet leiers en lede seker maak dat duidelike terugvoering gedoen word en mandate gegee word. Die Raamwerk Ooreenkoms (in die vorige uitgawe van "Workers News") is 'n belangrike dokument wat goed is op die lewering van publieke dienste as 'n verkieslike opsie.

Alhoewel Nelspruit en Dolphin Coast privatisering onderteken is, is die geveg nog nie verby nie want ons neem dit op deur die Sektoriese Forum. SAMWU het 'n plig om 'n duidelike ANC oorwinning te verseker. Die unie het bronne beskikbaar gestel vir die versterking van die verkiesingsmasjienerij van die Alliansie deur tot die fonds wat deur die Federasie beheer word by te dra; en amptenare te stuur om voltyds op die verkiesing te werk.

Dis sal nie genoeg wees nie tensy ons almal ondersteun programme wat daarop gemik is om werkers te kry om vir die ANC te stem. Hierdie program moet nie in isolasie gesien word van die doelwit om 'n sterk SAMWU, COSATU, SAKP en ANC te bou nie. Die integrasie van verkiesingswerk in ons daaglikse programme in hierdie periode wat lei tot 2de Junie, is baie belangrik. Dan is daar die na-verkiesings uitdagings.

Die COSATU spesiale Kongres en program om die federasie te bou; die konsolidasie van die alliansie se transformasie agenda; die stryd teen werkverliese en afbetalings; HIV / VIGS, die verdediging van die mense se manifesto, ens. Die organisasionele strategiese beplanningssessie in Julie sal interne organisasie versterk.

Hierdie is amal belangrike punte vir een en elke werker om op te neem. Ons moet verseker dat alle unie werk as versterking van ons organisasie dien, die federasie en alliansie strukture bou, en 'n werkersklas bewustheid bou rondom kwessies waarmee ons en die werkers van die wêreld mee te make het.

***Mucedisi Nontsele***  
**Deputy General Secretary**



# Win a radio!

*Send us your complaints and compliments and you could win a radio. This is your space to write whatever you want. Please write in any language, it doesn't have to be English.*

## WINNING LETTER!

I am glad to be a member of SAMWU. I was once a dual member belonging to both SAMWU and IMATU. I underwent difficult times recently, when I was involved in unpleasant activities thereby creating a sad approach towards work. My SAMWU shop steward in my constituency assisted me on numerous occasions.

In my most recent enquiry, I was represented by IMATU for not attending work regularly. The outcome was dismissal. I was very sad and down because I have three children, a sickly wife and a housing bond to see to.

I approached the SAMWU branch office and requested help. The Branch Secretary was helpful and made arrangements for an appeal hearing. I requested my file from IMATU who "conveniently" lost the file! I was then represented at the Appeal Hearing by my SAMWU shop steward (Colin Govender) and was reinstated with no conditions attached. In conclusion, I would like to say that SAMWU is a much better trade union than IMATU. They may not be very good in issuing t-shirts and caps, but when it comes to worker representation they are number one. They also have fully trained shop stewards who know what is happening and I wish them all the best in the future. I also love to say that I am now a fully fledged SAMWU member and my constituency belongs to SAMWU.

**Selvan Pillay**

**Coastal and Drainage Department Worker  
Durban Metropolitan Council**

**Editor's Reply** - *Thanks comrade for your inspiring letter. You have won this edition's Radio.*

Ho Mokamedi

Sello sa basebetsi. Kaladi 30-6-97 hare fokotswa mosebe tsing refokotswa bjwalo rena re chelele esaletsend morao ekalo ka R2400 dipoisa no baitse batlilo re newa chelele eo hare se retswele bare balla dikhwedi tseo bang hore nea chelele eo haserea baseba re bona haparekolote leona mokhatla warona wa tsepa kaha chelele eo bjwale ke kopa thusa mokhatlong wa roha hore thusa hore refumane chelele eo ya rona haeba mohlomo rengole tse officeng eseng yona please rekopa hore office empe ele romele officeng enepahetseng rene resebetsa lekhotleng la motse masepala mona Frankfort namahadi. Basebetsi ba masepala adres ke yona eka hodimo.



**Editor's reply** - *This letter is from a worker who was retrenched with other SAMWU members from the Frankfort municipality, Free State in June 1997. The comrade says that he does not want to gossip, but the employer owes each worker R2400 in retrenchment pay and the union must help them get this money.*

*Thanks, Cde, it is important for members to always bring these matters to the attention of the union. Never think that you are gossiping when you ask for money that is rightfully yours. Your letter was given to the Provincial Secretary of the Free State, Cde Jonas Nhlapo, on May 4<sup>th</sup>, 1999. He will investigate and get in touch with you.*

Dear Comrades,

I am writing this letter to tell you that I am a member of SAMWU and am very interested in *Workers' News*. I read the *Workers' News* of March 1999 and learnt a lot of things as a worker at the Upington Municipality. That book taught me to remember the struggle against apartheid and also to vote for the ANC in the elections on June 2<sup>nd</sup>. I would be very glad if you send me every time a copy, and when you have others telling about our struggle against apartheid. These can guide me more on the struggle and also because I want to know my workers' rights.

Your comrade,

**Mcebisi Enoch Zikhali, Upington, Northern Cape**



Dear Comrades,

I am an ANC councillor, and an ex-SAMWU member. My letter is called "Question the Alliance."

It has been a major concern of mine to accept the blanket support COSATU has given the ANC. Shortly after the formation of COSATU, it was important for all workers to use COSATU as a mobilising vehicle to the political system. In the struggle years COSATU became the vehicle in which workers and leadership obtained political education. COSATU's support base is those workers and working class families that were marginalised in the apartheid era. It is still very much a workers organization, looking after the interest of workers.

It should not become the vehicle through which political parties force their ideology down workers' throats. This federation was born out of the struggle by workers at shopfloor level. It has now become a very bureaucratic struggle, driven by top leadership. The time has come for COSATU to consider their relationship with the two political parties, i.e. ANC, SACP. Let this federation not become the lackey or ANC policy. We need to look at the original programme of COSATU, which means to fight for the plight of workers, linked to a socialist government. That means worker control.

This relationship should come to an immediate end so that the federation become accountable to its working class base. The role of ANC and SACP should provide and compete with all political parties to gain the vote of the working class. A proper assessment must be made of the gains since the new government has taken over. What benefits are there for the working class? After the negotiated settlement, many compromises were made. We have bowed to the pressures of the IMF and World Bank, e.g. structural adjustment programme. Second, moving away from the most progressive plan, which is the RDP, compiled by civil society over a number of years, putting forward GEAR. In this environment of change the rich became richer and the poor more poorer.

SACP radicals, COSATU militants and all left groupings must come together to form an independent worker party, with COSATU forming the main pillar of this party. In the meanwhile, I call on all socialists within COSATU and the SACP to fight for anti-capitalist politics to be in dominant positions in these organisations. Focus on specific issues -

- Mobilise to come out strongly against GEAR
- COSATU and SACP break the alliance
- Re-look at IMF and World Bank agreements
- Build a broad front against privatisation.

Hennie Van Wyk, ANC Councillor, Retreat.

*Editor's Reply - Other comrades should feel free to take up this debate and send in letters about Alliance issues.*

**Hapa radio! Ngola lengolo ka leleme lefe kapa lefe leo o le ratang mme o ka hapa radio! Rumela lengolo atereseng ena: Workers' News, Private Bag X9, Athlone, 7760**

Mhleli (Workers' News),

Lesicelo nginsinqondise kophethe ezemfundo kuZwelonke, ephephabhukwini elishicilelwa ngu-SAMWU nyangazonke iWorkers' News kube nenfundiso kaMarx noLenin (Marxism and Leninism). Lokho kuzosiza izisebenzi zonke jikelele ngolwazi nangamaqhinga okuhlomela isikhathi esinzima njengoba singabasebenzi sibhekene nabaqhashi empini yokuthengiswa kwemisebenzi ithengiselwa izinkampani ezizimele. Viva SAMWU viva! Phambili ngomzabalazo wabasebenzi! Phambili nge-Socialism phambili! Albert Sihlahlasomvithi Zwane, Nancefield Parks Department, KwaXhuma

*Editor's Reply - The comrade is congratulating Workers' News on the article about Political Education. He says that Marxism and Leninism have taught the workers how to fight. SAMWU will publish more articles on socialism in the future and you can also contact your provincial educator for information about monthly political education forums in your province.*





Dear Comrades,

We, the loyal SAMWU members of the Electricity Department in Cape Town - namely the paintshop, carpenter shop and works and building section would like to say the following:

We would like to wish SAMWU leadership all the best of strength in the fight against privatisation. Comrades, we need to be positive and say no to privatisation. What are we going

to do to stop privatisation? We would like SAMWU to go all the way to stop our employers from privatising. The feeling is that we have been doing the work all the years and this must continue to be done by us in the municipalities. We feel that SAMWU must force the employers to take on more permanent staff in the council to do the work. Anti-privatisation programmes must take place to inform our communities of the negative results of privatisation. To all fellow comrades and shopstewards we say please, make sure your employer does not go that route. STOP THEM!! MONITOR THEM!! INFORM YOUR SHOPSTEWARD!!

From Comrade Leon Johannes and his constituent members (pictured below), Electricity Department, Cape Town.

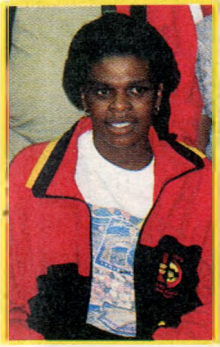
Pos asseblief  
jou brief in enige  
taal na:  
**Workers' News,**  
Private Bag X9,  
Athlone, 7760

Bhala incwadi noma  
yingaluphi ulimi. Lokho  
kungakwenza ukuthi  
uzizule umsakazo!  
Thumela incwadi yakho  
kuleli kheli: **Workers'**  
News, Private  
Bag X9, Athlone, 7760

**Editor's Reply** - comrades, SAMWU is only as strong as its weakest link. You are the union and the fight against privatisation must be driven by every worker. Please report to your shopstewards anything you hear about privatisation. They can then contact branch, provincial and the head office for assistance.







Dear Comrades,  
COSATU in the Job Summit knew that nothing can be achieved without involving government. If we look back on the years from 1990, especially in the mining industry, we see that thousands of mineworkers lost their jobs due to the inflation rate and big companies were moving on a daily basis leaving thousands of people unemployed.

The apartheid government damaged the country by having debts all over the world. We have to come together and do something about this. COSATU and government have agreed that workers should contribute one day's pay to the Job Creation Fund. Workers have seen the importance of helping our fellow brothers and sisters who are not working. The contribution will also be made by members of parliament, TV presenters, artists, and big companies. This will help to build more mines, factories and restructuring those mines which are about to be closed down.

I think the crime rate will then decrease because some of the people who are doing this crime they are lost by the situation whereby you find them being breadwinners. In reality this fund will definitely reduce the number of bad things that are happening here in our beautiful country. Then as trade union, we have to make sure that the companies contribution has reached the fund. We expect to have a print out for each and every company proving to us that they have complied with the government's request.

**Comrade Thandi Khumalo, Secunda TLC Mpumalanga Provincial Women's Committee**

*Editor's Reply - The next Workers' News will have a story about the Job Creation Fund - how much money has been donated to the fund by workers and what projects and jobs will be kicked off by the Fund.*



## South Peninsula Roads Department, Cape Town, Retirement Party for SAMWU Members

Send photos of events in  
your workplace to:  
Workers' News  
Private Bag X/9  
Athlone 7760  
Please write your name and  
address so that SAMWU can  
send the photos back to you





# Municipalities that refuse to transform

On the eve of South Africa's second democratic election, it is clear that at workplace level, our municipalities are not as democratic as they are supposed to be. Management in some municipalities seem to feel that they can behave as though they are still in the old South Africa. SAMWU feels that these municipalities should be exposed! In the first of this series, *Workers' News* takes a look at the small coastal municipality of Scottburgh in KwaZulu-Natal...

About 200 SAMWU members of Scottburgh municipality have been forced to take to the street more than once over the past few months in a protest against the Chief Executive Officer (CEO) of the council, who the comrades say is blocking all affirmative action in the municipality.

Recently, the workers downed tools and marched to the Mayors' offices to hand over a memorandum with a long list of grievances to support their demand that the CEO, Selwyn Roode, be dismissed. The grievances against Roode include:

- ◆ Racism
- ◆ Unilateral decision to shorten Adult Basic Education and Training classes run by the union from two days per week to one day
- ◆ Failure to discipline the white Works Superintendent for continuously intimidating workers
- ◆ Failure to consult with SAMWU before closing down a vehicle testing centre in the formerly black area of Umzinto and moving vehicle testing to the formerly white area of Scottburgh, thereby creating the impression that black workers are not capable of doing their jobs properly
- ◆ Failure to implement an agreement with council to pay minimum wages to temporary workers
- ◆ Failure to terminate the employment of mainly white pensioners, who stay employed for years afterwards and therefore allow no space for the hiring of new, affirmative action candidates
- ◆ Failure to implement an agreed job training programme. This prevents workers from moving up into vacant posts.

Comrade Jay Naidoo, Shopsteward and Secretary of the South Coast Local says that nothing else but dismissal of the CEO will do. "Apart from the problems in the memorandum, we are continuously faced with arrogant behaviour by this CEO," says Cde Jay. The comrade told *Workers' News* that instead of agreeing upon job evaluation systems with the union, the CEO recently hired a private HR consultant who had just taken a big package and resigned from another nearby TLC. "Our municipality claimed they did not have enough money for a full time Human Resources Manager. Yet then they hired this conservative person who had just resigned with a package and was not supposed to be working for local government anymore," said Cde Jay, who said that the consultant is now gone.

Says Cde Bheki Nzimande, chair of the South Coast local, "Since Roode was appointed we had problems. The management here is white only and they don't believe in change. All the top management has been here since the old regime and they are still carrying old attitudes." A further problem is that although the Mayor, Michael Rangasamy is ANC, the council is divided. Out of the 13 councillors, only five are ANC. Another five are National Party and the remaining three come from the IFP.

Making things even worse is the fact that the CEO also acts as Human Resources Manager and he is a member of IMATU. So there is no person either neutral or sympathetic to SAMWU that could oversee new appointments. Every time SAMWU takes to the streets in protest against the CEO, the IMATU Scottburgh branch writes a letter to the Mayor accusing SAMWU of spreading lies.

The IMATU branch also seems to have the support of the community newspaper, the Mid South Coast Mail. About two years ago, the editor phoned the Head Office of SAMWU shouting and complaining that members were issuing press statements that were "disgusting lies."



## Scottburgh workers on strike!



SAMWU wonders if this newspaper serves the interests of the community or prefers to maintain what seems to be a very friendly relationship with top white officials at the municipality. The problems have continued until today. The newspaper printed the photograph above when they reported the strike. But they did not print the workers' demands. Instead they wrote that the union memorandum was "in the possession of the newspaper." As Cde Bheki said, "It seems that the newspaper doesn't want to print our memorandum grievances because if they did, the community would see what is really going on at the TLC."

So what does the Mayor plan to do about these problems? "I, as the Mayor, have recognised that there is a problem and I am planning a teambuilding weekend away with senior management," said Mayor Rangasamy. The Mayor thinks this weekend will break down racist attitudes and practices. He defended his decision not to dismiss the CEO. "There has to be an investigating committee and the Minister of Local Government must convene an inquiry before a CEO can be dismissed," he says.

SAMWU shopstewards have asked to participate in interviews to make sure that affirmative action is implemented. But the Mayor says that there are no plans to give the union decision making powers. "The union can't be a player and a referee at the same time," he told *Workers' News*.

*In the next edition of Workers' News, a shopsteward will report on the conflict in the deeply racist town of Vryburg, North West province and how this affects municipal workers.*

zimanenja zeminye imikhandlu yamadolobha ziphatha sengathi zisaphila eNingizimu Afrika yakudala. U-SAMWU uzoyidalula imikhandlu yamadolobha enjalo! Namhlanje i-*Workers' News* ifakela izibuko umasipala wedolobha elincane elingas ogwini lwakwaZulu-Natal elaziwa ngokuthi yiScottburgh...

Amalungu kaSAMWU acela kwangama-200 asebenza kwamasipala waseScottburgh aseteleke kwaze kwaba kaningana muva nje. Bafuna ukuthi imanenja enkulu (Chief Executive Officer noma CEO) esabandlulula abantu ngokobuzwe, uSelwyn Roode, ixoshwe. Uhlu lwezikhazazo olwethulwa amaqabane lwabalula loku okulandelayo:

- Ubuzwe; isinqumo esathathwa kungabonisiwananga sokuphelisa izifundo zokuqeqesha asebekhulile (Adult Basic Education and Training) ezaziqhutshwa yinyunyana
- Insumpa engumlungu iyabukelwa nje uma ihlukumeza abasebenzi
- I-CEO yasusa indawo okuxilongwa kuyo izimoto (testing centre) endaweni yabamnyama yayisa endaweni yabamhlophe. Lokhu kunikeza isithombe sokuthi abantu abamnyama abakwazi ukuwenza ngokuyikho umsebenzi wabo
- Ukwepulwa kwesivumelwano sokukhokhela abasebenzi besikhashana iholo okwakuvunyelwene ngalo
- Ukuvalwa kohlelo lokuqeqesha abasebenzi olwaluzokwenza ukuthi labo basebenzi bakwazi ukwenyuselwa ezikhundleni ezazingenabantu ngaleso sikhathi.

Iqabane uJay Naidoo, uNobhala weGatsha laseSouth Coast kanye neqabane uBheki Nzimande, uSihlalo, bobabili bathi: "Selokhu kwafika uRoode, sikhungethwe yizinkinga zodwa.



Izimanenja zalapha zimhlophe zonke kanti azikholelwa neze ezinguqukweni." Naphezu kokuthi iMeya uMichael Rangasamy eyilungu le-ANC, umkhandlu wona wehlukene phakathi. Kumakhan-sela ayi-13, mahlanu kuphela ayi-ANC. Amanye amahlanu ayi-IPF kanti amathathu ayi-IFP.

I-CEO kuphinde kube yiyo eyengamele iGatsha lezaBasebenzi (Human Resources) kanti isebenzisana nelungu lika-IMATU. Uma uSAMWU ebhikishela i-CEO, u-IMATU ufaka isikhalazo kuMeya.

Igatsha lika-IMATU lesekwa yiphephandaba lendawo i-Mid South Coast Mail. Eminyakeni ethi mayibe mibili eyedlule, umhleli walo washaya ucingo elushayela eHhovisi eliKhulu likaSAMWU ekhalazela ukuthi uSAMWU wenze izimemezelo mayelana nomkhandlu "ezingamanga enyanyekayo."

Iqonde ukuthatha zinyathelo zini iMeya? "Ngihlongoza ukuthi mina nezimanenja kesizikhiphe ngenye impelasonto siye endaweni lapho sizokwakha khona ubudlelwane ukuze sikwazi ukusebenza njenge-qembu elilodwa", kusho yona. Ama-shopsteward akwa-SAMWU asecele kaningi ukuthi nawo abekhona uma kufakwa imibuzo labo abacela umsebenzi ukuze aqinisekise ukuthi imigomo ye-affirmative action iyalandelwa. Kodwa iMeya yona ithi "inyunyana ayikwazi ukuthi ingaba ngumdlali nosompempe ngasikhathi sinye."

**N**gokuzayo, i-shopsteward izokwethula umbiko mayelana nokungezwani okukhona edolojaneni laseVryburg, eNyakatho Ntshonalanga, elisagcwele ubuzwe, nokuthi lokhu kubachaphazela kanjani abasebenzi bakwamasipala.



**M**anejemente ya bommassepala ba bang e sa ntsane e sebetsa jwalo ka haeka e ntse e le ho Afrika Borwa ya kgale. SAMWU e tla senola mesebetsi ya bommassepala bao! Kgetlong lena, Workers' News e sheba mmasepala e monyenyanane wa lebopong la Scottburgh mane KwaZulu Natal...

Ditho tse ka bang 200 tsa SAMWU tsa mmasepala wa Scottburgh di bile le seteraeke ka makgetlo a mangata haufinyane. Ba batla hore CEO e nang le kgethollo ya merabe, Selwyn Roode, a tebelwe. Memorandamo oo di-comrade di faneng ka ona o ne o kenyelletsa ditlalebo tsena tse latelang:

- Kgethollo ka ho ya ka merabe
- Qeto e nkilweng ke mmasepala a le mong ntle le ho rerisana le motho ka ho kgutsufatsa Thuto ya Motheo ya Batho ba seng ba Hodile mmoho le Thupelo e tshwarwang ke yunione
- Superitendent wa Mesebetsi wa motho e mosweu ya dumellwang ho tshabisa basebetsi
- CEO e tlositse setsha sa tekolo ya ho kganna sebakeng sa batho ba batsho mme a se isa sebakeng sa ba basweu.
- Hona ho fana ka moelelo wa hore basebetsi ba batho ba batsho ha ba kgone ho etsa mosebetsi wa bona ka tshwanelo
- Ho hloleha ho kenya tshebetsong tumellano ya ho lefshwa bonyane ba moputso oo ho dumellanweng ka ona ho basebetsi ba nakwana
- Thibelo ya lenaneo la thupelo leo ho dumellanweng ka lona le ka etsang hore basebetsi ba nyollelwe dikgeong tse se nang batho ba di tshwereng.

Comrade Jay Naidoo, Mongodi wa South Coast Local le Cde Bheki Nzimande, e leng Modulasetulo, ka bobedi ba bona ba re "Haesale hoba Roode a hirwe re bile le mathata a mangata. Manejemente ya bona ke makgowa feela mme ha ba dumellane le diphetoho." Leha Mayor, Michael Rangasamy e le setho sa ANC, khansela yona e ntse e arohane. Ho ba 13 kaofela, ke ba bahlano feela bao e leng ba ANC. Ba bang ba bahlano ke ba National Party mme ba bararo ke ba IFP. CEO hape ke Human Resources Manager ebile ke setho sa IMATU.



→  
**THE SHOP-  
STEWARDS:**

**Bheki  
Nzimande,  
Dorothy  
Deku,  
and  
Jay Naidoo**



↑ **THE MAYOR,  
Michael Rangasamy**

Ha SAMWU e ipelaetsa kgahlanong le CEO, IMATU e tletleba ho Mayor. Lekala la IMATU le tshehetswa ke koranta ya morabe, e leng Mid South Coast Mail. Dilemong tse ka bang pedi tse fetileng, mohlophisi wa yona o ile a letsetsa Ntlokologo ya SAMWU a tletleba ka hore SAMWU e ntshitse ditatements tsa koranteng tse mabapi le khansale mme ditatements tseo "e ne e le leshano feela."

Na Mayor yona e rerile ho etsa eng? "Ke rera hore re be le mafelo a beke moo re tla kopana mme re bope sehlopha sa tshebedisano mmoho le manejemente" ke yena eo. Di-shopsteward tsa SAMWU di kopile ho nka karolo dipuisanong tseo bakeng sa ho etsa bonnete ba hore ditsela tsa ho fana ka menyetla ho bao ba neng ba sa e fuwe di kengwa tshebedsong. Empa Mayor e re yunione e ke ke ya nka karolo ka tsela tse pedi tse fapaneng ka nako e le nngwe.

**N**akong e tlang, shopsteward e tla re behela ka kgohlano e leng teng hara toropo ya Vryburg e nang le kgethollo e matla haholo ya merabe, le kamoo hona ho amang basebetsi ba mmasepala ka teng, mme toropo ena e mane profensing ya North West.

**D**ie besture van sommige munisipaliteite tree op asof hulle nog in die ou Suid-Afrika leef. SAMWU gaan dié munisipaliteite aan die kaak stel! Ons kyk nou na klein dorpie Scottburgh in KZN...

Sowat 200 SAMWU-lede van die Scottburgh-munisipaliteit het reeds meer as een keer gestaak. Hulle wil hê die rassistiese HUB, Selwyn Roode, moet afgedank word. 'n Memorandum wat die kamerade oorhandig het, noem die volgende griewe:

- Rassisme en eensydige besluite om die Volwasse Basiese Opvoeding- en Opleidingsklasse wat die vakbond aanbied, in te kort
- Blanke Werke-toesighouer word toegelaat om werkers te intimideer
- Die HUB het 'n voertuigtoetsentrum in 'n swart gebied na 'n blanke gebied verskuif. Dit wek die indruk dat swart werkers hul werk nie behoorlik kan doen nie
- Blokkering van 'n ooreengekome opleidingsprogram wat werkers in staat sou stel om na vakante poste bevorder te word

Kameraad Jay Naidoo, sekretaris van die Suidkustak, en kameraad Bheki Nzimande, die voorsitter, sê albei: "Hier is die bestuur net blank, en hulle glo nie verandering nie." Hoewel die burgemeester, Michael Rangasamy, 'n ANC-ondersteuner is, is die raad verdeel. Net vyf uit die 13 ondersteun die ANC; vyf die Nasionale Party en drie die IFP. Die HUB is ook die Menslikehulpbronbestuurder, en 'n lid van IMATU. Wanneer SAMWU teen die HUB beswaar aanteken, gaan kla IMATU by die burgemeester. Die IMATU-tak geniet die steun van die gemeenskapskoerant, die Mid South Coast Mail.

Wat gaan die burgemeester doen? "Ek beplan 'n spanbounaweek met die bestuur buite die dorp," sê hy. SAMWU-vertrouensmanne het gevra dat hulle by onderhoude betrokke moet wees om seker te maak dat regstellende aksie geïmplementeer word. Die burgemeester sê egter: "Die vakbond kan nie terselfdertyd 'n speler én skeidsregter wees nie."

**V**olgende keer gaan 'n vertrouensman verslag doen oor die konflik in die uiters rassistiese dorp Vryburg in die Provinsie Noordwes, en hoe dit munisipale werkers raak.



# 1999 Wage Increase settled!

**S**amwu's second year of centralised bargaining has brought with it a range of challenges. Although we have learnt much from the 1998 campaign, it is clear that we have much work to ensure that we effectively use the victory of centralised bargaining to the advantage of our members.

The Bargaining Conference held in November 1998 gave the wage campaign direction that it did not have in the previous year. Many of those positions came through very strongly during the negotiations. What has become clear is that not sufficient was done in mobilising the union in preparing to fight for higher wages and better benefits for our members.

## **The economy in tatters**

The economic conditions were not favourable for unions this year. The government's macro-economic strategy, Growth, Employment and Redistribution (Gear), has taken a severe toll on this country. More than 100 000 jobs have been lost over the past year. Interest rates are extremely high putting severe pressure on workers' disposable income and hitting businesses hard. These unfavourable economic conditions have had an impact on local government which gets its money from rates and service fees from those sectors of the economy that have been affected by the recession.

## **A living wage for all**

Samwu has been in the forefront of gaining workers a living wage. From wages of around R300 in the early 1990s, we now see workers minimum wage in the metros above R2000. In the last three years we have continued to increase the minimum by using a rand and percentage increase. The rand increase (1998 = R230) raises the minimum quicker than those in the top brackets and so closes the wage gap. The demand that Samwu forwarded for the 1999/2000 financial year sought to raise the minimum once again. We demanded R350 or 12.9% (inflation + 5%) and a minimum wage of R1335 for the sector.

We also introduced the idea of a sliding scale to further close the wage gap. The sliding scale said that those earning R20 000 or more per month would only get an inflation increase (7.9%) while those at the cut off point (R2350) would get 12.9%.

## **Negotiations more efficient**

At a workshop of the SALGBC it was identified that the large negotiating team of last year's negotiations was one of the reasons for the lengthy and unproductive negotiations. In 1998 the negotiations took 3 months and 6 meetings to reach a conclusion. It was decided to have a smaller committee of ten-a-side conducting the negotiations. The negotiating committee would have a maximum of 3 meetings.

The new format for negotiations has proved to be more successful. Parties have reached their bottom lines without engaging in horse-trading and playing games. We found much less of the political grandstanding that was a feature of last year's negotiations.

## **No Minimum Service Level Agreements**

The biggest problem facing the union in engaging in a strike this year was the absence of Minimum Service Level agreements. According to the Essential Services Agreement, many services in local government are classified as essential services. If we want to engage in protected industrial action, then we have to provide essential services. The only municipalities that have local agreements are Durban and Kroonstad and these have not been ratified by the SALGBC. A strike will expose our members to large-scale dismissals that would have played right into the hands of the bosses.

It is vital that if we wish to exercise power in wage negotiations that these agreements are put in place. The remainder of the year is to be used by the union to negotiate these agreements at each local authority so that we are ready for battle in 2000.

### **SETTLEMENT!**

**The Greater of  
R230 or 5.5%  
plus a minimum  
wage of R1335  
per month for  
all workers!**



## Imatu on board

The union took a conscious decision to form a united front with Imatu as far as wage negotiations are concerned. Their members are feeling the pinch as much as our members are. This, we believed, would cause them to support our approach to negotiations.

Throughout the negotiations process we managed to ensure their full support for our position. They were not keen on the sliding scale, especially when it was below inflation, but the demand was retained with their support throughout the first three rounds of negotiations. We hope that the co-operation that was evident during negotiations will find its way into defence against the other attacks municipal workers are under.

## The settlement

The settlement reached was some way off our original demand. The major problems with achieving a better settlement are outlined above. What the settlement does achieve is that the minimum is increased considerably above inflation. It also narrows the gap between the highest and lowest paid workers. The agreement is an improvement on last year when we had to accept a split increase as a means to achieve our demand.

We achieved an historical victory by achieving a minimum wage for the sector of R1335. This is the Minimum Living Level as determined by Unisa. SAMWU does not see this as enough money to live on as it is still very little. But it is the first step towards a living wage for all in the sector. Salga accepted the principle of the sliding scale for next year's negotiations. By using this tool we will be able to address the problems caused by the settlements over the last few years for the middle income earners.



**Above: The SAMWU negotiating team.**

*Top Row:* Dale Forbes, Collective Bargaining Officer, Pahlani Mkhabela, Gauteng Deputy Chairperson, Freddie Khoza, Gauteng Chairperson.

*Bottom Row:* Roger Ronnie, General Secretary, Petrus Mashishi, SAMWU President, Sandile Mqaka, Eastern Cape Chairperson.

## 2000 – The year of action

The lessons have been hard for the last two years but SAMWU has learnt them well. Wage demands have to be submitted to the employer by 30 November. A process of proper preparation for negotiations will be started immediately. If the union is not prepared, we will be defeated. A programme leading up to the union's bargaining conference will be announced in due course. The implementation of Minimum Service Level agreements must be seen to be a priority for the remainder of the year. Properly armed we will triumph.

### **Your Point of View**

Comrades, what did you think about this year's wage negotiations? Were you part of regular reportbacks? Are you happy with the settlement? What do you think the negotiators could have done better?

Please send your letters to Workers' News, Private Bag X/9, Athlone, 7760. The best letter will win a SAMWU t-shirt and bag. The Chairperson of the National Bargaining Council, who is also SAMWU's National Treasurer, Cde Nongilane Rens will choose the winning letter.



## Tharollo ya Meputso bakeng sa 1999

**S**elemo sa bobedi sa ditherisano tse kopanetsweng le bahiri tsa SAMWU se se se phethilwe. Maemo a ikonomi ha a ka a tshahetsa mekgatlo ya basebetsi selemong sena. Leano la kgolo ya ikonomi e leng GEAR le bopile maemo ao ho ona ho lahlehileng mesebetsi e ka bang 100 000, mme ditekanyetso tse hodimo tsa tswala le tsona di bolela hore dintho di se di le theko e hodimo haholo hoo basebetsi ba ka rekang ho mmalwa feela, athe le mmuso o bohareng o fokoditse ditjhelete tse tshwanelwang ho sebediswa ke mebuso ya bommasepala.

Maemo ana a ile a ama ditherisano tse kopanetsweng tsa meputso. SAMWU e lekile ho fumanela basebetsi meputso e lekaneng bakeng sa ho phela. Meputso eo bonyane e mong le e mong a tshwanelang ho e fumana jwale e se e le ka hodimo ho R2000. Dilemong tse tharo tse fetileng, SAMWU e ekeditse moputso oo bonyane o tshwanelwang ho fumanwa ka ho sebedisa nyollo e bapiswang ka ranta le dipersente. Nyollo ya ranta e kwala sekgeo sa meputso.

Tseko eo SAMWU e e rometseng bakeng sa selemo sa ditjhelete sa 1999/2000 e bile R350 kapa 12,9% (infoleishene + 5%) le bonyane moputso wa R1335. Ka 1998 ditherisano di nkile dikgwedi tse 3 le dikopano tse 6 pele di phethahala.

Ho ile ha nkuwa qeto ya hore selemong sena ho be le komiti e nyenyane ya ba 6 ho tswa ho SAMWU le ba 4 ho tswa ho IMATU ka lehlakoreng la diyunione, le hore ho be le dikopano tse 3 feela bakeng sa ho potlakisa nyollole. Hona ho bonahetse ho sebetse hantle haholo. Qetellong, re ile ra dumellana ka bohobo ba R230 kapa 7,9% le bonyane moputso wa R1335. SAMWU ha e bone hona e le tjhelete e lekaneng bakeng sa ho iphedisa hobane e ntse e le nyenyane haholo. Empa hona ke mohato wa ho qala o lebileng moputsong o lekaneng bakeng sa ho iphedisa.

### Mathata ditherisanong

Bothata bo bohobo e bile ho se be teng ha ditumellano tsa Bonyane ba Maemo a Tshebeletso (Minimum Service Level). Ka ho ya ka Tumellano ya Ditshebeletso tsa Bohlokwa (Essential Services Agreement), ditshebeletso tse ngata di nkuwa e le ditshebeletso tsa bohlokwa.



Leading negotiators on the Bosses team: Linda Yingwana from SALGA KwaZulu-Natal and Patrick Flusk from SALGA Gauteng

Ha re batla ho sireletsa seteraeke, moo re tshwanela ho fana ka ditshebeletso tsa bohlokwa. Bommasepala bao e leng bona feela ba seng ba phethile ditumellano tsa bona ke ba Durban le Kroonstad.

Seteraeke se tla etsa hore ditho tsa rona di tebelwe mosebetsing ka bongata, mme hona e tla ba ho bapalla matsohong a bahiri ba rona. Ha re batla ho bontsha hore re na le matla ditherisanong tsa meputso selemong se tlang, re tshwanela ho ba le ditumellano tsa dibakeng tsohle tseo re sebetsang ho tsona.

### 2000 - selemo sa ho nka mehato

Ditseko tsa meputso di tshwanelwa ho romelwa ho bahiri pele ho la 30 Nofemere. Haebe yunione ha eso itokisetse, re tla hlolwa. Ho kengwa tshebetsong ha ditumellano tsa Bonyane Maemo a Tshebetso e tshwanela ho ba ntho e ka sehloohong nakong ena e setseng ya selemo. Ha re ka ba malala-laotswe re tla fena.

### Maikutlo a hao

O kopjwa hore o ngolle ho Workers' News o re bolelle hore o nahana eng ka nyolello ya selomong sena. Na o ne o nka karolo dipehelong tsa nako le nako? Na o kgotsofetse ka tharollo e fihletswe? Na o nahana hore ke eng eo bao ba neng ba le ditherisanong ba neng ba tshwanela ho e ntlafatsa na? Lengolo la motho ya tla fena le tla fumana *t-shirt* ya SAMWU le mokotlana.





## Sekuze kwavunyelwana ngamaholo ka 1999

**S**ekungunyaka wesibili lona ophelayo uSAMWU ebambe iqhaza ezingxoxweni zokubonisana ngamaholo (centralised bargaining). Isimo sezomnotho besingazivuni neze izinyunyana nonyaka. I-GEAR seyidale isimo esiholele ekuthini kulahleke imisebenzi eyevile ku-100 000, kwenyuke inzuzo edonswa emabhange (interest rate) osekuholele ekuthini izinto zibize kakhulu nabasebenzi bangabe besakwazi ukuthenga konke abakudingayo kanti nohulumeni kazwelonke usesibekele umkhawulo isamba semali esinokusetshenziswa ngumkhandlu ngamunye wedolobha.

Konke lokhu kwazichaphazela izingxoxo zokubonisana ngamaholo. U-SAMWU wenze konke okusemandleni akhe ukuthi atholele abasebenzi amaholo aphilisayo. Emikhandlwini yamadolobha amakhulu (metros) akasekho umsebenzi oholo ngaphansi kuka R2000. Kuleminyaka emithathu edlule, uSAMWU uwenyusile amaholo okuyiwona aphantsi ngokuthi asebenzise indlela yokuthi kwengezwe ngamarandi kanye nangama-phesenti.

Ukwengezwa ngamarandi kuyalinciphisa igebe eliphakathi kwamaholo. Izibizo zikaSAMWU kunyakamali ka 1999/2000 kwaba ezokuthi amaholo mawenyuswe

ngalokho okuyikona kukukhulu phakathi kuka R350 no-12.9% (kubalwa nezinga lokwehla kwamandla emali elingu-5%) kanye nokuthi kungabikho msebenzi ozohola ngaphansi kuka R1335.

Ngo 1998 izingxoxo zathatha izinyanga ezi-3 kanti kwaba nemihlangano eyi-6 phambi kokuthi izingxoxo ziphothulwe. Kwanqunywa ukuthi nonyaka ikomidi elimele izinyunyana lincishiswe libe namalungu ayi-6 amele uSAMWU nama-4 amele u-IMATU futhi kube nemihlangano emi-3 kuphela ukuze asheshe enyuswe amaholo. Lokhu kwabonakala kuyiyona ndlela engcono kakhulu. Makhathaleni, savumelana ngokuthi amaholo mawenyuswe ngalokho okuyikona kukukhulu phakathi kuka R230 no-7.9% nokuthi kungabikho msebenzi ozohola ngaphansi kuka R1335. U-SAMWU akeneliswe neze ukuthi lena yimali umuntu angaziphilsa ngayo ngoba incane kakhulu. Kodwake lesi yisinyathelo sokuqala esiya emaholweni anokusiphilisa.

### Izingqinamba ezavela ezingxoxweni

Ingqinamba enkulukazi kwaba eyokungabikho kwezivumelwano ezimayelana neZinga loMsebenzi okuyilona liPhansi (Minimum Service Level). NgokwesiVumelwano seziNsiza eziBucayi (Essential Service Agreement), ziningi izinsiza ezithathwa ngokuthi ngezibucayi noma okungenakuphilwa ngaphandle kwazo (essential services). Uma sifuna ukuthi iziteleka zethu kube ngezivikelekile kufanele singayeki ukunikezela ngezinsiza ezibucayi.



Imikhandlu yamadolobha esinalezivumelwano, kuze kube manje, kuseyiTheku neKroonstad kuphela. Isiteleka singaholela ekuthini amalungu ethu amaningi axoshwe emisebenzini, okuyinto leyo evele ifunwa ngabaphathi. Uma sifuna ukuba negalelo elibonakalayo ezingxoxweni zangonyaka ozayo, kufanele sibe nezivumelwano kuleyo naleyo ndawo esisebenza kuyo.

### 2000 – unyaka womshikashika

Izibizo mayelana namaholo kufanele zethulwe kumqashi ngaphambi komhla ka 30 Novemba. Uma inyunyana ingazilungiselelanga, sizokwehlulwa. Ukuphothulwa kweziVumelwano zeziNsiza eziBucayi kufanele kube yiyona nto essiyibeka phambili ebudeni balonyaka. Uma sizilungiselele ngokwanele, sizonqoba.

### Owakho umbono

Sicela ubhalele kwa-Workers' News usitshele ukuthi wena ukubuka ngaso lini ukwenyuswa kwamaholo kwanonyaka. Ngabe wawuhlala ngokuya emihlanganweni yokwethulwa kwemibiko (report backs)? Wenelisiwe yilemali okuvunyelwene ngayo? Yini ocabanga ukuthi ithimba labameli benyunyana belingayenza kangcono? Incwadi ephuma phambili izotholela umbhali wayo umklomelo wesikibha kanye nesikhwama sakwa SAMWU.

## LOONSKIKKING VIR 1999

SAMWU se tweede jaar van gesentraliseerde onderhandeling is oor. Die ekonomiese omstandighede was nie gunstig vir unies hierdie jaar nie. GEAR het 'n klimaat geskep waar meer as 100 000 werkgeleenthede verloor was, baie hoë rentekoerse beteken dat goedere duurder is en werkers minder kan koop en sentrale regering het die hoeveelheid beperk wat plaaslike owerhede kan spandeer. Hierdie omstandighede het 'n uitwerking gehad op loononderhandeling.

SAMWU het probeer om 'n leefbare loon vir werkers te kry. Minimum lone in the metro's is nou meer as R2000.00. Gedurende die laaste drie jaar het SAMWU die minimum verhoog deur gebruik te maak van 'n rand en persentasie verhoging. Die rand verhoging oorbrug die loongaping. Die eis wat SAMWU deurgestuur het vir die 1999 / 2000 finansiële jaar was R350.00 of 12.9% ( inflasie + 5% ) en 'n minimum loon van R1335.00. In 1998 het die onderhandelings 3 maande en 6 vergaderings geneem om 'n skikking te bereik. Daar was besluit om hierdie jaar 'n kleiner komitee te



kies van 6 van SAMWU en 4 van IMATU aan die kant van die unies. Dit was beskou as meer effektief. Ons het uiteindelik besluit op die groter van R230.00 of 7.9% en 'n minimum loon van R1335.00. SAMWU beskou dit nie as genoeg geld om van te lewe nie omdat dit steeds baie min is. Maar dit is die eerste stap na 'n leefbare loon vir almal.

### Probleme in die onderhandelings

Die grootste probleem was die afwesigheid van Minimum Diensvlak Ooreenkomste. Volgens die Essensiële Diens Ooreenkoms is baie dienste geklassifiseer as essensiële dienste. As ons beskermde stakings wil hê, dan moet ons essensiële dienste verskaf. Die enigste munisipaliteite wat plaaslike ooreenkomste voltooi het, is Durban en Kroonstad. 'n Staking sal ons lede blootstel aan massa - afdankings wat reg in die hande van die base sal speel. As ons hoop om volgende jaar mag uit te oefen in loononderhandelinge, moet ons plaaslike ooreenkomste het in ieder en elke werksplek.

### 2000 - Jaar van aksie

Looneise moet aan die werkgewer voorgelê word teen 30 November. As die unie nie voorbereid is nie, sal ons verslaan word. Die implementering van Minimum Diensvlak Ooreenkomste moet beskou word as 'n prioriteit vir die res van die jaar. Behoorlik bewapen sal ons seëvier.

### Jou siening

Skryf asseblief aan "Workers News" en sê wat jy dink van hierdie jaar se verhoging. Was jy deel van gereelde terugvoerings? Is jy gelukkig met die skikking? Wat dink jy kon die onderhandelars beter gedoen het? Die beste brief sal 'n SAMWU T - hemp en sak wen.



# "Strike or unnecessary strike?"

## A SAMWU veteran looks back on the beginning of collective bargaining

**M**y story is based on my experience of building and shaping Local Government into what it is today. This was the time when the relationship between the employees and the Council was one of strike and conflict. The political climate did not allow the workers to concentrate on broad political issues. The banning of mass organisations like the ANC in early 1960s created an environment where the workers could only engage in bread and butter issues.

When the workers became aware of their rights in terms of the Labour Relations Act from recommendations by the Wiehan Commission they became militant. These changes occurred, starting from 1973 strikes leading to 1976 Soweto Riots.

In this environment, managements of mostly white people were viewed as part of the ruling class. This resulted in the US and THEM syndrome. Workers and management saw each other as enemies.

As a Senior Worker leader, I found myself deeply involved in community politics where the very roots of apartheid rule were being challenged and uprooted. The period of darkness which had engulfed us all was beginning to subside.

In the late 70s I realised that there was a need for changing the approach. Management also saw that the time for unnecessary conflict should come to an end.

I had always believed that Management was totally unreliable. But now, the era for open mindedness and honesty in dealing with each other had arrived, and took us down the path of building new relationships. Management and workers who spent hours in developing strategies for resolving problems that kept on surfacing as we went along. Both parties had to ensure that agreements were kept. Failure to keep agreements used to be cause conflict and strikes.

We were also changing the manner in which we related to our membership. Workers had to be on board and own the process. I became more accountable. It would be pointless for me as a leader to sign an agreement which was not known to the workers, the very people who are supposed to be the custodians of that agreement. Such an agreement would be very difficult to implement on the shop floor too. Members developed in terms of understanding the process of collective bargaining where mandates, and report backs became part of their vocabulary.

When workers became involved in negotiations, they became familiar with the difficulties the negotiators encounter at the negotiating table. They could no longer find scapegoats or call negotiators "sellouts". Shopstewards got involved in the drafting of agreements before they could be signed.



by JOSEPH MOLOISANE,  
KZN  
Chairperson

(a Writing skills course project)

The workers became aware that we could use collective bargaining to negotiate wages and also pursue training and development issues.

By 1990 South Africa had changed into a different mood and outlook with the release of long serving political prisoners including our current President Nelson Mandela. Within a period of 17 years so much had happened! A lot of strikes took place between the 1973 and 1990. Some were necessary, some were not. But the fact remains we grew as worker leaders from those experiences.

One cannot blame workers 100% for illegal industrial action in those times. When the blacks felt the pain caused by apartheid oppression, they had to devise strategies to free themselves.

It is true that the workers used to take unnecessary Industrial Action because they lacked understanding of certain processes and Labour Legislation. It is also true that the employers are also guilty of the same.

Both employers and workers are equally guilty of the devastating effects which we all suffered as a result of unnecessary Industrial Action, which became common place in our past.



## **Setho se kgale sa SAMWU, Cde Joseph Moloisane o sheba morao qalong ya ditherisano tse kopanetsweng...**

**K**a 1973, dikamano mahareng a basebetsi le Khansele e ne e le tsa seteraeke le dikgohlano. Moya wa dipolotiki ka nako eo o ne o sa dumelle basebetsi ho ikamahanya le merero e batsi ya dipolotiki.

Ho thibelwa ha mekgatlo e mengata e jwalo ka ANC mathwasong a bo-1960 ho ile ha bopa maemo ao ho ona basebetsi ba neng ba shebana le merero e menyenyane feela. Hang hoba basebetsi ba lemohe ditokelo tsa bona ka ho ya ka Molao wa Dikamano Mesebetsing ho tswa dikgothaletsong tsa Khomishene ya Wiehan, ba tlallwa ke moya wa boitseko. Ho ya mafelong a bo-1970 ke moo ke ileng ka bona hore mokgwa tshebetso o tshwanela ho fetoha.

Manejemente le yona ya bona hore kgohlano ena e sa hlokeheng e tshwanela ho fediswa. Kamehla ke ne ke nahana hore manejemente ha e tshepahale. Empa jwale, nako ya ho sebedisa dikelello tse tjhatsi le ho ba le botshepehi ha re sebedisana, e ne e se e le ntho e teng, mme hona ho entse hore re be le dikamano tse ntjha.

Basebetsi ba ile ba bona hore re ka sebedisa ditherisano tsena tse kopanetsweng le bahiri bakeng sa ho rerisana ka meputso le ka merero ya thupelo le ntshetsopele. Dilemong tsa bo-1990 Afrika Borwa e ne e se e fetohile, hape ho se ho lokollotswe le batshwaruwa ba tsa dipolotiki ba ileng ba dula nako e telele tjhankaneng, hara bona ho kenyelletswa le Mopresidente Nelson Mandela.

Nakong ya dilemo tse 17 ho etsahetse ho hongata haholo! Ho bile le diteraeke tse ngata haholo mahareng a 1973 le 1990. Ha ho motho ya ka behang basebetsi molato ka botlalo bakeng sa diteraeke tse neng di se molaong ka nako eo. Batho ba batsho ha ba ne ba utlwa bohloko bo neng bo bakwa.

## **'n SAMWU veteraan kameraad Joseph Moloisane kyk terug na die begin van kollektiewe bedinging...**

**I**n 1973 was die verhouding tussen werknemers en die Raad een van staking en konflik. Die politieke klimaat het werkers nie toegelaat om te konsentreer op breër politieke kwessies nie.

Die verbanning van massa - organisasies soos die ANC in die vroeë 1960's het 'n klimaat geskep waar werkers brood - en - botter kwessies kon opvat. Toe die werkers bewus raak van hul regte in terme van die Wet op Arbeidsverhoudinge, van voorstelle van die Wiehan Kommissie, het hulle militant geword.

In die laat 70's het ek besef dat dit nodig was om hierdie benadering te verander. Bestuur het ook besef dat die tyd van onnodige konflik tot 'n einde moes kom. Ek het altyd geglo dat Bestuur heeltemal onbetroubaar was.

Maar nou het die tyd aangebreek vir openlikheid en eerlikheid in ons handelinge met mekaar; en vir die bou van nuwe verhoudings. Die werkers het bewus geword dat ons kollektiewe bedinging kan gebruik om lone te onderhandel en ook om opleidings- en ontwikkelingskwessies na te streef. Teen 1990 was daar 'n verandering in stemming en uitkyk in Suid - Afrika met die vrylating van langtermyn politieke gevangenes, insluitende ons huidige President Nelson Mandela. Binne 'n tydperk van 17 jaar het so baie gebeur! Baie stakings het plaasgevind tussen 1973 en 1990.

'n Mens kan werkers nie 100% blameer vir industriële aksie gedurende daardie tyd nie. Toe die swartes die pyn gevoel het wat deur apartheid - onderdrukking veroorsaak was, moes hulle strategieë beraam om hulself te bevry.



## Inkakha yakwa SAMWU iqabane uJoseph Moloisane wephula izihloko mayelana nemvelaphi yezingxoxo zokubonisana ngamaholo (collective bargaining)...

**N**go 1973, ubudlelwane phakathi kwabasebenzi noMkhandlu kwakuyiziteleka nokungezwani kuphela. Isimo sezepolitiki ngaleso sikhathi sasingabavumeli abasebenzi ukuthi bazibandakanye kakhulu kwezombangazwe.

Ukuvalwa imilomo kwezinhlangano ezinabalandeli abaningi ezifana ne-ANC, ekuqaleni kweminyaka yawo 1960 kwenza ukuthi kube nesimo lapho abasebenzi babenake khona kakhulu loko okuchaphazela amaphakethe abo.

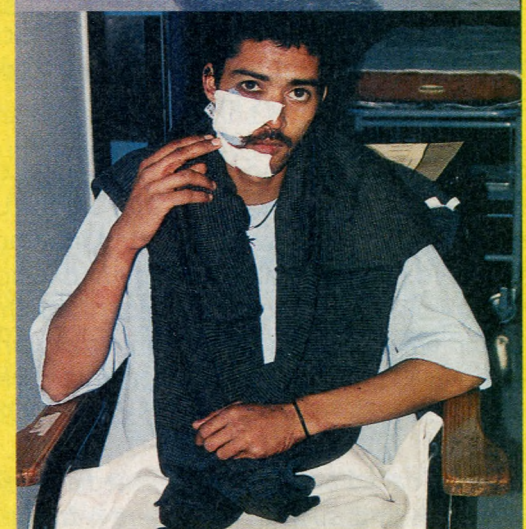
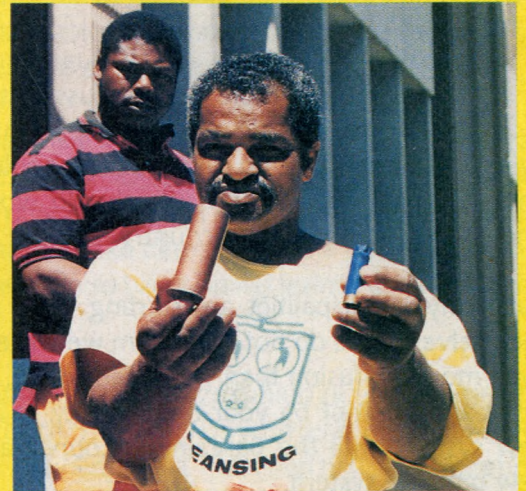
Ngenkathi abasebenzi beqala ukwazi nganamalungelo abo, njengoba echazwe eMthethweni wezaBasebenzi (Labour Relations Act) kulandelwa iziphakamiso zeKhomishani likaWiehan, bathukuthela bagana unwabu. Ekupheleni kweminyaka yawo 1970 kwangikhanyela ukuthi kwasekufanele kuthathwe olunye unyawo.

Kwabakhanyela nabaPhathi ukuthi kwasekufanele kupheliswe ukudonsisana noma singekho isidingo salokho. Nganginenkolelo yokuthi abaPhathi akubona neze abantu bokuthenjwa. Kodwa manje kwasekufike isikhathi sokubonisana ngemiqondo evulekile nangokwethembana, okwaholela ekuthini kudaleke ubudlelwane obusha.

Kwabakhanyela nabasebenzi ukuthi sasingazisebenzisa izingxoxo zokubonisana ngamaholo ukuze sithole amaholo angcono kanye nokuthi sidingide izingqinamba eziphathelele nokuqeqeshwa nokuthuthukiswa kwamakhono. Ngeminyaka yawo 1990, iNingizimu Afrika yase iguquke yathatha olunye unyawo nezinto isizibuka ngelinye iso kusukela ngenkathi kudedelwa uMongameli uNelson Mandela ejele.

Ziningi izinguquko ezenzeka eminyakeni nje eyi-17! Ziningi iziteleka ezenzeka phakathi kuka 1973 no 1990. Singeze sabagxeka ngokuphelele abasebenzi ngeziteleka ezazingekho emthethweni ezazenzeka ngaleso sikhathi. Kwakuye kuthi uma abantu abamnyama bezwa ukushisa kwesicathulo sobandlululo bavele benze imizamo ethize ukuze bazithukulule lezo zintambo zengcindezelo.

**Strikes led to bloodshed and death in the past, as workers fought hard for their rights. These photos were taken at a Cape Town strike in 1990...**





# **Away with apartheid grading systems!**

**The grading systems we have always had in our municipalities do not recognise that workers with many skills and years of experience but little formal education should be promoted. It is time to do away with these and put in place one new worker friendly job evaluation system!**

**T**he issue of a single job evaluation system for local government was discussed seriously in November 1998 at the Bargaining Council. Everyone agreed that no municipality should introduce any new systems - instead we should work towards one system for the whole country.

But many municipalities are starting new systems by themselves. If we do not stop them we will end up with even more confusion than we already have. You should resist any attempt by your municipality to introduce a new system until the Bargaining Council agrees on a new national system.

## **Port Elizabeth municipality - old systems still causing trouble!**

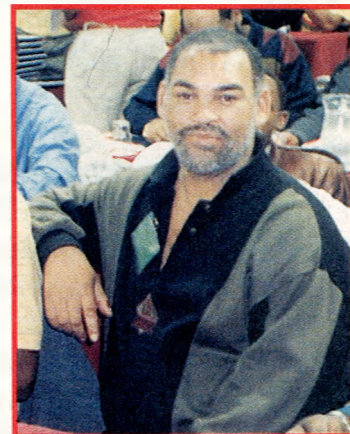
The Bargaining Council agreed that, until a new system comes into place, old systems could be used for individual workers.

But the comrades of Port Elizabeth municipality have found that this causes problems. In April this year SAMWU comrades in Port Elizabeth decided to withdraw from the municipality's job evaluation process. Job evaluation at the municipality was being conducted in the Management Union Forum, which includes SAMWU, IMATU and municipal heads of department. There are no councillors in the Forum.

Comrade Willie Blunden, a P.E. shopsteward and treasurer of the province, said that SAMWU withdrew because the grading was conducted in a racist manner dominated by unilateral management decisions. "While the Bargaining Council has recognised that grading systems we have now don't cater for workers in the lower levels, the Management Union Forum still wants to carry on with these systems," said Cde Blunden.

The union called on council to immediately suspend job evaluations until such time as there is transparency and involvement of councillors.

*Cde Blunden, Eastern Cape Provincial Treasurer, says that the Port Elizabeth Municipality is using the old job evaluation system to discriminate against promoting black workers.*



SAMWU's Collective Bargaining Officer Dale Forbes says that Port Elizabeth municipality is not alone in experiencing this problem. "The systems we have now tend to disqualify workers who have the skills but do not have the qualifications for a post," said Cde Forbes.

## **Durban Metropolitan Council - using a new system**

The only exception from the moratorium is the Durban metropolitan council and its sub-structures. This was because they had already gone a long way towards implementing a new system. Starting in 1993, they introduced the TASK system of job evaluation and kept the Bargaining Council informed at all times. This system will now be introduced over the next few months.

But what exactly is the TASK system? The first part of new job evaluation is to measure the skills that workers need to perform their particular jobs, rather than evaluating workers on their schooling. The TASK system looks at these factors: Complexity, Knowledge, Influence and Pressure. The main lesson about all job evaluation systems is that they are a "game of words" - usually conducted in English. In the coming months SAMWU must decide what system it wants to propose. Let us not get caught in a game of words that doesn't take workers training, grading or promotion any further.



The second part of introducing a new grading system is how it links to the wages paid. What wages gaps should exist between different levels? What should the overall gap be between the CEO and general workers?

On this issue a dispute arose in Durban. The Councils "market related" exercise on wages came up with a proposal that widened the existing wage gap from 1:12,6 to 1: 15,4. What this means is that if a worker earns one thousand rand, a top manager can get paid up to R15 400. SAMWU believes that this is way too much. But the Durban Metro said that top management was already earning less than managers in the private sector. They also said that affirmative action candidates wanted high pay and that Johannesburg is trying to poach managers by offering them bigger salaries. But SAMWU feels that neither Johannesburg or Durban or any other Metro should be allowed to offer such high salaries. Especially as the employer body, said that they would be happy with a gap of 1:12. This is still a lot of money. In Metros where the minimum is R2000, a gap of 1:12 means that the management can get paid up to R24 thousand per month!

SAMWU needs to decide on a wage gap. COSATU has said in the past that the gap should be 1:8.

It is too soon to say how well the new Durban system will benefit SAMWU members. It is clear already that many members' jobs will be re-valued at a higher level. These two issues are key Collective Bargaining Issues we need to debate and decide on as soon as possible. If you have any comments on the experience in your Municipality please let us know.

## Phansi ngezindlela zokuhlunga ezibandlululayo!

Umkhandlu wokuBonisana ngamaHolo (Bargaining Council) wavuma, ngoNovemba 1998, ukuthi yonke imikhandlu yamadolobha kufanele ibe nendlela eyodwa yokuhlunga (grading system). Lendlela entsha kufanele ibheke amakhono kanye nesipiliyoni abasebenzi, endaweni yokuthi ihlunge abasebenzi ngokweminyaka abayihlale esikoleni. Futhi kufanele inciphise igebe eliphakathi kwamaholo.

Uma sekuhlungiwe ngalendlela entsha, uthi uCOSATU makungabe kusabakhona izimanenja ezihola imali ephinda eyabasebenzi ngokwevile ku-8. Ngamanye amazwi, uma wena uholo R2000 ngenyanga, imanenja ekhokhelwa kakhulu kunazo zonke akufanele ihole ngaphezulu kuka R16 000 ngenyanga. Kodwa iqiniso ukuthi iningi lezimanenja liholo cishe R29 000 ngenyanga!

Enye ingxaki eyokuthi lezindlela zakudala zokuhlunga zisadala izinkinga namanje. E-Port Elizabeth uSAMWU wahoxa enkambisweni yomkhandlu wedolobha yokulinganisa imisebenzi (job evaluation). Lokulinganiswa kwemisebenzi kwakwenziwa eNkundleni yeziManenja naBasebenzi (Management Union Forum) okwakukhona kuyo uSAMWU, u-IMATU kanye nezinhloko zeminyango emikhandlwini yamadolobha. Akukho makhansela kuleNkundla. Iqabane uWillie Blunden, umgcinisikhwama wesifundazwe, wasibikela ukuthi ukuhlunga kwakwenziwa ngendlela ebandlulula ngokobuzwe.

"Umkhandlu wokuBonisana ngamaHolo sekuyawukhanyela manje ukuthi izindlela okuhlungwa ngazo azibaboneleli abasebenzi abasemazingeni aphantsi, kodwa iNkundla (Forum) isaqhubeka yona nokusebenzisa lezindlela", kwasho iqabane uBlunden. Ukulinganiswa kwemisebenzi akufanele kube ngumsebenzi wezinkundla okudlondlobele kuzo izikhulu ezisadla ngoludala lobandlululo, futhi lokhu kufanele abasebenzi bakuqede kuphele nya.

I-Durban Metro yiwona kuphela umkhandlu wedolobha ovunyelwe ukuthi uqhubekele phambili nendlela entsha osuyisungulile. Isizathu salokho ukuthi sekuphele iminyaka eyi-6 beyakha lendlela entsha kanti ngaso sonke leso sikhathi bebehlela ngokumazisa uSAMWU.

Lendlela abasebenza ngayo ithi lezinto ezilandelayo kufanele ziqashelisiswe: ulwazi oludingekayo ekwenzeni lowo msebenzi, ukuthi uyakuxina yini umsebenzi noma cha, ulikhuni kangakanani lowo msebenzi, nokuthi lingakanani igalelo lakho wena msebenzi ekuqinisekiseni ukuthi lowomsebenzi wenzeka ngempumelelo.

Lendlela sibona sengathi ingaba wusizo kubasebenzi, kodwa ngeke siqale sisho njengamanje. I-Workers' News izalokhu inazisa ngokuqhubekayo.



### Weg met Apartheid Graderingstelsels!

Die Bedingsraad het in November 1998 ooreengekom dat alle munisipaliteite een nuwe gradering-stelsel moet hê. Die nuwe stelsel moet werkers se vaardighede en ondervinding in ag neem, eerder as om werkers volgens hul aantal skooljare te gradeer. Dit moet ook die loongaping verminder. Na die nuwe gradering gedoen is, sê COSATU, moet daar geen bestuurders moet wees wat meer as 8 keer meerder as werkers verdien nie. Met ander woorde, as jy R2 000.00 per maand verdien, moet die hoof bestuurder nie toegelaat word om meer as R16 000.00 per maand te verdien nie. Maar baie bestuursamptenare verdien ongeveer R29 000.00 per maand!

'n Ander probleem is dat ou stelsels nog steeds moeilikheid veroorsaak. In Port Elizabeth het SAMWU onttrek uit die munisipaliteit se werk - evalueringsproses. Werk - evaluering was aangevoer in die Bestuurs - Unie Forum, naamlik; SAMWU, IMATU en Munisipale Hoofde van die Departemente. Daar is geen raadslede op die forum nie. Kameraad Willie Blunden, tesourier van die provinsie het gesê dat gradering op 'n rassistiese manier gedoen was. "Die Bedingsraad het erken dat graderingstelsels nie na die behoeftes van werkers op die laer vlakke omsien nie, maar die forum wil nog steeds voortgaan met hierdie stelsel," Werk - evaluering is nie veronderstel om die werk van forums, wat gedomineer word deur die ou era amptenare, te wees nie en dit moet deur werkers gestop word.

Durban Metro is die enigste munisipaliteit wat toegelaat is om met die nuwe stelsel voort te gaan, omdat hulle vir 6 jaar met die nuwe stelsel gewerk het en SAMWU ingelig het. Hul stelsel sê dat die volgende faktore na gekyk moet word; die kennis nodig om 'n werk te doen; of jy onder druk werk; hoe gekompliseerd die werk is; en die invloed wat jy as werker het om toe te sien dat die diens glad verloop. Hierdie is 'n stelsel wat werkers kan bevoordeel, maar dit is te vroeg om te sê. "Workers News" sal julle ingelig hou!



*The KZN Collective Bargaining team is implementing a new grading system in the Durban Metro.*

### Phantsi nge-apartheid grading systems phantsi!

Khansele ya Ditherisano tse Kopanetsweng e ile ya dumela ka Nofemere 1998 hore bommasapala bohle ba tshwanela ho fumana mokgwa o le mong wa ho tshebetso tsa ho hlophisa ka ho ya ka dikereiti. Mokgwa ona o motjha o tshwanela ho ela hloko boiphihlelo le bokgoni bo itseng ba basebetsi, ho ena le ho fana ka dikereiti ho basebetsi ka ho ya ka dilemo tseo ba di nkileng sekolong. Hape o tshwanela le ho fokotsa sekgeo se pakeng tsa meputso. Kamora hoba ho kengwe dikereiti tse ntjha, COSATU e re ha ho a tshwanela hore ho be le dimanejara tse fumanang meputso e e fetang ya basebetsi ba bang ka ho menahana ha 8. Ka mantswe a mang, ha o fumana moputso wa R2 000 ka kgwedi, manejara ya ka hodimo ha a tshwanela ho fumana moputso wa R16 000 ka kgwedi. Empa di-executive tse ngata di fumana meputso e ka etsang R29 000 ka kgwedi!

Bothata bo bong ke ba hore mekgwa ya kgale e ntse e baka pherekano. Mane Port Elizabeth, SAMWU e ile ya ikgula tshebetsong tsa mmasepala tsa ho lekola mesebetsi. Tekolo ena ya mesebetsi e ne e etsuwa Foramong ya Yunion e ya Manajement, ya SAMWU, IMATU le dihloohong tsa mafapha a mmasepala. Ho ne ho se na dikhanselara Foramong eo. Comrade Willie Blunden, motshwara matlotlo wa profensi, o itse ho hlophiswa ka dikereiti ho ne ho etswa ka tsela e nang le kgethollo ya merabe. "Khansele ya Ditherisano tse Kopanetsweng e lemohile hore mokgwa wa dikereiti ha o ele hloko basebetsi ba maemong a tlase, empa Foramo e ntse e batla ho tswellapele ka ona mokgwa ona," ho rialo Cde Blunden. Tekolo ya mesebetsi ha e a tshwanela ho ba mosebetsi wa diforamo tse sa ntsaneng di okametswe ke bahlanka ba nako e fetileng, mme hona ho tshwanelwa ho emiswa ke basebetsi.

Durban Metro ke yona mmasepala o le mong feela o dumelletsweng ho tswellapele ka mekgwa ena e metjha. Hona ho bakwa ke hore haesale ba ntse ba leka mokgwa ona dilemo tse 6 kaofela mme ba ntse ba fana le ka pehelo ho SAMWU. Mokgwa oo ba o sebedisang o re ho tshwanelwa ho elwa hloko dintlha tsena tse latelang: tsebo e hlokehang bakeng sa ho phetha mosebetsi, ha o sebetse tlasa kgetello, na mosebetsi wa hao o rarane ha kae, le tshusumetso eo o nang le yona jwalo ka mosebetsi mabapi le ho netefatsa hore tshebetso e tsamaya hantle. Ona ke mokgwa o tla ba le molemo ho basebetsi empa le teng re tla bona ha nako e ntse e ya. Workers' News e tla nne e le tlalehele ka tse etsahalang.



# Private water management contract goes ahead in Durban townships!

**T**he Inanda-Ntuzuma area in the Durban Metropolitan Council was picked by the World Bank as the site of a new project to provide water. Bhambayi, Amatikwe and Ntuzuma G, currently lacking basic water or adequate sanitation services, are the areas of the project.

The Metro Council, the employer, has said that a private partnership is necessary because they need millions of rands to install basic infrastructure, like pipes and taps. There is also a non-governmental organisation, the Mvula Trust, who is contributing money to the project. They are going to be educating the community about water services. Umgeni Water, has also decided to contribute to the project. The project will see R8,4 million injected into providing water for Inanda. This was donated by:

- ◆ Generales des Eaux-Vivendi (French company)- **R2,25 million**
- ◆ Mvula Trust (NGO) - **R1,955 million**
- ◆ Umgeni Water - **R1 million**
- ◆ Durban Metro Water Services (municipal - **R3,2 million**)

## The Metro Council's role

The Council has committed itself in principle to:

- ◆ Using municipal workers to build the infrastructure
- ◆ Capacity building and development of existing staff to run the project after three years
- ◆ Negotiating all labour related issues through the Bargaining Council
- ◆ An agreement that Metro Water will take over the water system at the end of the project and maintain the service at the same level as other Council services
- ◆ Negotiating a separate agreement with the union dealing with all these principles

## How is SAMWU involved in this?

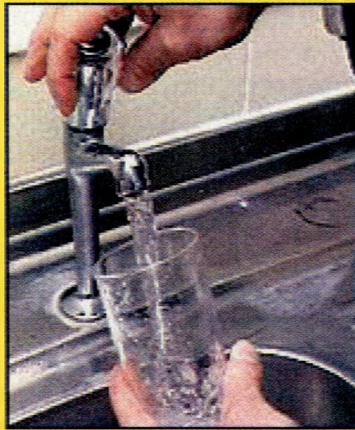
Initially SAMWU opposed this project. It was seen as privatisation. But, during discussions with the employer, it emerged that the project would only last three years and not 30 years like other privatisation contracts.

But the role of the French company and it's intentions are not yet clear. SAMWU has decided to monitor the project carefully. The union has been offered a seat on the Management Steering Committee which will also be made up of Council representatives, and people from Mvula Trust and Umgeni Water. There is debate going on at the moment as to whether the union should be part of this Steering Committee. On the one hand, taking a seat would make SAMWU a manager and worker at the same time. On the other hand, it will allow SAMWU to see exactly what is going on with the project at all times.

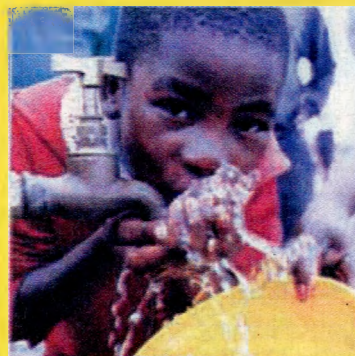
## Possible problems

Under apartheid, Inanda residents were subjected to "service delivery experiments" for many years. In the early nineties, while neighbours in advantaged Durban were paying about 35c per unit of water, Inanda residents were charged about R2.80 per unit - and they had to walk almost one kilometre to fetch this from a standpipe tap. This community has waited many years for decent water and sanitation.

Yet it does not seem that this project will bring running water to Inanda. From what SAMWU can gather, the contract will only lay the underground water pipes and provide RDP taps. There is no clarity on payment for this water. If prepaid meters are installed without any idea of who can afford to pay for the water, then there is not likely to be proper payment. In any case, SAMWU firmly believes that that everyone should get 50 litres of water per day free of charge.



*It is not clear whether the Inanda Project will bring water to homes, or just more RDP Taps*





It is not clear whether this project will provide 50 litres free water per day. The French water transnationals do not just give money away, even if it is only R2, 25 million which is not considering their profits of billions every year. SAMWU also has differences with the NGO - Mvula Trust - who does not believe in free water.

It is possible that the French company and Mvula Trust are using this as a test case. Later, it could be implemented in other poverty stricken township areas across the country. This will be good for government. It will mean that they do not have to worry about providing the disadvantaged with running water and sanitation like the former white areas have always had. They can hand water provision over to French and NGO partnerships. But will this be good for workers and communities?

Out of the R8,4 million that has been contributed, the French transnational has only contributed R2,25 million. The Durban Metro Council has contributed R3,2 million. Why is the company that has contributed only one third of the money been given full management control over the project?

Why can't the Metro manage the project? Council employees are already successfully managing the water services for the rest of Durban. Maybe this is because Council is only committed in "principle" to using municipal workers for the project who will still be part of the Bargaining Council. Comrades, SAMWU says away with "in principle" agreements! We demand written signed agreements!

### **YOUR POINT OF VIEW**

Comrades, Workers' News would love to hear what you think of this project. The best letter will win a SAMWU t-shirt and bag. The National Office Bearers will be the judges. Please send your thoughts in any language to Workers' News, Private Bag X/9, Athlone, 7760.

## **Ukunikezwa kwezokuphathwa kwezinsiza zamanzi yinkampani yangasese kwenziwe ngenkani eThekwini**

Izindawo zaseBhambayi, eMatikwe kanye naseNtuzuma ezingaphansi kweDurban Metro manje sesizothola amanzi ngaphansi kohlelo lweminyaka emithathu lweBhange loMhlaba libambisene nenkampani yaseFulansi ebizwa ngokuthi yiVivendi, i-NGO ebizwa ngokuthi yiMvula Trust kanye nenkampani yohlobo lwe-section 21 ebizwa ngokuthi uMngeni Water. I-Durban Metro yazivikela ngelokuthi iyalidinga iqhaza elizobanjwa yinkampani yangasese ngoba idinga izigidi zamaRandi ukuze kufakelwe ingqalasizinda yamapayipi kanye nawompompi.

Sekinikelwe ngesizumbulu semali engu R8.4 million. Isimanga ke ukuthi i-Durban Metro inikele ngo R3.2 million kanti iVivendi yona inikele ngo R2.25 million kuphela, kodwa iVivendi kube kuyiyona ezolawula wonke lomsebenzi.

U-SAMWU usola sengathi kunonyawo lwemfene la! Kodwa uMkhandlu uthi uzosebenzisa abasebenzi bakwamasipala ukwakha ingqalasizinda kanye nokuqeqesha abasebenzi abazophatha lomsebenzi uma seyiphelile leminyaka emithathu. Okwamanje akukasayinwa sivumelwano esibhalwe phansi, kodwa bathi akusekude basisayine.

Manje uSAMWU kufanele athathe isinqumo mayelana nokuthi asemukele yini isikhundla eKomidini lokuLawula nokuPhatha (Management Steering Committee). Ngakolunye uhlangothi, uma uSAMWU esamukela lesikhundla lokho kuzomenza abe ngumphathi nomsebenzi ngasikhathi sinye. Kodwa lokho kuzonikeza uSAMWU ithuba lokuthi awufakele izibuko kahle wonke lomsebenzi. Enye yezinkinga ezingase zithushuke eyokuthi lomsebenzi ngeke ulethe amanzi eNanda kodwa uzofakela nje amapayipi kanye nawompompi be-RDP kube kuphela.

U-SAMWU akanalo ulwazi lokuthi umphakathi uzowakhokhela kanjani amanzi. Inyunyana iphakamisa ukuthi wonke umuntu athole amanzi angamalitha angama-50 ngosuku MAHALA, kodwa uma kufakelwa amamitha asebenza ngamakhadi lokho kusho ukuthi ngeke atholakale mahhala amanzi. Abakwaka Mvula Trust sebelimise ngesihloko elokuthi bona abakholelwa ekuthini amanzi atholakale mahhala kanti iBhange loMhlaba noVivendi nabo basho njalo. U-SAMWU uzolubheka ngeso lokhozi loluhlelo ukuze siqiniseke ukuthi akulona elinye iqhinga lokudayisela izinkampani zangasese izinsiza zamanzi.

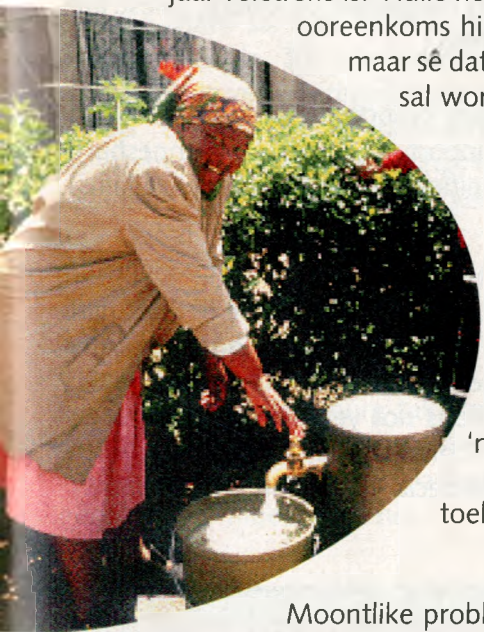
### **OWAKHO UMBONO**

Maqabane, i-Workers' News ingathokoza kakhulu ukuzwa ukuthi nina niwubuka ngaso lini lomsebenzi. Incwadi ezishaye emakhanda izozuza isikibha kanye nesikhwama sakwa-SAMWU.



## Privaat water - bestuur kontrak deurgelaat in Durban

**B**hambayi, Amatikwe en Ntuzuma G in die Durban Metro Raad sal nou water kry as deel van 'n drie jaar Wêreld Bank program wat 'n vennootskap tussen die Franse maatskappy - Vivendi; 'n NGO - Mvula Trust; en 'n seksie 21 maatskappy - Umgeni Water betrek. Die Metro Raad sê dat die private sektor nodig is, omdat hulle miljoene rande benodig om basiese pype en krane te installeer. R8.4 miljoen is geskenk. Een probleem is dat alhoewel Durban Metro R3.2 miljoen geskenk het, terwyl Vivendi R2.25 miljoen geskenk het, word Vivendi nogtans beheer oor die projek gegee. SAMWU is agterdogtig hieroor! Maar die Raad sê dat hulle munisipale werkers sal gebruik om die infrastrukture te bou. Werkers sal opgelei word om die projek te bestuur wanneer die drie jaar verstreke is. Hulle het nog nie 'n geskrewe ooreenkoms hieroor aangegaan nie, maar sê dat dit binnekort gedoen sal word.



SAMWU moet nou besluit of hulle 'n setel op die Bestuursloodskomitee gaan neem. Die neem van 'n setel maak SAMWU 'n bestuurder, sowel as 'n werker maak. Maar dit sal ook SAMWU toelaat om 'n oog te hou op die projek.

Moontlike probleme is dat die projek nie inanda van lopende water sal voorsien nie, maar slegs die ondergrondse pype sal lê en HOP krane sal voorsien. SAMWU weet nie hoe die gemeenskap vir water sal betaal nie. Die unie se posisie is dat 50 liters water per dag gratis per persoon voorsien moet word, maar as daar voorafbetaalde meters by krane geïnstalleer gaan word, sal daar nie gratis water wees nie. Mvula Trust het reeds gesê dat hulle nie in gratis water glo nie, en nog minder glo die Wêreld Bank of Vivendi daarin. SAMWU sal 'n wakende oog hou op hierdie projek om seker te maak dat dit nie net nog 'n skelmstreek is om water te privatiser nie. "Workers News" sal wil hoor wat julle van hierdie projek dink. Die beste brief sal 'n SAMWU T - hemp and sak wen.

## Konteraka ya tsamaiso ya metsi e se e fetiseditswe matsohong a poraefete mane Durban

Bhambayi, Amatikwe le Ntuzuma G mane Durban Metro Council jwale di se di tla fumana metsi jwalo ka karolo ya dilemo tse tharo ya lenaneo la Banka ya Lefatshe le kenyelletsang tshebedisano mmoho mahareng a khampani ya France - Vivendi; le NGO - Mvula Trust; le khampani ya section 21 - Umgeni Water. Metro Council e itse mokga ona wa poraefete o lokile bakeng sa hona hobane ba hloka dimilijone tsa diranta tsa ho kenya diphaepe le dipompo.

Ho se ho fanwe ka R8.4 million. Bothata bo bong ke ba hore Durban Metro e se e fane ka R3.2 million ha Vivendi yona e fane ka R2.25 million, empa ho ntse ho le jwalo, Vivendi ke yona e fuweng taolo ya porojeke. SAMWU e na le pelaelo mabapi le hona! Empa khansela e re ba tla sebedisa basebetsi ba mmasepala bakeng sa ho haha popehotheo, mme ho tla rupellwa le basebetsi hore ba tsamaisa porojeke ena kamora dilemo tse tharo e hlonngwe.

Ha ba eso saene tumello e ngotsweng fatshe mabapi le hona, empa ba re hoo ho tla etsahala haufinyane. SAMWU jwale e tshwanela ho etsa qeto ya hore na e nke karolo ho *Management Steering Committee*. Ka lehlakoreng le leng, ho nka karolo ho tla etsa hore SAMWU e be manejara le mosebetsi ka nako e le nngwe. Empa ho tla etsa hore SAMWU e kgone ho beha leihlo porojekeng ena.

Mathata a ka bang teng ke a hore porojeke ena e ke ke ya tlisa metsi a tsamaiswang ka diphaepe inanda, empa e kenya diphaepe tsa ka tlase feela tsa metsi le dipompo tsa RDP. SAMWU ha e tsebe hore merabe e tla a lefella jwang metsi ao. Tshisinyo ya yunion yona ke ya hore ho fanwe ka dilitara tse 50 tsa metsi MAHALA bakeng sa motho ka mong, empa ha ho kengwa dimetara tsa tefello ya metsi dipompong tseo hoo bolela hore ho ke ke ha ba le metsi a mahala. Mvula Trust e se e boletse hore yona ha e dumellane le morero wa metsi a mahala, mme Banka ya lefatshe le Vivendi le tsona di dumellana le yona. SAMWU e tla beha porojeke ena leihlo ho bona hore ha se maqheka a mang a ho kenya tshebetso tsa metsi tlasa mekga ya poraefete.

### MAIKUTLO A HAO

*Comrades*, Workers' News e rata ho utlwa hore lona le nahana eng ka porojeke ena. Lengolo la motho ya tla fenyha le tla fumana *t-shirt* ya SAMWU ekasitana le mokotlana.



# Joburg Fresh Produce Market at risk!

Earlier this year, the Greater Johannesburg Metropolitan Council hired a new Chief Executive Officer, Khetso Gordhan. The CEO, together with a few executive council members and some consultants, quickly developed a restructuring proposal for Joburg. They called this "Igoli 2002." This proposal included privatisation of the Fresh Produce Market, the Rand Airport and the Johannesburg Stadium, where workers regularly watch soccer.

SAMWU agreed that Joburg needs to be transformed - the city still reflects apartheid, it is unsafe, and services are inefficient or non-existent. There is massive unemployment and little job growth. But transformation must include the participation of all stake-holders including labour and communities.

But Igoli 2002 was a unilateral plan. SAMWU decided to fight this plan tooth and nail. In this issue of *Workers' News*, we look at why the union says NO to privatisation of the Fresh Produce Market.



## 5 good reasons to oppose privatisation of the Fresh Produce Market

1. There is no need to privatise the Fresh Produce Market as it makes a PROFIT for the council, unlike most other services!
2. Council are selling the Market for R200 million, yet it turns over more than R1 billion every year, with R23 million in profits alone.
3. The Market is a huge job creator. Ten thousand farmers supply fruit and vegetables to the market every month. About two hundred thousand agents, hawkers and storekeepers and municipal workers are directly employed or involved with the market.
4. The Market supplies fruit and vegetables to millions of people throughout the Southern African Development Community. Food is life!
5. Even the Council cannot explain how selling off the Market will create jobs, make service delivery better, or benefit the people of Joburg. These are supposed to be the aims of the Igoli 2002 plan.

**Solidarity** - The Central Johannesburg branch of the South African Communist Party (SACP) has come out in support of SAMWU. Johannesburg comrades are called upon to go into communities and mobilise people against the privatisation. Your food depends on it!

**The Way Forward** - On May 5th, the National Office Bearers met Gordhan. It was agreed that Igoli 2002 would be placed on hold. Any restructuring proposals must now be debated at the Bargaining Council FIRST. This is a victory for SAMWU. But the battle is not yet won. If there is no agreement in the Bargaining Council Gordhan might continue with restructuring anyway. But then SAMWU can declare a dispute - all members should prepare for possible action.

## Igoli 2002 - morero wa Johannesburg wa ho kenya ditshebeletso tlasa mekga ya poraefete

Joburg Metropolitan Council e batla ho kenya tshebetso tsena tse latelang tlasa mekga ya poraefete; Fresh Produce Market, Rand Airport le Johannesburg Stadium, moo batho ba bangata ba yang teng ho ya boha papadi tsa bolo ya maoto. SAMWU e a dumela hore Joburg e tshwanela ho ba le diphetoho - hobane e sa ntsane e le toropo e ntseng e bontsha tshebetso tsa aparteiti, ditshebeletso di seemong se sa kgahliseng, mme ho na le batho ba bangata ba hlokanang mesebetsi. Empa yunione ha e bone hore ho rekisa thepa ho tla thusa toropo ena hore e fetohe jwang, mme ke kahoo e entseng qeto ya

ho lwantshana le Igoli 2002. Ha re sheba Mmaraka ona wa dihlahiswa tse Foreshe, ona o etsa porofiti ya R23 million ka selemo, mme tjhelete eo e thusa ditshebeletsong tse ding. Barekisi ba diterateng ba dikete tse makgolo a mabedi ba rekisa ditholwana le meroho e hlahang ho borapolasi ba ka bang dikete tse leshome. Ke makgolo-kgolo a basebetsi ba mmasepala ba hirilweng mmarakeng oo, athe le ona o fepela dijo lebatoweng le ka Borwa ho Afrika ka bophara. Ho ntse ho le jwalo, Khansale le yona ha e ya ka ya tseba ho re hlalose tsa hore ho rekisa mmara hona ho tla thusa ho fetolwa ha



## Igoli 2002 - Johannesburg se privatiseringsplan

Die Johannesburg Metropolitaanseraad wil die Vars Produkte Mark, die Rand Lughawe en die Johannesburg Stadion, waar baie mense gereeld gaan omsokker te kyk, privatiseer. SAMWU stem saam dat dit nodig is om Johannesburg te transformeer ... dit is steeds 'n stad wat apartheid weerspieël, dienste is swak en daar is massiewe werkloosheid. Maar die unie kan nie sien hoe die verkoop van bates sal help om die stad te transformeer nie. Daarom het die unie besluit om teen Igoli 2002 te veg. As ons na die Mark kyk, dit maak 'n wins van R23miljoen per jaar wat ander dienste subsidieer. Twee honderd duisend smouse verkoop die vrugte en groente van tien duisend plaasboere daar. Dit is die werkplek van honderde munisipale werkers en die Mark voorsien voedsel regoor Suider - Afrika. Tipies, kon die Raad nie verduidelik hoe die verkoop van die Mark sal help om die stad te transformeer nie. Toe het die Nasionale Ampdraers 'n vergadering met die Raad gehou. Die Raad het na intense debat ingestem dat enige privatiserings in die toekoms na die Bedingsraad geneem moet word. Dit is 'n oorwinning - maar dit beteken nie dat SAMWU die plan sal kan stop nie. Die Raad kan vererg raak met SAMWU en kan dit dan in elk geval deurstoot. Die unie is besig om alliansies teen die plan te bou - die sentrale Johannesburg tak van die SAKP het reeds in ondersteuning van SAMWU uitgekom. In die volgende uitgawe kyk ons na hoekom die stadion nie geprivatiseer moet word nie.

toropo jwang. Kahoo Batshwari ba Ditulo tsa Naha ba ile ba kopana le Khansele, yaba kamora dingangisano tsa nako e telele, ba dumellana ka hore tshebetso dife kapa dife tsa ho kengwa ha ditshebeletso tlasa mekga ya poraefete nakong e tlang ho tla tshwanelwa ho etsuwa Ditherisanong tse Kopanetsweng.

Hona ke phenyo - empa hoo ha ho bolele hore SAMWU e tla kgona ho thibela morero ona. Khansele e ka tenwa ke SAMWU e be e qhella thoko kwana. Yunione e ntse e bopa maqhama le dibopeho tse ding mabapi le morero ona - lekala la Joburg central la SACP le se le bonshitse tshehetso ya lona ho SAMWU. Kgatisong e tlang re tla sheba hore ke ka baka lang Stadium se sa tshwanelang ho kengwa tlasa mokga wa poraefete.

**In the next  
Workers' News,  
we meet soccer  
personalities who  
say that Joburg  
stadium belongs  
to the people and  
should not be  
privatised.**

## Igoli 2002 - Uhlelo lwaseGoli lokudayisa izinsiza zomphakathi

Umkhandlu weDolobha laseGoli (i-Joburg Metropolitan Council) ufuna ukudayisa iMakethe yeMifino, iSikhumulo seziNdiza saseRand kanye neJohannesburg Stadium, lapho abantu abaningi bethuthuleka khona ukuyobuka ibhola likanobhutshuzwayo.

U-SAMWU uyavuma ukuthi iGoli lidinga izinguquko eziningi - yidolobha elisenemisalela yobandlululo, izinsiza azikatholakali ngokufanele kanti futhi basebaningi kakhulu abantu abantula imisebenzi - kodwa inyunyana ayiboni ukuthi ukudayiswa kwamagugu omphakathi kuzosiza kanjani ekuletheni izinguquko kulelidolobha.

Ngakhoke inyunyana inqume ukuthi iphikisane nomkhakaso owaziwa ngokuthi iGoli 2002. Ake sithathe nje iMakethe: Yenza inzuzo ka R23 million ngonyaka, okuyimali okuxhaswa ngayo ezinye izinsiza. Abadayisi abayizinkulungwane ezingamakhulu amabili badayisa khona izithelo nemifino ekhiqizwa abalimi abayizinkulungwane eziyishumi. Amakhulu-khulu abasebenzi bakwamasipala basebenza khona, kanti leMakethe ithengisa okudliwayo kulo lonke leli laseNingizimu Afrika. Njengenjwayelo, umkhandlu wehluleka ukuchaza ukuthi ukudayiswa kweMakethe kuzoba nalusizo luni ekuletheni izinguquko kuleli dolobha.

Ngakhoke iziPhathimandla zikaZwelonke (National Office Bearers) zahlangana noMkandlu okwagcina ngokuthi kuvunyelwane, emuva kwenkulumompikiswano eshisayo, ngokuthi ukusukela manje yonke imizamo yokudayisa amagugu omphakathi kufanele iqale idingidwe eziNgxoxweni zokuBonisana ngamaHolo (Bargaining Council). Kuwukunqoba lokhu - kodwa akusho ukuthi uSAMWU uzokwazi ukulumisa loluhlelo. Umkhandlu usenokucikeka ngumsindo kaSAMWU bese uvele ukhetha ukuqhubekela phambili nezinhloso zawo. Inyunyana iphezu komshikashika wokuvutha abazohambisana nayo kulomkhakaso - ihhovisi elikhulu laseGoli le-SACP seliphumele obala lasho ukuthi liyaweseka umkhankaso kaSAMWU.

Ephephandabeni elilandelayo, sizobonisana ngezizathu zokuthi akufanele ngani ukuthi iNkundla yeMidlalo idayiselwe izinkampani zangasese.



# Are women comrades oppressed or are just lazy?

asks Cde Michael Williams, Provincial Treasurer of the Northern Cape  
(a Writing Skills course project)



**W**hy are women shy to participate in meetings on all levels in our province? Women won't let go of their ideas which is sometimes very idealistic. When you give them tasks to perform it takes them weeks to perform their duties and to set up meetings.

Our PWC was launched very successfully, but still women seem weak. Maybe this is due to the vastness of our province. It is not easy for women to come together regularly. This year, SAMWU Northern Cape elected a woman as a Deputy chairperson in the province to motivate women in all structures. To encourage women is to help and develop them with meetings and workshops. Yet what has happened to capacity building among us all in the province?

Despite all our commitments and resolutions to have a gender perspective, there is a continuing failure to reflect on all these commitments in our union strategy and tactics, policies and conference documents. Time frames and targets must be set for achieving equal representation and participation of women in all structures of political decision making.

Our quota system should also include a capacity building programme preparing women for leadership in the provinces. This will ensure that the constitutional provision for 33% of women in all elected positions is implemented. There are also problems in the Northern Cape outside SAMWU. Unequal relations between men and women still exist. The inadequate representation of women in the ANC entrenches the subordinate status of women. We need to increase the mass base of the ANC, especially amongst women.

Comrade July Ntwaso of the De-Carna branch is busy with an information study on SAMWU women in the Northern Cape. According to the comrade's study so far, most women in the province are brought up on farms and rural areas. Lack of education is still a big problem. We need to solve these gender issues.

The union should take forward these ideas in future:

- ◆ The Women's Charter Conference, to be held in September, must encourage all women in the Northern Cape to participate.
- ◆ SAMWU education must target young women members for political and leadership training and workshops.
- ◆ Adult education must be encouraged to include training for women.
- ◆ The ANC, and Alliance partners, must convene a National Conference on Gender to discuss the formation of a broad women's movement. There is a need for such a movement because there are major concerns about gender inequality in society around which women should be uniting.

Viva Comrade Women, Viva! Forward to the Women's Charter Conference! Amandla! The struggle continues!

## YOUR POINT OF VIEW

What do women comrades think of this? Do these problems exist in other provinces too? Are we weak or shy? Or are women natural leaders who face domination by men in our homes, workplaces and in the union?

Why do male comrades feel that women need to be developed in the union? Who says that women are not developed already? Does anyone ever question whether a male comrade is "developed enough" to be a leader? And are women any slower to set up meetings than men?

*Workers' News* would love to hear your views. The best letter will win a SAMWU t-shirt and bag. Cde Desiree Tlhoale, our Second Vice President and female National Office Bearer will be the judge.



**C**omrade Michael Williams wa Northern Cape o botsa hore a na basadi ba hatelletswe, kapa ba mpa ba le botswa? Leha ho behilwe palo e itseng e reng basadi ho SAMWU ba tshwanela ho etsa 33% ditulong tsohle tsa batho ba kgethilweng, ho ntse ho ena le basadi ba mmalwa bao e leng di-shopsteward. Ha o neha basadi mesebese e itseng hore ba e etse ho ba nka dibeke tse ngata ho o etsa, ekasitana le ho bitsa dikopano.

PWC ya rona e hlonngwe ka katleho e kgolo, empa basadi ba ntse ba boheha ba fokola. Mohlomong hona ho bakwa ke ntlha ya hore profensi ya rona e kgolo haholo. Ha ho bonolo hore basadi ba kopane kgafetsa. Basadi ba dibakeng tsa mahae hape ha ba fumana monyetla wa thuto mme ba tshwanelwa ho tshetswapele. Tharollo mona e ka ba ya hore Women's Charter Conference, e tla tshwarwa ka Setemere, e kgothaletse basadi bohle hore ba nke karolo. Lenaneo la thuto la SAMWU le tshwanela ho sheba haholo basadi ba sa ntsaneng ba le batjha bakeng sa thupelo ya tsa dipolotiki le boetapele.

Thuto tsa batho ba seng ba hodile di tshwanela ho kenyelletsa thupelo ya basadi. ANC, le mekgatlo ya Selekane sa yona, e tshwanela ho bitsa Khonferense ya Naha e mabapi le Bong hore ho rerisanwe ka ho hlongwa ha mokgatlo o akaretsang wa basadi. Mokgatlo o jwalo o a hlokeha hobane ho na le ho tshwenyeha ho hoholo ho mabapi le ho se lekalekane ka ho ya ka bong setjhabeng, mme basadi ba tshwanela ho kopana.

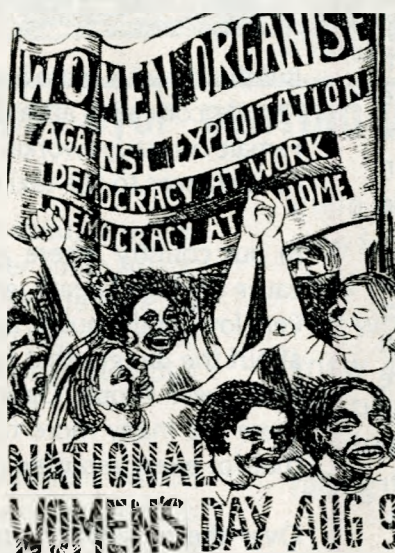
## MAIKUTLO A HAO

Na basadi ba nahana eng ka hona? Na ekaba re a fokola? Kapa re baetapele ba tlhaho ba mpang ba hatelletswe ke banna malapeng le yunioneng ya rona? Ke ka baka lang di-comrade tsa banna di nahana hore rona basadi re tshwanelwa ho ntshetswapele ka hara yunione? Na ho na le motho ya kileng a botsa hore a na comrade ya monna e "na le tswellopele e lekaneng" hore e ka ba moetapele? Workers' News e rata ho utlwa maikutlo a hao. Lengolo le tla fenyha le tla fumana t-shirt ya SAMWU le mokotlana. Cde Desiree Tlhoale, Motlatsi wa Bobedi wa Mopresidente hape e le mosadi eo e leng Motshwari wa Ofisi ya Naha, ke yena ya tla ba moahlodi.

**I**qabane uMichael Williams waseNyakatho Koloni ufuna ukwazi ukuthi abesimame ngabe bacindezelwe, noma bamane nje babulawa ubuvila?

Ngale kwesabelo esinqunywe nguSAMWU sokuthi abesifazane kufanele babe yingxenywe engu-33% yazo zonke izikhundla ezivotelwayo, bambalwa kakhulu abesifazane abasezikhundleni zobu-shopsteward. Uma unikeza abesimame imisebenzi ethile, kuyaye kubathathe amaviki ngamaviki phambi kokuthi bawenze lowomsebenzi noma babize imihlangano. I-PWC yethu yasungulwa ngolukhulu udumo nempumelelo kodwa abesifazane basabonakala bebuthakathaka.

Mhlawumbe lokhu kwenziwa ubukhulukazi besifundazwe sethu. Akulula ukuthi abesifazane bayihambe yonke imihlangano. Abesimamae basemaphandleni abafundile, ngakho kufanele nabo bathuthukiswe. Ikhambi kungaba ukuthi iNgqungquthela yeShatha labesiMame (Women's Charter Conference), ezoba ngoSeptemba, ibakhuthaze ukuthi bonke bafake isandla. Igatsha likaSAMWU lezem-fundo kufanele liqinise kakhulu ngakumalungu esifazane asemasha ukuze afundiswe ngezombusazwe kanye nezobuholi.



Izifundo zabantu asebebadala kufanale zibandakanye nokuqeqeshwa kwabesifazane. I-ANC kanye nabalingani bayo kwezombusazwe, kufanele ibize iMbizo kaZwelonke emayelana nezoBulili (National Conference on Gender) ukuze kudingidwe ukusungulwa kombutho osabalele wabesimame. Sikhulu kakhulu isidingo sombutho ofana nalona ngoba sezingi kakhulu izikhalo ezizwakalayo emphakathini mayelana nokuhlukunyezwa kwamalungelo abesifazane nokungalingani ngokobulili, okuyizinto lezo amakhosikazi okufanele ahlange abhekane nazo.

## OWAKHO UMBONO

Abesifazane bathini ngalokhu? Kuyiqiniso ukuthi sibuthakathaka? Asibona yini abaholi bemvelo ababhekana nokuqonelwa ngamadoda mihla yonke emakhaya, ngisho na-khona ezinyunyaneni imbala? Yini eyenza ukuthi amaqabane esilisa athi abesifazane badinga ukuthi bathuthukiswe enyunyaneni? Ukhona oke abuze ukuthi ngabe iqabane lesilisa "lithuthuke ngokwanele" yini ukuthi lingaba umholi? I-Workers' News ingathokoza ukuzwa olwakho uluvo. Incwadi ebhalwe kahle ukwedlula ezinye izoklonyeliswa ngesikibha kanye nesikhwama sakwaSAMWU. Iqabane uDesiree Tlhoale, uSekela Mongameli wethu wesiBili kanye nesiPhathimandla sikaZwelonke, nguyena ozoba ngumahluleli.



**K**ameraad Michael Williams van die Noord - Kaap vra of vroue onderdruk word, en of hulle nie net lui is nie?

Ten spyte van die kwotastelsel waarvolgens vroue in SAMWU 33% moet uitmaak van alle verkose posisies, is daar baie min aktiewe vroue shopstewards. Wanneer vroue take gegee word om te verrig, dan neem dit hulle weke om dit te voltooi en om vergaderings op te stel.

Ons PVK ( PWC ) was baie suksesvol gestig, maar vroue kom nog steeds swak voor. Miskien is dit as gevolg van die massiewe grootte van ons provinsie. Dit is nie maklik vir vroue om gereeld saam te kom nie. Vroue in landelike gebiede kort ook opvoeding en hulle moet ontwikkel word.

'n Oplossing kan wees dat die Vroue Charter Konferensie, wat in September gehou gaan word, almal moet aanmoeding om deel te neem. SAMWU opvoeding moet jong vroue - lede uitsonder vir politieke- en leierskapopleiding. Opvoeding vir volwassenes moet opleiding vir vroue insluit.

Die ANC en alliansie genote moet 'n Nasionale Geslagskonferensie byeenroep om die stigting van 'n breë vrouebeweging te bespreek. Daar is 'n behoefte vir so 'n beweging want daar is groot besorgdheid oor geslagsongelykheid in die samelewing, waarrondom vroue moet verenig.

## **JOU SIENSWYSE**

Wat dink vroue hiervan? Is ons swak? Of is ons natuurlike leiers wat te staan kom teen dominasie van mans in ons huise en in die unie? Hoekom voel manlike kamerade dat vroue ontwikkel moet word in die unie? Vrae enigiemand ooit of 'n man kameraad "genoeg ontwikkel" is om 'n leier te wees? "Workers News" wil baie graag julle sienswyse hoor. Die beste brief sal 'n SAMWU T - hempie en sak wen. Kameraad Desireé Tlhoale, ons Tweede Vise President en vroue Nasionale Ampdraer sal die beoordelaar wees.

# Rape!

**One out of every two women living in South Africa will be raped. A woman is raped every 30 seconds.**

But this threat is more intense for poor and working class women. Female comrades attending union meetings at night are at risk. Female comrades working night shift are at risk. And even walking far distances to the taxi rank in the daytime is a risk.

In our country where gunshot injuries are the fastestgrowing cause of violent death, and child abuse is common, rape has been very low on the public agenda. Why are unions not speaking out about the danger that faces our women comrades every day of their lives? People Opposing Women Abuse (POWA) says that there are many more rapes than we know about. POWA says that for every reported rape, 35 victims stay silent.

Over the past few months, some women have come forward and told their stories as rape victims. Two women in Alexandra told of being gang raped by about 30 men. Afterwards their boyfriends didn't want to have anything to do with them anymore. A journalist who was raped, struggled to get the AZT medical treatment which could help reduce her chances of getting HIV. This journalist, who actually provided SAMWU with all the information about the Johannesburg Fresh Produce Market, has now become a campaigner for the right of rape victims to get AZT.

But there are many stories we haven't heard. There are thousands of women who don't come forward publicly and don't report their rape. Women are worried about how the police will respond, about the lack of sympathy from nursing staff, and what their families and union comrades will say about them.

But now more than ever, it is important for unions to speak out about rape. Because rape can also mean a death sentence from AIDS. And AZT, the anti-AIDs drug, is not subsidised by the government or covered by most medical aids in the case of rape. If a rape victim wants AZT, she will have to pay R4,000! Comrades, this is more than many workers earn in two months!



# BREAKING THE SILENCE



## WOMEN SAY OUR MEN MUST STOP BEATING US

We are revolutionaries and we know all about struggle. This is one more struggle to build a better South Africa. We must organise and train women in self defence, to teach our comrades how to deal with rape, to create support systems for the victims, and to make sure that the police force do their work properly.

All comrades should support the Treatment Action Campaign. This demands that the government provides free AZT to rape victims, and already has the support of many progressive organisations. Comrades, there are also women who are not safe in their workplaces. Some of our female comrades are at risk of being raped by bosses or even fellow workers - sometimes even shopstewards! If you know anything, report it to the police and to your SAMWU branch office immediately. SAMWU is being built to be gender progressive. This means taking the issue of women's safety seriously - not only as a gender issue but as a health and safety issue and most importantly as a political issue!

SAMWU comrades - are you working in situations where you are in danger of being raped? Such as night work? Please write and tell us. We can take this up at the bargaining council. You do not need to put your name. Your story will be confidential.

*Story by Comrade Madumelane Lelaka  
of SAMWU Northern Province and Comrade  
Kim Jurgensen from COSATU Head Office*

**Cde Josephine Madumelane Lelaka says it is high time to stand together as women and fight against the rape of our own children...**

Hei comrades! Stop protecting your marriage, you better protect your own child. Our children are being raped almost every day and we in turn are afraid of voicing this out. Let's report this kind of thing to police and social workers.

Last month in my community, there was a schoolgirl who was raped by her step father four times and the mother of that child never reported the matter to the police. This worries me a lot, especially that everyone knew about it. We are the ones who know the pains of giving birth. We carried those children for nine months. So why are we failing to protect them?

Comrades as we head for the 1999 elections, I request that we must make this our chance to say what we want as women. I am not saying that we must run away from our traditions, but let us stop oppressing ourselves.

Traditions are one thing but we women must also know our rights and not let our husbands abuse our children. Because then they will live a tormented life, being affected physically, mentally and emotionally.

I urge all women comrades to come forward and say ENOUGH IS ENOUGH! We can report our husband, boyfriend, family friend, uncle or whoever to the police! AWAY WITH CHILD ABUSE, AWAY!



## THIBELANG PETO!

**K**e mosadi a le mong ho ba babedi ba basadi ba dulang mona Afrika Borwa ba tla iphumana ba betilwe. Hona ho tla ba hobe haholo hara basebetsi ba basadi. Ba tshwanela ho tsamaya maeto a matelele ba ya ditekising, le ho tsamaya masiu mafifing ha ba ya dikopanong tsa yunione. Kahoo ke ka baka lang diyunione di sa buwe ka kotsi tseo di-comrade tsa basadi di tobaneng le tsona letsatsi le letsatsi maphelong a tsona?

Dikgweding tse mmalwa tse fetileng, basadi ba bang ba ile ba tla ka pele mme ba bolela kamoo ba ileng ba ba mahlatsipa a peto ka teng. Basadi ba babedi mane Alexandra ba ile ba betwa ke sehlopha sa banna ba 30. Moqolotsi wa ditaba ya ileng a betwa, o ile a ba le bothata ho fumana kalafo ya bongaka ya AZT, e leng e thusang ho fokotsa menyetla ya hore a kenwe ke kokwanahloko ya HIV.

Moqolotsi enwa wa ditaba jwale o se a tshwarahane le letsholo la ho lwanela ditokelo tsa mahlatsipa a peto hore a fuwe AZT. Jwalo ka ha re tseba, peto hape e ka bolela lefu le ka bakwang ke AIDS. Mme AZT, sethetefatsi se lwantshanang le AIDS, ha se fumane thuso ya ditjhelete ho tswa ho mmuso. Ha lehlatsipa la peto le batla AZT, le tshwanela ho ntsha R2 000 ho ya ho R4 000! Comrades, hona ho ka hodimo ho meputso ya dikgwedi tse pedi ya basebetsi ba bangata! Mme babeti ha ba kenye dikhondomo! Kgale re tshwarahane le dintwa mme re a tseba ka boitseko.

Hona ke boitseko bo bong hape. Ditho tsa yunione tsohle, banna le basadi re tshwanela ho nka mehato e itseng kgahlanong le peto, mme re tseke hape le hore mahlatsipa a peto a fuwe AZT. Ka nako e nngwe basadi ba betwa hara merabe ya rona kapa mesebetsing ya rona, kapa le hona diyunioneng tsa rona! Ka nako e nngwe re dumella bana ba rona hore ba hlekefatswe le ho betwa ke banna ba rona, bomalome, le metswalle ya lelapa! KAOFELA ha rona re tshwanela ho thibela hona!

Re ka tlaleha banna ba rona, balekane ba rona, metswalle ya lelapa, bomalome kapa motho ofe le ofe maponeseng! PHANTSI NGE-CHILD ABUSE AND RAPE, PHANTSI! Haebe ho na le setho sefe kapa sefe sa SAMWU se sebetsang tlasa maemo a nang le kotsi ya ho betwa, sona se kopjwa hore se re ngolle. Hona re ka ho isa le ditherisanong tse kopanetsweng. Ha ho hlokehe hore o re nehe lebitso la hao - lona le tla bolokwa e le sephiri.

## AKUNQANDWE UKUDLWENGULA!

**O**yedwa kulabo nalabo bantu ababili besimame ohlala eNingizimu Afrika uzodlwengulwa. Isimo sibi kakhulu kwabesifazane abangabasebenzi. Bayaye bahambe amabanga amade ukuya ematekisisni, ngesinye isikhathi sekusebusuku kanti bayaye baye nasemihlanganwneni yezinyunyana sekuhlwile. Yini pho izinyunyana zingaphumeli obala mayelana nalengozi ebhekene namaqabane ethu esimame mihla yonke yempilo yabo? Kulezinyanga ezimbalwa ezedlule idlanzana labesimame sebephumele obala balandisa izwe ngokwabehelela mihla bedlwengulwa. Abesifazane ababili badlwengulwa ngamadoda angama-30 e-Alexander.

Intatheli yezindaba eyadlwengulwa kwaba nzima kakhulu ukuthi ithole ikhambi i-AZT elalingasiza ekunciphiseni amathuba okuthi ingenwe yisifo sengculaza. Lentatheli seyiphenduke yaba yishoshozela lokulwela ilungelo lokuthi bonke abesifazane abadlwenguliwe bathole i-AZT. Njengoba sazi, ukudlwengulwa kungaholela ekuthini umuntu abulawe yi-AIDS, kanti ikhambi i-AZT, ikhambi elilwa ne-AIDS, ayixhasiwe ngezimali nguhulumeni. Uma umuntu wesifazane odlwenguliwe efuna i-AZT, kuzofanela akhokhe u-R2000 ukuya ku-R4000!

Maqabane, lena yimali eyevile emalini eholwa yiningi labasebenzi ngezinyanga ezimbili! Kunjalo nje abadlwenguli abawasebenzisi amakhondomu! Thina siyizishoshovu zoqobo ezazi konke ngomzabalazo. Nawu ke omunye umzabalazo. Wonke amalungu enyunyana, abesilisa nabesifazane, kufanele baphumele obala balwe nokudlwengula futhi bakugcizelele ukuthi bonke abadlwenguliwe kufanele noma kanjani banikwe i-AZT. Ngesinye isikhathi abantu bayaye badlwengulwe emiphakathini yethu nasezindaweni esisebenza kuzo, ngisho nakhona ezinyunyaneni imbala! Ngesinye isikhathi siyaye sivumele izingane zethu ukuthi zihlukunyezwe noma zidlwengulwe ngabayeni bethu, izihlobo zethu, nabangane bethu! SONKE kufanele sikunqande lokhu. Singayobamangalela emaphoyiseni abayeni bethu, amasoka ethu, abangane bethu, izihlobo zethu noma ngubani nje owenza lamanyala.

PHANSI NGOKUHLUKUNYEZWA KWEZINGANE NOKUDLWENGULA, PHANSI! Uma ngabe kukhona amalungu kaSAMWU esebenza esimweni lapho kunengozi yokuthi bangadlwengulwa, sicela basibhalele basitshele. Singaludingida lolodaba ezingxoxweni zokubonisana ngamaholo (bargaining council). Akudingekile ukuthi ulidalule igama lakho – Konke kuzoba yimfihlo.



## STOP VERKRAGTING!

**E**en uit elke twee vroue wat in Suid - Afrika woon sal verkrag word. Dit is erger vir vroue werkers. Hulle moet ver stap na die taxis, selfs in die aand en hulle moet unie vergaderings na donker bywoon. So hoekom spreek die unies hulle nie uit teen die gevare wat ons vroue kamerade elke dag van hul lewens bedreig nie?

Oor die afgelope paar maande, het sommige vroue na vore gekom en hul stories as slagoffers van verkrachtings vertel. Twee vroue in Alexandra was slagoffers van 'n bende-verkrachting deur 30 mans. 'n Joernalis wat verkrag was, het gesukkel om die AZT mediese behandeling, wat kan help om haar kanse te verminder om HIV op te doen, te kry. Hierdie joernalis het nou 'n veldwerker geword vir die reg van slagoffers van verkrachtings om AZT te kry. Soos ons weet, kan verkrachting ook dood van VIGS beteken.

En AZT, die anti - VIGS medikasie, word nie deur die staat gesubsidieer nie. As 'n slagoffer van verkrachting AZT wil hê, sal sy R2000.00 tot R4000.00 moet betaal! Kamerade, dit is meer as wat baie werkers verdien in twee maande! En verkrachters gebruik nie kondome nie!

Ons is rewolusionêre en ons weet van stryd. Dit is nog een meer stryd. Alle unie lede, mans en vroue, moet 'n standpunt inneem teen verkrachting en moet eis dat AZT aan slagoffers van verkrachtings gegee word. Somtyds word mense in ons gemeenskappe of werkplekke of selfs in ons unies verkrag!

Somtyds laat ons toe dat ons kinders geskend en verkrag word deur ons mans, ooms, familie vriende! Ons ALMAL moet dit stop! Ons kan ons mans, kêrels, familie vriende, ooms of wie ookal aan die polisie rapporteer! **WEG MET KINDER - SKENDING EN VERKRAGTING, WEG!**

As enige SAMWU kamerade in situasies werk waar julle gevaar loop om verkrag te word, skryf asseblief en vertel ons. Ons kan dit opneem by die bedingsraad. Dit is nie nodig om ons jou naam te gee nie - dit sal vertroulik wees.

## IF YOU HAVE BEEN RAPED, PHONE THE CLOSEST NUMBER!

### WESTERN CAPE

Cape Town	021 4479762
Khayelitsha	021 3619085
Heideveld	021 6379431
George	044 8745122...083 2126181

### EASTERN CAPE

Port Elizabeth	041 543804
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### KWAZULU-NATAL

Pietermaritzburg	0331 944444
Durban	031 232323
South Coast	039 3175447
Zululand	0351 533333

### MPUMALANGA

Nelspruit	013 11553606
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### NORTH WEST PROVINCE 014 2972000

### GAUTENG

Pretoria	012 460 666
East Rand	011 4224242
Joburg	011 6424345/6
	011 6505050 ext 7092 (24 hrs)
Alexandra	011 4404047
Soweto	011 9806236
Orange Farm	083 3031291

For AIDS Counselling and to find out about tests, phone this free number: 0800 012 322

**Women get raped at night, yet not all numbers are 24 hours. Why doesn't the government set up a 24 hour national toll-free phone number?**



## ***Privatisation and Strikes hit the workers of Africa!***

### **GHANA — STRIKE IN THE HEALTH SECTOR**

**G**hana was paralysed by a ten day strike in the health sector in April. Doctors and nurses called a general strike in the country's hospitals to protest against working conditions and to call for a wage increase. The General Secretary of the Health Services Workers Union of TUC, John Akoto, who is also the Vice-President of PSI is in negotiations with Health and Employment Ministers to try to find a solution to the crisis.

### **TANZANIA — NEXT IN LINE FOR PRIVATISATION**

**T**he World Bank and the IMF have set up a privatisation programme with the Tanzanian government. SAMWU has not heard whether there will be a campaign against this, but Public Services International say they will assist in drawing up regulatory plans and a restructuring programme.

### **NIGERIA — PUBLIC SECTOR ON STRIKE**

**P**ublic sector workers in Nigeria have been on strike for a minimum wage of 3000 naira per month - about R200! The wage was agreed with government in March this year. But then they played a dirty trick on the workers. They said that in order to pay the minimum wage, they would have to retrench 17 thousand public sector workers from the finance, transport, telephone and airports sectors. This is almost half of the country's public sector workforce.

It is clear that this trick must have been set up by the World Bank and the government. The World Bank already told the Nigerian government that in order to qualify for loans, they must cut down the public workforce and privatise. This is not the only difficulty Nigerian workers have faced in recent years. Workers lived under a military dictatorship run by General Sani Abacha, who died last year. Abacha had imprisoned the man who won Nigeria's democratic elections, Moshood Abiola, and taken over the country in a military coup. Just after Abacha died last year, Abiola also died - still in jail. Free and fair elections were held in February this year and were won by General Olusegun Obasanjo. He was in power before 1979 as part of another military regime but then handed the country over to free and fair elections.

Workers were hopeful that Obasanjo, who is supposed to be returning Nigeria to a democracy, would be more union friendly. But by May 6<sup>th</sup>, workers realised that taking to the streets would be better than wishful thinking. The comrades went on strike in 24 out of Nigeria's 36 provinces. President of the Nigeria Labour Congress (NLC), Comrade Adams Oshionhole was about to call all workers to prepare for a general strike when this magazine went to print. SAMWU wishes our Nigerian comrades good luck in the struggle that faces them. *Workers' News* will keep members posted on the situation.



### **NAMIBIA - 6<sup>TH</sup> CONGRESS OF PUBLIC WORKERS UNION**

**C**omrade Xolile "Boss" Nxu, SAMWU's first Vice President and Faizel Voster, Chairperson of the Northern Cape spent MayDay this year in Namibia attending the 6th National Congress of the Namibian Public Workers Union (NAPWU). Cde Boss took the photos opposite. He said that he learnt patience from the Namibian comrades, who sat through the night until the sun rose waiting for the results of the elections. Comrade Boss also pointed out that the majority of National Office Bearers elected were women - five out of nine!

Also attending the Congress was the ruling party, SWAPO, who paid tribute to the union for "keeping the torch burning in search for freedom" during the days of apartheid. NAPWU is in fact an affiliate of SWAPO. The NAPWU President spoke about unemployment being the core cause of all social evils in Namibia, and about labour contractors who round up the unemployed and then hire these people out as cheap labour. NAPWU also asked for a Presidential Commission to be set up to look at the Health Ministry, as hospitals were in decay, there are no medical supplies and pensioners were not receiving their pensions. The union has held AIDS workshops to do their bit to help with the general health of workers. Interestingly, NAPWU has a campaign to get privatised water back under the control of municipal workers. Another goal of the union is to get land redistributed to the landless as soon as possible. Cde Boss says that it will be important for SAMWU to set up worker to worker contact with NAPWU soon.



**B**asebetsi ba Afrika ba na le mathata. Mane Ghana, basebetsi ba tsa bophelo ba bile le seteraeke sa matsatsi a leshome ka Aporele ba tletleba kgahlanong le meputso e tlase le maemo a tshebetso. Tanzania teng, basebetsi ba bothateng jwalo ka ha phepelo ya metsi le motlakase di tllilo kengwa tlasa mekga ya poraefete.

Nigeria, basebetsi ba mekga ya mmuso haesale ba ntse ba le seteraekeng nako e ka etsang kgwedi jwale bakeng sa bonyane moputso wa R200 ka kgwedi! Mmuso qalong o ile wa dumela ho ba neha moputso oo ba o batlang. Empa wa qetella o se o tla ka maqheka - wa re o ka ba neha moputso oo ha feela ba ka dumela hore ho fokotswe basebetsi ba dikete tse 17 - palo e batlileng e etsa halofo yohle ya basebetsi ba mmuso.

Ho hlakile hore maqheka ana a tllile ka Banka ya Lefatshe le mmuso. Banka ya Lefatshe e bolelletse mmuso wa Nigeria hore ha o batla ho fumana dikadimo tsa ditjhelete, o tshwanela ho theola palo ya basebetsi ba mmuso mme o kenye ditshebetso tsa transporoto, dithelefounu le difofane ka tlasa mekga ya poraefete. Basebetsi ba entse boipiletso ba seteraeke se akaretsang.

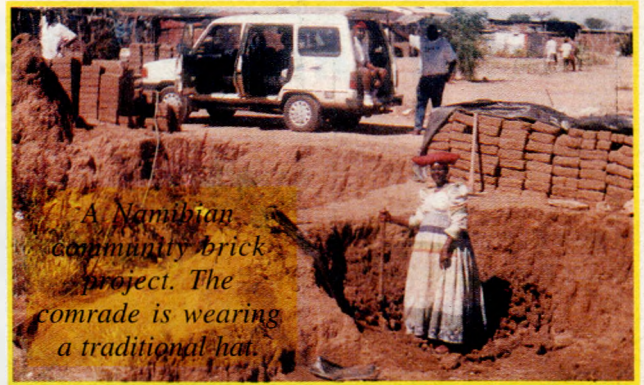
Comrade Xolile "Boss" Nxu, Motlatsi wa Pele wa Mopresidente wa SAMWU o ne a ile Khonkereseng ya Namibia Public Workers Union ka MayDay, mme o ne a tsamaya le Cde Faizel Voster, Modulasetulo wa Northern Cape. Ke bona ba nkileng ditshwantsho tsena tseo le di bonang leqepheng lena.

**W**erkers van Afrika het 'n moeilike tyd. In Ghana, het gesondheidswerkers vir tien dae gestaak teen slegte lone and werksomstandighede. In Tanzanië, ly werkers deurdad water en elektrisiteit binnekort geprivatiseer gaan word.

In Nigerië, was die publieke sektor werkers op 'n staking vir meer as 'n maand vir 'n minimum loon van net R200.00 per maand! Die regering het eers ingestem om die minimum loon te betaal. Maar toe slaan hulle 'n gemene hou, deur te sê dat hulle slegs die minimum loon sal betaal as hulle toegelaat word om 17 duisend werkers af te betaal - byna die helfte van die werksmag. Dit is duidelik dat hierdie set opgestel was deur die Wêreld Bank en die regering.

Die Wêreld Bank het alreeds vir die Nigeriese regering gesê dat om te kwalifiseer vir lenings, moet hulle die publieke werksmag inkort en die vervoer, telefoon and lughawe sektors privatiseer. Die werkers het 'n algemene staking geroep.

Kameraad Xolile "Boss" Nxu, SAMWU se eerste Vise President het die kongres van die Namibiese Publieke Werkers Unie (NAPWU) met kameraad Faizel Voster, Voorsitter van die Noord - Kaap, op Meidag bygewoon. Hulle het die foto's geneem wat jy op hierdie bladsy sien.



*A Namibian community brick project. The comrade is wearing a traditional hat.*



*Unions from across Southern Africa helped NAPWU celebrate their Congress.*

**E** Ghana, abasebenzi bezempilo bateleka izinsuku eziyishumi ngo Epreli bekhazela amaholo aphantsi kanye nesimo esibi abasebenza phansi kwaso. ETanzania, abasebenzi bathwele kanzima ngoba amanzi nogesi sekuzodayiselwa izinkampani zangasese.

ENigeria, abasebenzi bakahulumeni sebeteleke isikhathi eseveile enyangeni belwela ukuthi kungabikho msebenzi oholo ngaphansi kuka R200 ngenyanga! Uhulumeni waqala ngokukwamukela lokhu. Kodwa emuva kwalokho benza into engcolile - bathi lokho bazokwenza kuphela uma bevunyelwa ukuthi badilize abasebenzi abayizinkulungwane eziyi-17 - cishe ingxenye yonke yabasebenzi sebebonke. Kusobala ukuthi leliqhinga lalukwa yiBhange loMhlaba kanye nohulumeni. Ibhange loMhlaba selivele limnqumele ugwayi katiki uhulumeni waseNigeria lathi uma efuna ukuthi limboleke izimali, kufanele aqale anciphise inani labasebenzi bakhe, adayise nezinsiza zezokuthutha, uthelefoni, nezikhumulo zezindiza ukuze lezinsiza zinikezwe yizinkampani zangasese. Abasebenzi bathi makube nokhukhulelangoqo wesiteleka sikazwelonke.

Iqabane uXolile "Boss" Nxu, uSekela Mongameli wokuQala kaSAMWU uke wahambela iNgqungquthela yaBasebenzi bakaHulumeni baseNamibia ngomhla we-May Day, ehambisana neqabane uFaizel Voster, uSihlalo waseNyakatho Koloni. Yibo abathatha lezithombe enizibona kulelikhasi.



# Workers in the Balkans attacked by America!

Comrades have probably all heard on the radio or watched on TV the bombing of Belgrade, Yugoslavia. Where did this all begin and why are the USA dominated NATO forces bombing the people of Belgrade?

The capitalist press tells us that Yugoslavia has always had "ethnic conflict". But before the "collapse of communism" Yugoslavia was a regional industrial power. From 1960-1980 the economy grew, medical care was free, and the literacy rate was 91%. The country had a high level of participatory democracy and worker control. The Albanian-speaking Moslems people of Kosovo had autonomy as a self-governing province of Yugoslavia.

With the collapse of communism, the American arm of international finance, the International Monetary Fund (IMF), began to promote market orientated policies. This they did to force the countries of Eastern Europe to open their economies to western exploitation. These IMF 'reform' programmes were supported by the new elite that had sprung up once communism fell away.

Yugoslavia was set on a path of increasing foreign debt, price rises, wage freezes, and the loss of two million jobs. Over 2000 factories shut down. The country was forced to borrow a lot of money from the IMF - and then the money that should have gone to the provinces of Yugoslavia instead went to paying back this debt. The provinces had no money to provide services. It was then that people started talking about breaking away from Yugoslavia and forming independent states.

In the background, the super powers of the capitalist world were talking. Germany started encouraging both Slovenia and Croatia to break away from Yugoslavia and become independent countries. The Yugoslavian elections in 1990 saw ethnic coalitions promoting breakaway states as the winners. Military groups sprang about around these parties. These groups made ethnic divisions worse and broke up the Yugoslav workers movement.

First, the richest province Croatia broke away. Croatia then tried to take over parts of Bosnia. This was opposed by Serbia, who also broke away and who also wanted parts of Bosnia. Serbia used the minority of Serbs living in Bosnia to promote civil war. America and other western powers then stepped in and set up a peace pact to stop the war, whereby new states of Croatia and Bosnia were agreed upon.

The government of Serbia, under Slobodan Milosovic, saw this as a tactic to strengthen Croatia and Bosnia. They responded by trying to get the last few parts of Yugoslavia under Serbian control. They set up a Serbian republic which cut across the self-governing Kosovo. Serb leaders said that the people of Kosovo had to be part of the Serb republic and could no longer govern themselves.

America was not happy. They wanted to see a fragmented Yugoslavia with weak and obedient leaders of the republics as their puppets. They did not want to see republics like Serbia, under the rule of a nationalist drunk with power.



*Albanian Kosovar Refugees are fleeing for their lives from Serbian and NATO aggression*

At the same time, people in Serbia and Kosovo were suffering under Milosovic, who strengthened police and military power. In 1996 this led to hundreds of thousands of ordinary people taking to the streets to demand Milosovic's resignation. Last year, teachers, health and transport workers went on strike. But still this did not topple Milosovic.

America stepped in again. They set Kosovo up as a main drugs sales point with little mafias controlling this. The profits from the drugs sales went straight to buying weapons for the Kosovo Liberation Army (KLA). The KLA was fighting Milosovic's troops to get their independence back. Milosovic stepped up his onslaught against the people of Kosovo, killing thousands of Albanian Moslems in "ethnic cleansing".

This was America's big chance. Saying that it was up to NATO to protect the Kosovans against Milosovic, they demanded that the KLA disband and that Milosovic grant Kosovo limited autonomy within a Serbian-led Yugoslav state. They knew that neither party would accept this demand. But it gave them the excuse to launch NATO bombing attacks against Serbia's capital city.



So now bombs are raining down on the Serbian people. All of this is claimed to be based on humanitarian concerns. But the U.S. military is not a humanitarian institution. It intervenes to promote corporate interests. The U.S. promoted bloody conflicts in Central America, resulting in deaths, disappearances and displacements on a scale smaller than anything now occurring in the Balkans. The U.S. continues to arm Turkey, a NATO ally guilty of atrocities against the Kurds far worse than what was being done to the Kosovars before the NATO bombing. The U.S. is increasing its military involvement in Colombia, where the government is closely tied to militias which murder unionists and human rights workers. What NATO and the USA cannot tolerate is that Milosovic is not obedient. NATO is using the crisis in Kosovo to tell the rest of the world: this is what happens when you disobey America!

### What does the Kosovo crisis have to do with the workers of South Africa?

It gives a brutal picture of what Western capitalism is about. IMF structural adjustment is not about economic development but about opening up new markets for exploitation by Multinational companies. If you don't co-operate there is always military force.

The effects of the bombing mean that the west will have to lend money to rebuild the country. There will be strict conditions for these loans. The west will ensure that there are no alternative ideas to the 'free market'.

As workers, we must show solidarity with the workers of other countries. Russian worker leader Valery Popov, vice-president of the union committee of a Russian factory sent this message to workers of the world:

"As a simple worker from a big factory I want to speak to the workers of the world and to workers from the Nato countries. NATO has begun a brutal aggression against workers from Yugoslavia. Among the masses of Russia desperation is growing. We are making a call so that we can act together to stop this barbarism. The solution is in the hands of the workers! We propose that you meet in factories and neighborhoods. Workers in NATO countries can organize marches in front of the aerodromes to stop those airplanes that take death loaded in their wings! The workers from Russia say that with our unity each factory will fight against the parasites of the international capital. The unity between us will help make victory quicker."

Transport workers in Greece have already successfully blockaded trains carrying NATO tanks to Yugoslavia. These kind of actions need to be intensified. ■



*NATO bombed the Chinese embassy in Belgrade after using the wrong map, killing 3 people. Here Chinese students protest against NATO Bombings.*

Mohlomong le se le utlwetse ka mabotho a NATO a laolwang ke USA a ntseng a hlasela batho ba Belgrade ka diqhohane. Hantle-ntle hona ho bakwa ke eng? Diphatlalatsi tsa ditaba tsa bokapitale di re bolella hore Yugoslavia haesale e ntse e na le "dikgohlano tsa serabe". Empa, ho tloha ka 1960-1980, tlasa puso ya bokomonisi, Yugoslavia e ne e na le tlhokomelo ya bophelo e sa lefellweng athe le palo ya batho ba neng ba ithutile ho ngola le ho bala e ne e le ho 91%. Batho ba Kosovo bao e leng ma-Moslem a buang puo ya se-Albania ba ne ba le profensing e ipusang ya Yugoslavia.

Ka ho wa ha bokomonisi, mokga wa Amerika wa ditjhelete tsa matjhaba, e leng International Monetary Fund (IMF) o ile wa qobella Eastern Europe ho bula ikonomi ya yona hore e sebediswe ka tsela e sa lokang ke dinaha tse ka bophirima. Ka tlasa bokapitale bona bo botjha, ho ile ha lahleha mesebetsi e ka bang ka hodimo ho dimilijone tse pedi, mme difeketheri tse ka hodimo ho 2 000 le tsona tsa kwalwa mane Yugoslavia.

Diprofensi di ne di se di sa fumane tjhelete e lekaneng ho tswa ho mmuso o bohareng wa Yugoslavia bakeng sa ho fana ka ditshebeletso - mme ya ba di qala ho itokolla di bopa mebuso e ikemetseng. Hona ho ne ho kgothaletswa ke ho ba le matla a fetisisang ha bokapitale boo, mme ba etsa hore ho be le dikarohano tsa serabe, ba tisa le dikarohano le mokgatlong wa basebetsi ba Yugoslavia, e leng yona ntho e entseng hore tshebetso tsena tse se nang toka tsa bokapitale bona di be bonolo!

Solobodan Milosevic a ba le taolo hodima rephaboliki ya ma-Serbian. Hona ho ile hwa phatlalla le Kosovo ka bophara. Baetapele ba ma-Serb ba ile ba re Kosovo e ke ke ya boela e kgona ho ipusa, mme ba qala ho bolaya dikete-kete tsa ma-Moslem a Kosovo.



Empa ka 1996, dikete-kete tsa batho ba Kosovo di ile tsa haola le mebila di tseka hore Milosevic a itokolle setulong sa hae. Selemong se fetileng, matitjhene, basebetsi ba tsa bophelo le ba transporoto ba ile ba kena seteraekeng. Empa dinaha tse ka Bophirimela di ne di ntse di ena le merero e itseng bakeng sa Milosevic.

Ba ne ba batla hore e be motho ya mamelang tsohle tseo ba tla mmoella tsona le hore a laolwe ke bona. Eitse ha a hana, yaba ba etsa hore Kosovo e be sebaka se rekisang dithetefatsi ka tsela e phahameng haholo ka morero wa hore maemo a tle a tswe taolong moo. Diporofiti tse neng di fumanwa ho tswa dithetefatsing tseo di ne di sebedisetswa ho reka dibetsa bakeng sa Kosovo Liberation Army (KLA). Dinaha tse ka Bophirimela yaba di sebedisa ntwana e ileng ya qhoma mahareng a KLA le Milosevic ka ho tseka hore KLA e qhalwe mme Milosevic a nehe Kosovo boikemelo bo itseng ka hara ya Yugoslavia e etelletsweng pele ke ma-Serb. Ba ne ba tseba hore hona ke ntho e neng e ke ke ya amohelwa hape e ke ke ke ya ba tharollo. Empa eitse ha Milosevic le KLA ba hana, yaba di dumella NATO hore e romele diqhomane!

La pele, Amerika le NATO ha ba tsotelle batho ba ma-Moslem ba Kosovo. Shebang feela kamoo ba tshwereng ma-Moslem a Iraq ka teng, moo dikotlo-qobello di bakileng hore bana ba dikete tse 500 ba hloka hore ka baka la ho se fumane meriana e tshwanetseng. La bobedi, ha se mmuso o ntseng o hlaselwa ka diqhomane, empa ke batho feela, bao e leng basebetsi ekasitana le ba malapa a bona. Jwalo ka basebetsi, le rona mohlomong ka tsatsi le leng re ka iphumana re le tlasa tlhaselo ya Amerika ha re sa dumellane le merero ya bona ya ikonomi. Re se re bone hore Amerika e ntse e leka ho isa Letona la Bophelo, Nkosazana Zuma, lekgotleng la dinyewe, ka morero wa hore a lefise tjelele e itseng bakeng sa ho reka meriana e theko e tlase ho tswa dinaheng tse ding.

La boraro, re tshwanela ho bontsha kutlwelo le tshetso ho basebetsi ba dinaha tse ding. Mopresidente Mandela o sehollotse diketso tsa NATO ekasitana le Milosevic. Moetapele wa basebetsi wa Russia, Valery Popov, eo e leng motlatsi wa mopresidente wa komiti ya yunione fekettering ya Russia, o rometse molaetsa ho basebetsi ba lefatsheng ka bophara. O itse "NATO e qadile ntwana e tshabehang kgahlanong le basebetsi ba Yugoslavia."

Tharollo jwale e se e le matsohong a basebetsi! Re sisinya hore le kopane difekethering, dibakeng tsa boahisani, mme basebetsi ba leng dinaheng tsa NATO ba emise difofane tseo tse tletseng lonya la ho bolaya batho ka bongata bo bokaana! Basebetsi ba Russia ba re ka kopano ya rona, fekettheri e nngwe le e nngwe e ka lwantshana le dinwamadi tsena tsa matjhaba. Kopano mahareng a basebetsi ba lefatshene e tla potlakisa phenyo." Re tla nne re tsebise di-*comrade* ka tse etsahalang. ■



*More than one hundred refugees had been spending the night in this village of Korisa, when it was bombed by NATO.*

**K**ungenzeka ukuthi senike nezwa ukuthi izigagayi ze-NATO okuyinhlangano elawulwa yiMelika (USA), ziphezu komkhankaso wokubhomba abantu baseBelgrade. Kwenzekani ngempela laphaya? Izintatheli zawogwambela kwesakhe (capitalists) zisitshela ukuthi eYugoslavia, selokhu kwathi nhlo, kwakunezimpi zezinhlanga ("ethnic conflict"). Isimanga ukuthi, ukusukela ngo 1960 ukuya ku 1980, ngaphansi kombuso wamakhomanisi, eYugoslavia abantu babelashwa mahhala futhi abantu abangama-91 ekhulwini (91%) babekwazi ukufunda nokubhala. Abantu baseKosovo abangaSulumani futhi abakhuluma isi-Albania, babeyisifundazwe saseYugoslavia esizibusayo.

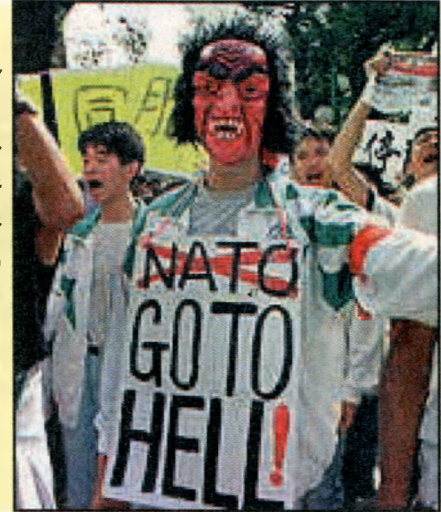
Ngokuwa kombuso wamakhomanisi, igatsha laseMelika lokwebolekisa ngeziMali kuMazwe ngaMazwe (International Monetary Fund noma i-IMF) laphoqelela amazwe aseMpumalanga Yurophu ukuthi avule izimakethe zawo ukuze zixhashazwe ngawosozimali basentshonalanga. Ngaphansi kwalombuso omusha wawogwambela kwesakhe, kwalahleka imisebenzi eyizigidi ezimbili, kwavalwa nezimboni zaseYugoslavia ezevile kwezizigidi-2000. Izifundazwe azizange zisanikezwa izimali ezanele ezivela kuhulumeni kazwelonke waseYugoslavia ukuze zikwazi ukunikeza ngezinsiza emphakathini – kulapho ke izifundazwe zaqala khona ukukhuluma ngokuthi mhlawumbe kungaba gcono ukuthi zibe ngamazwe azimele. Lokhu kwakhuthazwa ngamazwe amakhulu awogwambela kwesakhe ngoba lokho kwakuzozixabanisa kakhulu kunakuqala izinhlanga futhi kwephule nomgogodla wenyunyana yabasebenzi baseYugoslavia okuyinto leyo eyayizokwenza ukuthi kube lula ukuthi ogwambela kwesakhe balixhaphaze kalula leliyilizwe.





*Refugees walk hundreds of miles in cold weather to escape the attacks by Milosovic and the bombings by NATO.*

*Another Chinese student protest against NATO bombings.*



U-Slobodan Milosevic wathatha izintambo zombuso weRiphabhuliki yaseSerbia. Lendawo yayibandakanya nesifundazwe saseKosovo. Abaholi bamaSerb bamemezela ukuthi iKosovo ngeke isakwazi ukuzibusa, base beqala ukubulala izinkulungwane zamaSulumani aseKosovo. Kodwa ngo 1996, izinkulungwane zabantu baseKosovo bagcwala izitaladi bebhikishela ukuthi uMilosevic makazibeke phansi izintambo zombuso. Ngonyaka ofile, othisha, abasebenzi bezempilo nezokuthutha bateleka.

Kodwa amazwe aseNtshonalanga nawo ayenolwawo uhlelo mayelana noMilosevic. Ayefuna ukuthi abe yisicashalala sawo. Wathi uma ekwenqaba lokho, iKosovo yase yenziwa isizindangqangi sokuthengwa nokuthengiswa kwezidakamizwa (drugs) ukuze kuketulwe umbuso wakhe. Inzuzo eyayitholakala ngokuthengwa nokuthengiswa kwezidakamizwa yayisetshenziselwa ukuthenga izikhali ukuze zisetshenziswe yiKosovo Liberation Army (KLA).

Amazwe aseNtshonalanga abe esesebenzisa impi eyabheduka phakathi kwe-KLA noMilosevic ngokuthi bathi i-KLA mayichithwe nokuthi uMilosevic makenze iKosovo kube yizwe elizimele, noma kungesiko ukuzimela ngokuphelele, kodwa libe phansi kombuso waseYugoslavia oholwa ngamaSerb. Babazi kahle kamhlophe ukuthi lokhu kwakungeke kuze kwamukeleke nokuthi kwakungelona ikhambi. Kodwa kwathi uma uMilosevic kanye ne-KLA benqaba, iNATO yathola izaba zokuthumela amabhomu!

Okukuqala nje, iMelika neNATO ababagqizi qakala abantu baseKosovo, iningi labo okungamaSulumani. Bheka nje indlela okwaphathwa ngayo izwe lama-

Sulumani lase-Iraq, lapho unswinyo seluholele ekubhubheni kwezingane eziyizinkulungwane ezingama –500 ngenxa yokungatholi amakhambi afanele.

Okwesibili, akuyena uhulumeni ojikijekelwa ngalamabhomu kodwa ngabasebenzi kanye nemindeni yabo abafayo. Thina basebenzi kusenokwenzeka ukuthi ngomuso sizithole sesikijelwa yiMelika ngamabhomu uma singavumi ukuhambisana nemigomo yezomnotho abasiklamele yona. Sesike sayibona iMelika izama ukuthathela uNgqongqoshe wezeMpilo uNkosazana Zuma izinyathelo zomthetho, ngoba wathenga amakhambi abiza kancane, ewathenga kwamanye amazwe.

Okwesithathu, kufanele sibonakalise ukubambisana nokuzwelana nabasebenzi bakwamanye amazwe. Umongameli uMandela uzigxekile izenzo zeNATO kanye nezikaMilosevic.

Umholi wabasebenzi baseRussia uValery Popov, usekela-sihlalo wekomidi lenyunyana embonini yaseRussia wathumela umlayezo emhlabeni wonke jikelele oqonde kubasebenzi. Wathi "iNATO isiqalise umkhankaso onesihluku oqodondiswe kubasebenzi baseYugoslavia. Ikhambi lisezandleni zabasebenzi! Siphakamisa ukuthi nihlangane ezimbonini ezisebenza kuzo, emiphakathini enihlala kuyo nokuthi abasebenzi basemazweni angamalungu kaNATO bazingande lezindiza ezithwala ukufa ngezimpiko zazo! Abasebenzi baseRussia bathi ngenxa yobumbano lwethu, imboni ngayinye izolwa nawohlohlesakhe bamazwe ngamazwe abaphila ngegazi labanye. Ubumbano lwabasebenzi abasemhlabeni wonke yilona oluzokwenza ukuthi kube lula ukunqoba." Sizohlala ngokuwazisa amaqabane ukuthi kuqhubekani. ■



**J**y het seker al gehoor dat Navo-magte waarin die VSA die oormag het, die mense van Belgrado bombardeer. Waarom gebeur dit regtig? Die kapitalistiese pers sê dat daar altyd "etniese konflik" in Joegoslavië was. Maar van 1960 tot 1980 het Joegoslavië onder kommunisme gratis mediese sorg en 'n geletterdheidsvlak van 91% geniet. Die Albanies-sprekende Moslem-inwoners van Kosovo was 'n selfregerende provinsie van Joegoslavië.

Nadat kommunisme in duie gestort het, het die Internasionale Monetêre Fonds (IMF) Oos-Europa gedwing om sy ekonomie vir westerse uitbuiting oop te stel. Onder dié nuwe kapitalisme het twee miljoen werkgeleenthede in Joegoslavië verlore gegaan, en meer as 2 000 fabriek moes sluit. Die sentrale regering van Joegoslavië het die provinsies nie meer genoeg geld gegee om dienste te lewer nie – hulle begin toe praat van wegbreek en onafhanklike state word. Die kapitalistiese supermoondhede het dit aangemoedig, want etniese verdelings sou net erger word en die Joegoslaviese werkerbeweging sou verbrokkel, wat kapitalistiese uitbuiting makliker sou maak!

Slobodan Milosovic het beheer oor die Serwiese Republiek verkry. Dit het Kosovo ook ingesluit. Die Serwiese leiers het gesê Kosovo kan homself nie meer regeer nie, en toe begin hulle duisende Kosovo-Moslems doodmaak. In 1996 het duisende inwoners van Kosovo die strate binnegevaar en geëis dat Milosovic moet bedank. Verlede jaar het onderwysers, gesondheids- en vervoerwerkers gestaak. Die Weste het egter ook planne vir Milosovic gehad. Hulle wou hê hy moet 'n marionet onder hul beheer word. Toe hy weier, maak hulle van Kosovo 'n

*A man carries his mother out of Kosovo away from the NATO bombings*



groot verkoops punt vir dwelms om hom te destabiliseer. Met die wins uit die dwelms wat verkoop is, is wapens vir die Kosovo-bevrydingsleër (KBL) gekoop. Die Weste het die oorlog wat toe tussen die KBL en Milosovic uitgebreek het, as verskoning gebruik om te eis dat die KBL moet ontbind en dat Milosovic binne 'n Joegoslaviese staat onder Serwië se aanvoering beperkte outonomie aan Kosovo moet gee. Hulle het gewettig dié plan is nie aanvaarbaar of 'n oplossing nie. Toe Milosovic en die KBL weier, het Navo 'n verskoning gehad om die bomme te laat reën!

Eerstens gee Amerika en Navo niks vir die meestal Moslem-bewoners van Kosovo om nie. Kyk net na hul behandeling van Irak, 'n Moslemstaat, waar sanksies veroorsaak het dat 500 000 kinders sterf omdat hulle nie die regte medisyne kry nie.

Tweedens word die regering nie gebombardeer nie – gewone werkers en hul gesinne sterf. As werkers word ons in die toekoms

dalk ook deur Amerika aangeval as ons nie met hul ekonomiese planne vir ons saamstem nie. Ons merk reeds dat Amerika die Minister van Gesondheid, Nkosazana Zuma, probeer dagvaar omdat sy goedkoper medisyne van ander lande koop.

Derdens moet ons solidariteit met die werkers van ander lande betoon. Pres. Mandela het sowel Navo as Milosovic se optrede veroordeel. Valerie Popov, 'n Russiese werkerleier en vise-president van 'n vakbond-komitee in 'n Russiese fabriek, het 'n boodskap aan werkers oor die hele wêreld gestuur. Hy sê: "Navo het brutale aggressie teen die werkers in Joegoslavië aan die gang gesit. Die oplossing is in die werkers se hande! Ons doen aan die hand dat julle in fabriek en jul gemeenskappe vergader en dat werkers in Navo-lande die vliegtuie met die dood onder hul vlerke stop! Die werkers in Rusland sê dat alle fabriek saam sal staan om teen die parasiete van internasionale kapitaal te veg. Die eenheid onder die wêreld se werkers sal vir 'n vinniger oorwinning sorg." Ons sal werkers oor die stand van sake op die hoogte hou. ■

**Thanks to Cde Dale McKinley of the SACP, Cde Walton Pantland, SACCWU member and Cde Valery Popov, Russian worker leader for writing up all the information for this story.**



# What is GEAR?

The National Labour and Economic Development Institute (NALEDI) and the Sociology of Work Project (SWOP) recently conducted a survey of 646 workers from all over the country. The purpose of the survey was to find out if workers think COSATU has driven and made the Tripartite Alliance between the ANC, South African Communist Party, and COSATU, work in South Africa.

The survey found that COSATU workers interests are directly linked to national liberation. This showed clearly when workers responded in the following way regarding interests that a political party has to represent:

62% of workers indicated that if the majority of people who vote for a party are workers, then that party must represent the interests of all its supporters. 76% of workers interviewed knew about the RDP.

## Worker Struggle and GEAR

The survey found that COSATU workers and unions used strike action to break the poverty squeeze. Workers interviewed said 66% had been involved in strike action since 1994. 80% of workers interviewed hold the view that the party they will be voting for has worker interests at heart, while 6% disagreed and 14% did not know.

The majority of workers interviewed said that they would remove a party if it does not do what its supporters wants. 77% held this view, 18% disagreed and 5% did not know.

"The only explanation for this is that workers have not made the link between struggles they have been fighting from below and the macro-economic shift of the government," said researcher Vishwas Satgar. Comrade Vish added that "this is because most workers believe the RDP still exists, while at the same time, the majority of workers do not know what GEAR is."

SAMWU comrades already know that privatisation is one of the cornerstones of GEAR. But what else does GEAR propose?

The Growth, Employment and Redistribution (GEAR) strategy was released by the government in June 1996. Key features of GEAR are:

- ◆ Government must reduce spending on social services by removing subsidies and entering into partnerships with the private sector
- ◆ the government must keep inflation down. One way of doing this is to keep wage increases down.

The public sector:

- ◆ must be restructured and slim and include privatisation where necessary.
- ◆ Industry must be competitive and export-orientated. It must grow through producing goods for sale in other countries, not the domestic market
- ◆ the government must relax trade barriers and reduce tariffs so that cheap imports can come into the country

Cosatu's last Congress in 1997, the highest decision making body of the federation, came out with this declaration on GEAR:

## This Congress Notes:

That Government has adopted and implemented GEAR as its macro-economic strategy and working class people are feeling the effects.

GEAR is based on unacceptable neo-liberal policies and principles, such as:

- ◆ Reducing the role of the state in the economy, and of the public sector inadequate service delivery
- ◆ The mechanical pursuit of deficit reduction targets

This framework will have the effect, and is having the effect of:

- ◆ increasing job losses
- ◆ sacrificing job creation
- ◆ reducing social services expenditure,
- ◆ encouraging privatisation programmes
- ◆ introducing labour market deregulation, which reduces and undermines labour standards
- ◆ unacceptable industrial and trade policy objectives, such as accelerated tariff reductions

This Congress declares that:

- ◆ COSATU rejects GEAR as an unsuitable macro-economic strategy for South Africa's socio-economic transformation, and calls on the ANC government to adopt a developmental macro-economic framework, based on the principles of the RDP.



◆ In line with the decision of the Alliance Summit, the Alliance must continue to engage in an alternative economic strategy.

COSATU will embark on a campaign, incorporating like-minded institutions in civil society, to:

- Publicise and resist the GEAR elements of subsidy cuts, privatisation, labour market flexibility, etc
- Develop a macro-economic policy, based on RDP principles, which has as its key objective, socio-economic transformation;
- Reject high interest rates
- Support of our policies as outlined in the Social Equity document;
- Advance COSATU's vision on the transformation of the public service
- Defend jobs and for job creation
- Call for a people's budget,
- Strengthen the role of the state in economic activity;
- Convene a special Central Committee within the next 6 months, to concretise our anti-GEAR campaign, and develop an alternative macro-economic strategy that will effectively underpin our transformation objectives;

To continue to engage with the Alliance partners, to advance the following agreements reached at the last Alliance Summit:

- ◆ The form and content of a joint Alliance transformation programme
- ◆ The Alliance approach to policy formulation
- ◆ The relationship between the Alliance and governance
- ◆ Our vision of transforming the public sector

Comrades, SAMWU also took a resolution against GEAR in our last Congress. This informed the basis of our anti-privatisation campaign. Therefore it was of great concern to see that workers did not know what GEAR was. It is not always easy to understand economic policy issues. But comrades should always feel free to ask in your constitutional structures about any issue that does not seem clear.

*Workers' News* is also there to inform and educate comrades around the political issues of the day. ■

## Na GEAR ke eng?

**L**efapha la diphuputso la COSATU, e leng NALEDI, laufinyane le sa tswa etsa diphuputso bakeng sa ho bona hore basebetsi ba nahana hore COSATU e kgonne ho ba le tshusumetso ka katleho Selekaneng se mahareng a ANC, South African Communist Party le COSATU. Ho ile ha buisanwa le basebetsi ba ka bang ka hodimo ho 600 dibakeng tsa bona tsa tshebetso. Diphetho tsa diphuputso e bile tsa hore basebetsi ba etsang 76% bao ho buisanweng le bona ba a tseba ka RDP, 66% haesale e ntse e ikamahanya le diteraeke ho tloha ka 1994; 80% e re mokgatlo oo e tla o voutela e tla ba o elang hloko ditabatabelo tsa basebetsi, mme 77% e re e tla tlosa mokgatlo ha o sa etse seo batshehetsi ba ona ba se batlang.

Tsena ke diphetho tse kopa-kopanyang hlooho. Mofuputsi wa Naledi, Vishwas Satgar, o re diphetho di bontsha hore "basebetsi ba bangata ba dumela hore RDP e ntse e le teng, mme ha ba tsebe hore GEAR ke eng." Ke kahoo basebetsi ba sa boneng hore boitseko ba bona bo amahana jwang le ba mmuso wa ANC ba ho fetola pholisi ya bona ya ikonomi ho tloha ho RDP ho ya ho GEAR.

## Dintlha tsa bohlokwa tse ho GEAR ke tsena:

- Ditshenyehelo tsa mmuso hodima ditshebeletso tsa kgahisano tse jwalo ka tsa maphelo le thuto di tshwanela ho fokotswa
- Mekga ya mmuso e tshwanelwa ho hlophiswa botjha, ho kenyelletswe le ho kengwa ha ditshebeletso ka tlasa mekga ya poraefete
- Intasteri e tshwanela ho shebana haholo le ho hlahisa thepa e tla rekiswa mose ho fumanwe diporofiti
- mmuso o tshwanela ho boloka inoleishene (ho phahama ha ditheko ho hopolwang hore ho bakwa ke ho nyoloha ha ditshenyehelo tsa tlhahiso) e le tlase, mme hona ho etsuwe ka ho boloka nyollelo tsa meputso di le tlase.

Khonkerese ya ho qetela ya Cosatu ya 1997, e leng yona mokga o ka hodimo-dimo o etsang diqeto wa federeishene, e itse GEAR e tliilo re bakela ditahlehelo tsa mesebetsi, e tliilo kgothaletsa ho kengwa ha ditshebeletso tlasa mekga ya poraefete, mme e kgella maemo a amohelehileng a tshebetso tlase. Khonkerese e hanane le GEAR, mme ya etsa boipiletso ho mmuso wa ANC hore o kenye pholisi ya ikonomi e tla thehwa hodima RDP. ■



## Wat is GEAR?

Cosatu se navorsingsafdeling, Naledi, het onlangs 'n opname gedoen om te bepaal of werkers dink Cosatu het die Drieparty-alliansie tussen die ANC, Suid-Afrikaanse Kommunisteparty en Cosatu met welslae aangevoer. Meer as 600 werkers is orals in die land by hul werkplekke ondervra. Die resultaat van die opname was dat 76% van werkers wat ondervra is, van die HOP geweet het, 66% sedert 1994 aan stakings deelgeneem het, 80% sê die party vir wie hulle gaan stem, dra die werkers se belange op die hart, en 77% sê hulle sal 'n party uitstem as hy nie doen wat sy ondersteuners wil hê nie.

Die resultate is verwarrend. Vishwas Satgar, navorser by Naledi, sê die resultate bewys "die meeste werkers glo die HOP bestaan nog, en weet nie wat GEAR is nie". Dit is waarom werkers nie besef dat hul stryd regstreeks gekoppel is aan die ANC se verandering van sy ekonomiese beleid van die HOP na GEAR nie.

### Sleutelkenmerke van GEAR:

- Regeringsbesteding aan welsynsdienste soos gesondheid en opvoeding moet verminder word
- Die openbare sektor moet herstruktureer word, met inbegrip van privatisasie
- Nywerhede moet daarop konsentreer om goedere te vervaardig wat in die buiteland teen 'n wins verkoop kan word
- Die regering moet vir 'n lae inflasiakoers sorg deur loonverhogings te beperk

Cosatu se laaste Kongres – die federasie se hoogste besluitnemingsliggaam – het in 1997 gesê GEAR sal net tot die verlies van werkgeleenthede en privatisering aanleiding gee, en arbeidstandaarde ondermyn. Die Kongres het GEAR verwerp en 'n beroep op die ANC-regering gedoen om 'n ekonomiese beleid met die HOP as grondslag in te stel. ■

## Iyini i-GEAR?

Igatsha likaCOSATU lokucwaninga, iNALEDI, like laba nocwaningo mayelana nokuthi ngabe abasebenzi bacabanga ukuthi uCOSATU uzipathe ngokufanele yini noma cha izintambo zeNhlanguanisela yabaLingani abaThathu (Tripartite Alliance) okuyi-ANC, iQembu lamaKhomani lase Ningizimu Afrika (SACP), kanye noCOSATU.

Abasebenzi abevile kwabangama-600 abavela kuwo womane amagumbi aleli, bafakwa imibuzo ezindaweni abasebenza kuzo. Umphumela walolucwaningo waveza ukuthi abasebenzi abangu-76% basebeke bezwa nge-RDP, abangu-66% basebeke babamba iqhaza ezitelekweni ukusukela ngo 1994, abangu-80% bathi bazovotela iqembu lezombusazwe elibakhathalelayo abasebenzi, kanti abangu-77% bona bathi bangalisusa ezintanjeni zombuso iqembu lezombusazwe elingahambisani nezidingo zalabo abalesekayo.

Lomphumela uyindida. Umcwaningi wakwaNaledi uVishwas Satgar uthi lomphumela ubonisa ukuthi "iningi labasebenzi bakholelwa ekuthini i-RDP isasebenza, kanti abazi ukuthi i-GEAR iyini." Yilokho okwenza ukuthi abasebenzi bangakwazi ukubona ukuthi umzabalazo wabo uchashazelwa ngqo yisenzo sikahulumeni we-ANC sokuthi aguqule umgomo wezomnotho usuke ku-RDP uye ku-GEAR.

### Nazi izimpawu ezigqamile ze-GEAR

- Imali esetshenziswa nguhulumeni ukunikeza izinsiza zezempilo kanye nezemfundo kufanele incishiswe
- Kufanele kwenziwe izinguquko kwezabasebenzi bakahulumeni (public sector) kubandakanywa nokudayiswa kwezinsiza zomphakathi ukuze lezinsiza zinikezwe yizinkampani zangasese
- Izimboni kufanele zigxile kakhulu emikhiqizweni ezodayiswa emazweni aphesheya ngenzuzo ebonakalayo
- Uhulumeni kufanele aligcine liphansi izinga lokwehla kwamandla emali (inflation), ngokuthi angawenyusi kakhulu amaholo.

Emhlanganweni wokugcina kaCOSATU ngo 1997, ikomidi likamanquma lenhlanganisela yezinyunyana (Federation) lathi i-GEAR izoholela ekulahlekeni kwemisebenzi, ikhuthaze ukudayiswa kwezinsiza zomphakathi (privatisation) kanti futhi izolehlisa nezinga lemisebenzi (labour standards). Ingqunguthela yayichitha i-GEAR, yase ithi kuhulumeni we-ANC makasebenze ngomgomo wezomnotho owesekwe phezu kwe-RDP. ■



# Stamp out corruption!

**C**omrade Godfrey Seleka, Branch Secretary of Pretoria and Comrade John Brown, National Legal Officer attended the National Anti-Corruption Summit held in Cape Town in April.

The Summit was attended by unions, business, government, religious and academic groups, and non-governmental organisations. SAMWU has been calling for an end to corrupt practices in municipalities for a long time. The ANC has also campaigned vigorously against crime in public service. Thabo Mbeki has pledged that "zero tolerance will be offered to parasites of our land". Judge Heath, and a team of 100 people were appointed by President Nelson Mandela to investigate corruption in the public service. The Heath Commission has recovered over R15 billion since 1996. This is about eight times the amount of money given every year to all the municipalities in the country to provide services! There are billions of rands that have still to be recovered.

But is it just the public sector that is corrupt? Cde John Brown says that corruption is deep rooted and started during apartheid. The National Party government stole as much money as possible before it got booted out of office in 1994. And corruption occurred at the very highest levels during apartheid. The Heath Commission says that they are still busy investigating two or three cabinet ministers who served under FW de Klerk!

But what about big business? "The Anti-Corruption Summit strengthened SAMWU's view that solutions to this problem should not be the responsibility of politicians and government officials alone," said Cde Godfrey.

In fact, the Anti-Corruption Summit was one of the first times that business admitted publicly that they were also involved in corruption. Big business passed a resolution at the Summit saying they will form a "society for corruption-free companies." Companies or individuals caught being dishonest will be blacklisted on a central database so that no one does business with them. To monitor this, external auditors would make unannounced visits to member companies to make sure they were up to standard. Only companies that sign up with the society should be allowed to bid for government tenders. Comrades, this is very important. Up until now, business has been fond of blaming the ANC government for corruption without admitting that it takes two partners to make corrupt deals - business and government.

Municipalities will be facing their own problems in the future, with government privatising as many municipal services as possible. In the rest of the world, privatisation has gone hand in hand with corruption. Common examples are where private companies bribe council officials or political leaders to win contracts, or where Town Clerks and other top officials secretly set up private companies with their friends and then award them the contracts.

"Comrades, we must not forget that we have inherited local authorities with conservative officials who still hold the same positions," says Cde Godfrey. These conservative officials have

already shown in the cases of Nelspruit and Dolphin Coast, where water has been privatised, that they are not interested in transformation. These conservatives guard the drawing up of municipal budgets carefully, and "often use the resources to create opportunities for capitalists to come in through privatisation," says Cde Godfrey.

The comrades came away with the feeling that corruption is a problem which has bad effects on all of us, as it undermines the economic development of our country. "SAMWU must develop a culture of zero tolerance on corruption," says Cde Godfrey. "We have, in the mass democratic movement, managed to put a democratic government in place. We have now arrived at a crucial era where we must transform local authorities into democratic institutions that demonstrate democratic, not corrupt, principles," Cde Godfrey added. Comrades must also be on the lookout for corruption within the union and report this to Head Office if it ever occurs.

How can we all make this happen? Comrades, you can all be part of your own Heath Commission in your municipalities! Please demand a copy of the latest yearly budget for your municipality - this is a public document. There may be other SAMWU members working in finance departments who can sit down and see where all the money is going. If you notice money being set aside for suspicious private companies, or mostly being set aside for services in the white areas, please contact SAMWU immediately. We can tackle each problem in the Bargaining Councils. ■



# The Basic Conditions of Employment Act

On December 1<sup>st</sup> 1998, the Basic Conditions of Employment Act (BCEA) came into effect. From that date, all workers were entitled to new rights. Below is a summary of these rights. Workshops have taken place in every province to ensure that worker leaders and organisers know about this act. If you are unsure contact your nearest SAMWU branch office. Go to the office with a copy of your "Conditions of Service." The BCEA takes the place of all conditions of service - unless they are better than the act. For example if you work overtime at time and one third, the act now upgrades this to time and one half. This is from a booklet produced by Khanya College for COSATU. The next magazine will look more closely at the booklet, and especially at "Hours of Work".

## **THESE ARE YOUR RIGHTS AS A PERMANENT WORKER:**

**(A permanent worker is a person who works 24 hours or more per month for an employer, including contract workers)**

### ***Hours of work***

Weekly: work no more than 45 hours

Daily: work no more than 9 hours for 5 day week; 8 hours for 6 day week

Compressed working week: Unions and Individual workers can agree to extend the normal working day to 12 hours without being paid overtime

Averaging of the working week: Union agreements can be made whereby workers work an average of 45 hours over 4 months

Overtime Weekly: work no more than 10 hours overtime per week

Overtime daily: work no more than 3 hours overtime daily

Overtime pay: time and a half

Meal intervals: 60 minutes after 5 hours but can be reduced to 30 minutes by union or individual agreement

Rest period weekly: 36 consecutive hours including Sunday if there is no union or individual agreement to work on a Sunday

Variation of the weekly rest period: Unions or Individuals can agree to take only 60 hours rest over a 2 week period

Rest period daily: Every worker must have 12 hours to rest every day

Sunday work: You cannot be forced to work Sunday; only by union or individual agreement

Sunday work pay: Double pay for those who do not normally work on a Sunday. If Sunday is a normal working day, then you get time and a half

Night work (work after 18.00 and before 06.00 next day): By union or individual agreement

Night work allowance: Can pay shift allowance (the union must negotiate the best amount) or reduce working time according to union or individual agreement

Public holidays: You cannot be forced to work, but unions or individual workers can agree to work

Pay for public holiday work: Double time

### ***Leave***

Annual leave: 21 consecutive days

Sick leave: 6 weeks over 36 months (actual number determined by whether a 5 day week or 6 day week)

Family responsibility leave: 3 days paid for the birth of a child or when a child is sick or death of a family member

Maternity: 4 months (not necessarily paid - SAMWU is negotiating for six months paid in the Bargaining Council)

### ***Notice***

4 weeks service or less: you must give or get one week's notice

More than 4 weeks service but not more than 1 year: you must give or get two week's notice

More than 1 year service a domestic or farmworker with more than 4 weeks service: four weeks notice



# Ha re keneng thebetsong Molao o mabapi le Maemo a Motheo a Tshebetso hona jwale!

Comrades, ho na le molao wa bohlokwa o keneng tshebetso ho tloha ka la 1 Disemere 1998. Ona ke Molao o mabapi le Maemo a Motheo a Tshebetso (Basic Conditions of Employment Act - BCEA). Molao ona o nka sebaka sa maemo ohle a ditumellano tsa tshebetso - ntle feela le haebe a le betere ho ena le ona. Mohlala, ha o sebetsa nako e ekeditsweng ya nako e behilweng le karolo ya nngwe ho tharo, molao ona jwale o nyollela hoo ho nako e behilweng mmoho le halofo ( $\frac{1}{2}$ ) ka hodimo. Tswellapele o bale mona hore o tle o fumane lesedi ka ditokelo tsa hao tsa motheo. Kgatisong e latelang re tla bua haholwanyane ka dihora tsa tshebetso, le dibenefiti tseo o lokelang ho di fumana ka ho ya ka Molao o motjha o mabapi le Maemo a Motheo a Tshebetso...

## **Tokelo: Mofuta wa Mosebetsi** (Wa nako tse tletseng - dihora tse 24 kapa ka hodimo ho moo ka kgwedi ho mohiri - ho kenyelletswa le basebetsi ba konteraka)

### ***Dihora tsa ho sebetsa***

Ka beke: Dihora tse 45

Ka letsatsi: Dihora tse 9 bakeng sa beke ya matsatsi a 5. Dihora tse 8 bakeng sa beke ya matsatsi a 6.

Beke e nang le matsatsi a fokoditsweng: Diyunione le basebetsi ba ka dumellana ka katoloso ya letsatsi le tlwaelehileng la tshebetso ho ba dihora tse 12 ntle le ho lefshwa tjelele ya nako e ekeditsweng

Ho etsa palohare ya beke ya ho sebetsa: Ho ka etswa ditumellano le yunione moo basebetsi ba sebetsang palohare ya dihora tse 45 dikgweding tse 4

Nako e ekeditsweng ka beke: Dihora tse 10      Nako e ekeditsweng ka letsatsi: Dihora tse 3

Nako tsa ho ja: Metsotso e 60 kamora dihora tse 5 empa e ka fokotswa ho ba metsotso e 30 ka ho ya ka tumellano ya yunione le mosebetsi      Tefello ya nako e ekeditsweng      Nako e behilweng le halofo ka hodimo

Nako ya ho phomola ka beke: Dihora tse 36 ka tatellano ho kenyelletswa le Sontaha ha ho se na tumellano ya yunione kapa ya mosebetsi ya ho sebetsa ka Sontaha

Ho fapafapana ha nako ya ho phomola ka beke: Diyunione kapa basebetsi ba ka dumela ho nka feela dihora tse 60 tsa phomolo nakong e ka etsang dibeke tse 2;      Nako ya ho phomola ka letsatsi: Dihora tse 12

Mosebetsi wa Sontaha: Ka ho ya ka tumellano le yunione kapa ya mosebetsi ka mong

Tefello ya ho sebetsa ka Sontaha: Tefello e menahaneng habedi ho bao ka tlwaelo ba ba sa sebetseng ka Sontaha, mme e be nako e behilweng mmoho le halofo ka hodimo ho bao ka tlwaelo ba sebetsang ka tsatsi leo

Mosebetsi wa bosiu (ho sebetsa kamora 18.00 le pele ho 06.00 letsatsing le latelang): Ka ho ya ka tumellano le yunione kapa ya mosebetsi ka mong

Alawense ya ho sebetsa bosiu: Ho ka lefshwa alawense ya tjhifi (palo e sa behwang) kapa ha fokotswa nako ya ho sebetsa ka ho ya ka tumellano le yunione kapa mosebetsi ka mong

Matsatsi a phomolo: Ka ho ya ka Molao o mabapi le Matsatsi a Phomolo, empa diyunione kapa basebetsi ka bobona ba ka dumela ho sebetsa

Tefello ya ho sebetsa ka letsatsi la phomolo: Nako e menahaneng habedi

### ***Llifi***

Llifi ya selemo le selemo: Matsatsi a 21 a latellanang      Ho ya beleha: Dikgwedi tse 4 (taba ya tefello ha eso rarollwe)

Llifi ya ho kula: Dibeke tse 6 hodima dikgwedi tse 36 (palo eo e leng yona-yona e tla behwa ka hore na ho sebetswa matsatsi a 5 ka beke kapa a 6 ka beke)

Llifi ya ho ba le maikarabelo ho lelapa: O lefella matsatsi a 3 bakeng sa ngwana ya belehilweng kapa ha ngwana a kula kapa ha ho hloketse setho sa lelapa

### ***Tsebisiso***

Tshebeletso ya dibeke tse 4 kapa ka tlase: Beke e 1

Tshebeletso ya dibeke tse ka hodimo ho tse 4 empa e sa fete selemo se le seng: Dibeke tse 2

Ho sebetsa nako e ka bang ka hodimo ho selemo se le seng: Dibeke tse 4



# Die Wet op Basiese Diensvoorwaardes

Kamerade, 'n belangrike nuwe wet het op 1 Desember 1998 in werking getree. Dit is die Wet op Basiese Diensvoorwaardes. Werkswinkels is die afgelope drie maande in elke provinsie aangebied om seker te maak dat alle Bedingingsraad-afgevaardigdes en -organiseerders van dié wet bewus is. Die Wet vervang alle diensvoorwaarde-ooreenkomste, tensy hulle beter as die Wet is. As jy byvoorbeeld teen tyd-en-'n-derde oortyd werk, verbeter die Wet dit nou na tyd-en-'n-half. Belangrik is dat jy nie as 'n los arbeider beskou kan word tensy jy minder as 24 uur per maand werk nie. As jy langer as dit werk, is jy 'n permanente werknemer en op al die voordele van die WBD geregtig. Lees verder om te verneem wat jou basiese regte is. In die volgende uitgawe verstrek ons nog besonderhede oor werkure en voordele waarop jy kragtens die WBD geregtig is.

## Werkers se regte kragtens die WBD

(Permanent werkers: alle werkers wat 24 uur of meer per maand vir 'n werkgewer werk - ook kontrakwerkers)

### Werkure

Weekliks: 45 uur

Daagliks: 9 uur vir 5-dag-week; 8 uur vir 6-dag-week

Gekonsentreerde werkweek: Vakbonde en individuele werkers kan ooreenkom om die normale werkdag na 12 uur uit te brei sonder dat oortyd betaal word

Eweredige verspreiding van werkweek: Vakbondreëlings kan getref word waarvolgens werkers gemiddeld 45 uur oor 4 maande werk

Oortyd weekliks: 10 uur

Oortyd daagliks: 3 uur

Oortydbetaling: Tyd-en-'n-half

Maaltyd-onderbrekings: 60 minute ná 5 uur, maar kan deur 'n vakbond- of individuele ooreenkoms na 30 minute verminder word

Rustyd weekliks: 36 opeenvolgende ure met inbegrip van Sondag indien daar geen vakbond- of individuele ooreenkoms is om op 'n Sondag te werk nie; Rustyd daagliks: 12 uur

Afwyking van weeklikse rustyd: Vakbonde of individuele werkers kan ooreenkom om oor 'n tydperk van 2 weke slegs 60 uur rustyd te neem

Sondagwerk: Volgens vakbond- of individuele ooreenkoms

Betaling vir Sondagwerk: Dubbele betaling vir dié wat nie gewoonlik op Sondag werk nie, en tyd-en-'n-half vir dié wat gewoonlik op Sondag werk

Nagwerk (werk ná 18h00 en voor 06h00 die volgende dag): Volgens vakbond- of individuele ooreenkoms

Nagwerktoelae: Skoftoelae kan betaal word (geen vasgestelde bedrag), of werktyd kan volgens vakbond- of individuele ooreenkoms verminder word

Openbare vakansiedae: Kragtens Wet op Openbare Vakansiedae, maar vakbonde of individuele werkers kan besluit om te werk

Betaling vir werk op openbare vakansiedae: Dubbeltyd

### Verlof

Jaarlikse verlof: 21 opeenvolgende dae

Siekteverlof: 6 weke oor 36 maande (werklike aantal hang af of 'n 5-dag- of 6-dag-werkweek gewerk word)

Verlof vir gesinsverantwoordelikhede: 3 dae betaalde verlof vir die geboorte van 'n kind of wanneer 'n kind siek is, of die afsterwe van 'n gesinslid

Kraamverlof: 4 maande (kwessie van betaling nie gefinaliseer nie)

### Kennis

4 weke diens of minder: 1 week

Meer as 4 weke diens, maar minder as 1 jaar: 2 weke

Meer as 1 jaar diens, of 'n huishulp of plaaswerker met meer as 4 weke diens: 4 weke



## **Umthetho oLawula iZimo okuSetshenzwa Phansi Kwazo (Basic Conditions of Employment Act) mawuqale ukusebenza njengamanje!**

Maqabane, kunomthetho omusha nobaluleke kakhulu oqale ukusebenza ngomhla wokuqala ka Disemba 1998. Waziwa ngokuthi nguMthetho oLawula iZimo okuSetshenzwa Phansi Kwazo (Basic Conditions of Employment Act noma i-BCEA). Lomthetho uthatha indawo yazo zonke izivumelwano ezilawula izimo okusetshenzwa ngaphansi kwazo – ngaphandle uma zingcono kunalomthetho. Isibonelo, uma usebenza i-overtime ebalwa ngokwesikhathi nengxenywe yesithathu (time and one third), lomthetho usuzokwenza ngcono lokho kube yisikhathi nengxenywe (time and one half). Qhubeka ufunde lapha ukuze uthole ulwazi mayelana namalungelo akho... Ephephandabeni elilandelayo sizochaza kabanzi mayelana namahora okufanele asetshenzwe ngaphansi kwale-BCEA entsha...

### **AMAHORA ASETSHENZWAYO**

Ngeviki: Amahora angama-45

Ngosuku: Amahora ayi-9 ngeviki lezinsuku ezinhlanu; Amahora ayi-8 ngeviki lezinsuku eziyi-6

Iviki lokusebenza elifingqiwe (compressed): Izinyunyana noma umsebenzi ngamunye bangavumelana ngokuthi usuku lomsebenzi olwejwayelekile lwelulwe lube ngamahora ayi-12 ngaphandle kokuthi bakhokhelwe i-overtime

Ukuvumelana ngobuphakathi (average) beviki lomsebenzi: Kungenziwa izivumelwano nezinyunyana ukuze abasebenzi basebenze amahora ubuphakathi bawo obungama-45 esikhathini esiyizinyanga ezi-4

I-overtime ngeviki: Amahora ayi-10

I-overtime ngosuku: Amahora a-3

Ukukhokhelwa kwe-overtime: Isikhathi nengxenywe

Amakhefu okuyodla: Imizuzu engama-60 emuva kwamahora a-5 kodwa singancishiswa sibe yimizuzu engama-30 uma kuvuma inyunyana noma umsebenzi ngamunye

Isikhathi sokuphumula ngeviki: Amahora angama-36 alandelanayo kubalwa neSonto uma ngabe akukho sivumelwano nenyunyana noma nomsebenzi ngamunye sokuthi kusetshenzwe nangesonto

Ukushintshashintsha kwezikhathi sokuphumula ngeviki: Izinyunyana noma umsebenzi ngamunye bangavumelana ngokuthi bathathe amahora angama-60 kuphela esikhathini esingamaviki amabili

Isikhathi sokuphumula ngosuku: Amahora ayi-12

Ukusebenza ngeSonto: Ngokuvumelana nenyunyana noma nomsebenzi ngamunye

Ukukhokhelwa kokusebenza ngeSonto: Isikhathi esiphindwe kabili (double pay) kwabangava-mile ukusebenza ngeSonto kanti labo abavamile ukusebenza ngeSonto bona bazokhokhelwa isikhathi nenxenywe

Ukusebenza ebusuku (emuva kwehora le-6 ntambama nangaphambi kwehora le-6 ekuseni: Ngokuvumelana nenyunyana noma nomsebenzi ngamunye

Imali yokusebenza ebusuku: Kungakhokhwa imali yeshifu (ayinqunyiwe) noma kuncishiswe isikhathi somsebenzi ngokuvumelana nenyunyana noma nomsebenzi ngamunye

Amaholide omphakathi (Public Holidays): Kuzolandelwa uMthetho waMaholide oMphakathi, kodwa izinyunyana noma umsebenzi ngamunye bangavumelana ngokuthi kusetshenzwe nangamaholide omphakathi

Imali yokusebenza ngeholidi lomphakathi: Isikhathi esiphindwe kabili

### **ILIVU**

Ilivu yonvaka: Izinsuku ezingama-21 ezilandelanayo

Ilivu yokugula: Amaviki ayi-6 esikhathini esiyizinyanga ezingama-36 (kuye ngokuthi kusetshenzwa iviki lezinsuku ezi-5 noma eziyi-6 yini)

Ilivu yokuyolungisa imicimbi vasekhaya: Izinsuku ezi-3 ezikhokhelwayo uma kuzelwe ingane noma kugula ingane noma kushone ilungu lomndeni

Ukubeletha: Izinyanga ezi-4 (akukavunyelwana ngokuthi kuzokhokhwa kanjani)

### **ISAZISO SOKUYEKA UMSEBENZI**

Osesebenze amaviki amane noma ngaphansi: Inothi yeviki elilodwa

Osesebenze amaviki evile kwa-4 kodwa ongakawugedi unyaka owodwa: Amaviki amabili

Osesebenze ngaphezulu konyaka, osesebenze ekhishini noma epulazini amaviki evile kwamane: Amaviki a-4



## **SAMWU loses former Provincial Treasurer of the Eastern Cape**

SAMWU lost Comrade Mkululeli "Khusta" Dayimani of the Eastern Cape, after a long illness.

The comrade was only 38 years old.

Cde Dayimani was a valuable worker leader in the province. While he was employed by the Ibhayi City Council, he was a leading figure in the struggles of

municipal workers. Cde Dayimani was elected as Provincial Treasurer in 1994, and played a role in developing sound financial policies for the province. He was also an active member of the FINCOM, the national finance committee of the union. Comrades in the Finance Department remember Cde Dayimani as being quiet and thoughtful and a deep thinker. He voluntarily resigned as treasurer last year after being struck down by illness.

Comrades in the Eastern Cape remember being with Cde Dayimani in Umtata when he addressed the workers who wanted to resign from the union. Afterwards, instead of resigning, many more workers joined SAMWU. "Many of us here in the Eastern Cape were lucky to be with him. He was skillful when discussing problems of the organisation with workers. He had the skill to approach the workers," said the Eastern Cape comrades.

The death of cde Dayimani is a great loss to the union. Hundreds of workers from across the province attended his funeral. He leaves his wife, Nonyameko and a daughter, Busisa. The union sends our deepest condolences to his family. His death is a great loss to all municipal workers in the province, and the country.



## **A Tribute to the late General Secretary of NUMSA - Cde Mbuyi Ngwenda**

### **THE MAMBA IS GONE**

*by Thobile Maso*



The World is full of change  
Night follows the Day  
Seasons Succeed Each Other  
People are born, grow and die  
The Mamba is Gone

How touched we were  
When the young dynamite ceased to breathe  
When his Soul separated from the Body  
When the Dynamic worker Defender left us all  
Gone to join the spirit movement of our revolutionaires  
The Mamba is gone

Oliver Tambo welcomed him to the Movement  
Joe Slovo Guided him for the purpose of uniy  
Chris Hani showed him the spirit of no compromise  
Mbuyi was a mamba a Bulldozer action man  
Even the bosses were bumbling, mumbling around  
He got the natural smell, untamed jungle

The Mamba is Gone  
Yet the spirit is alive  
Aluta!! Continua!!



# Elections 1999!

## **1994 - the first democratic elections**

The ANC was elected on the power of the RDP, which promised five key programmes:

- \* meeting basic needs (providing water, houses, electricity, health, transport, clean environment and education)
- \* building the economy (addressing inequalities in ownership, employment and skills with workers rights a focus - jobs to link to reconstruction and development)
- \* democratising state and society (development must be people centred in accordance with the bill of rights)
- \* developing human resources (people involved in decision making, education and training crucial).
- \* implementing the RDP (build structures at all levels.)



## **What problems do workers face in 1999?**

- \* Rising unemployment from GEAR policies such as privatisation of municipal services. GEAR also calls for a flexible labour market where workers will be poorly paid on short contracts, losing job security and benefits.
- \* Many workers still do not have running water, electricity or decent housing.
- \* The budget has cut social spending on education, health, water, pensions, public works (which are labour intensive).

### **SAMWU's position around the elections:**

The ANC is the workers' choice. The other parties are against workers' rights. Workers and their families should vote ANC for a two-thirds majority. Then COSATU as an Alliance Partner will be able to put pressure on the government to move away from GEAR and back to the RDP.



## **Workers' lives have improved under the ANC-led government**

- \* 30% of South Africans lacked access to a safe supply of water near their homes before 1994. This has been reduced to 20%.
- \* Less than 40% of South African homes had electricity before 1994. Today, 63% are connected to electricity.
- \* Over 5 million children benefit from the primary school nutrition programme. Health care is free for children under six years and pregnant mothers.
- \* Workers have made gains with the Labour Relations Act, Basic Conditions of Employment Act and Employment Equity Act. Farmworkers and domestic workers are protected - they had no rights before.

## **What do parties say about workers rights?**

### **African National Congress**

- \* Improving the transformation started by new labour laws
- \* Programmes to implement new rights
- \* Special attention to domestic and farmworkers such as a minimum wage
- \* Legislation to stem retrenchments

### **Democratic Party (DP)**

- \* "Sympathy" strikes should be stopped
- \* Workers in small businesses should give up their rights under the LRA and BCEA

### **Inkatha Freedom Party (IFP)**

- \* Small businesses don't have to comply with labour laws; no to compulsory maternity benefits

### **New National Party (NNP)**

- \* Says labour laws are too worker friendly
- \* Scrap the Employment Equity Act

### **United Democratic Movement (UDM)**

- \* Local government to outsource services
- \* No to laws around minimum wages