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BARGAINING MONITOR



LRS Annual General Meeting

The LRS held its Annual General Meeting on the 31 July 2002. It was a time to reflect on the work done during 2001, adopt the annual review and financial statements, and elect a new board. This was done in the closed session attended by LRS member unions: Capef, Fawu, Mewusa, Num, Numsa, Saccawu, Samwu, Satawu & Towu.

At the open session, attended by labour support organisations and organisations based at Community House, a sneak preview of the LRS website was presented. It will be operational from September. Other achievements of the LRS for the past year were also presented at the open session

The plans for 2002 are proceeding steadily with our major achievement being the upgrading of the Actual Wage Rate Database. From a dos-based system to a windows-based system. AWARD will now be accessible on-line. Award will contain wage data according to sector and according to grade from the early 1990s and allows unions to see how they have fared in keeping workers' wages in line with inflation and other variables. Unions should make use of this valuable knowledge – it will assist them prepare for bargaining and ensure that the wool is not pulled over their eyes. As The LRS motto states: "Knowledge is too important to be left in the hands of the bosses."

(see page 7 for more pictures of the AGM and the message from last year's chairperson)



Sahra Ryklief acknowledges the work and support of the out-going chairperson of the LRS 2001 Board, Gwen Anderson. "She set very high standards"

Labour at the Crossroads: A 'Make Or Break' Situation For Namibia's Trade Unions

*By Herbert Jauch of the Labour Resource and Research Institute, Windhoek.
Written in April 2002*

Over the past few months, the Namibian labour movement – particularly the country's largest trade union federation, the National Union of Namibian Workers (NUNW) – has been the subject of debate and media attention. Contradictory statements by union leaders, the NUNW's position on the elections in Zimbabwe and the federation's role in the privatisation of Air Namibia have raised serious questions about the vision and mission of Namibian trade unions. This article hopes to shed some light on recent developments against the background of the ongoing challenges facing the labour movement since independence.

Tripartism

Before independence, most trade unions played a prominent role as grassroots-based social movements that were an integral part of the broader liberation struggle, linking workplace grievances to the broader social, political and economic issues confronting Namibian workers. With the achievement of independence, Namibian unions had to adjust to new circumstances and redefine their role in an independent, democratic state that retained the basic features of the colonial economic structures. The Government set out a new framework for labour relations in the form of 'tripartism'. This essentially meant that government would consult its 'social partners' (business and labour) on labour-related matters while retaining decision-making powers. The Labour Advisory Council (LAC) is one of the expressions of this policy. Made up of representatives of government,

employers' organisations and trade unions, this body advises the Minister of Labour who takes the final decision.

Within the tripartite framework, government expected trade unions to concentrate on workplace issues and to articulate workers' concerns through the structures created by government and through collective bargaining with employers. While representing an improvement compared to the adversarial colonial labour relations, the tripartite arrangement effectively limited labour's role in terms of pursuing an agenda for more fundamental socio-economic transformation.

The ideological onslaught

Developments after independence were shaped by two dominant ideologies. On the one hand there was (and still is) the ideology of nationalism that was embraced by SWAPO since its inception. At independence, nationalist policies were coupled (in often contradictory ways) with the global onslaught of neo-liberalism, an ideology that proclaims the universal superiority of unhindered free-market capitalism. Entangled in the national liberation paradigm and at the same time confronted with a global wave of neo-liberal policies, trade unions found it difficult to clearly identify and articulate the specific needs and aspirations of their working class base. Instead, they were drawn into continuous compromises in the name of the 'national interest' – as defined by government.

Union Investments

The ideological dilemma also became apparent in the debate around union investments and empowerment. Initially – and perhaps naively – unions considered the establishment of investment arms as a means to ensure their financial sustainability. However, the far-reaching ideological consequences and at times open contradictions created by union investments soon began to surface. As unionists started serving on company boards, they had to adjust to business perspectives of profit maximisation, restructuring and cost-cutting exercises which clashed with traditional union values of socio-economic justice, living wages, security of employment and elimination of inequality. Balancing these contradictions became an impossible task. This was shown clearly by the NUNW's initial acceptance of the Air Namibia privatisation deal, which was then overturned by a decision of the Central Executive Committee. The open contradiction between the unions' policy of opposing privatisation and the negotiations of the NUNW's investment arm on the privatisation of Air Namibia could no longer be reconciled.

Union investments have also exposed the lack of clarity around the concept of empowerment. To some extent unions fell prey to the ideology of individual empowerment instead of redefining the concept to serve Namibian workers as a social class. Empowerment within the nationalist project is essentially a process of creating a new black (petty) bourgeoisie - a concept fundamentally different from the notion of worker empowerment and worker control.

Lack of accountability

Another factor leading to the weakening of the labour movement was the erosion of accountability of union leaders towards

their members. During the 1980s, many Namibian unions were characterised by a high level of inner-union democracy and accountability. Union leaders at various levels had to obtain mandates from their constituencies and had to report-back regularly. This created a sense of ownership over the unions among workers and ensured that elected leaders articulated the aspirations of their members. As was the case with so many other organisations in Namibia – including NGOs and political parties – trade unions lost some of their vibrancy after independence. As workers felt that independence was won, union structures became dormant and leaders consulted their members only sporadically. The lack of clear mandates greatly contributed to the contradictions experienced by unions in the past few years. This also contributed to conflicts of interests as the collective interests of workers were at times compromised for the personal ambitions of individual union leaders. While they certainly have the right to make individual decisions to enter politics or the private sector, unions need to guard against being used as springboards for personal careers. (*continued on p4*)



A Divided Labour Movement

Namibian unions are divided largely along political lines, unable to move towards joint action even on issues where their positions are similar, for example on the question of privatisation. It was symptomatic that unions outside the NUNW publicly opposed the NUNW's call for a national march in November last year, which was meant to express *inter alia* opposition to the privatisation of parastatals. The absence of trade union unity has resulted in strong rivalry between unions organising in the same sectors. This is evident in the public sector as well as the fishing, wholesale and retail industries. Such rivalry further erodes labour's power at the workplace as well as in the national arena where unions are unable to present joint positions.

At international level, the statements by some NUNW leaders in support of Robert Mugabe and ZANU-PF constituted a departure from agreed union positions at SADC level as expressed through the Southern Africa Trade Union Co-ordination Council (SATUCC). Although the NUNW is a SATUCC affiliate, in this instance it placed national party-political loyalties above workers solidarity in the region. Such actions are likely to contribute to a weakening of labour's voice at SADC level.

All Gloom and Doom?

The current dilemma that the Namibian labour movement is facing was caused by a combination of factors, including organisational weaknesses, a lack of ideological clarity and the absence of a common vision and mission. Unions will have to confront these issues head-on but it must not be forgotten that unions are still among the most significant mass-based organisations in Namibia. With a combined membership of over 100 000 in all sectors of the economy – including vulnerable workers on farms and in private households – they have a national presence

The author is the director of the Labour Resource and Research Institute (LaRRI) and has worked on labour issues in Namibia and the SADC region for the past 14 years. The views expressed in this article are his personal ones.

that few other organisations can match. Unions have structures all over the country and although they are sometimes weak, they can still be used to mobilise members and to ensure that union policies reflect workers aspirations and interests.

Back to Basics

In a sense, Namibian unions have to return 'back to the basics' by reviving and strengthening their structures and by re-introducing accountability and inner-union democracy. They need to show that they are independent and accountable to their members only. Secondly, unions need to rethink their investment strategies and ensure that their investment arms do not violate and contradict union values and policies. Thirdly, unions need to understand and clearly define their role beyond the workplace. While it is essential that unions are efficient negotiators and able to assist their members in all workplace-related problems, unions also have to articulate workers interests on broader socio-economic issues. As representatives of a specific social class, they need to articulate not only the interests of formal sector workers but also those of other marginalised (and unorganised) groups such as the unemployed and casual workers.

Representing such broader interests effectively requires a vision of a different society based on equality and social justice and a strategy of how this can be achieved. Labour will certainly not be alone in this endeavour and a key to success will certainly be the unions' ability to form strategic alliances with other organisations representing marginalised groups. Trade unions will have to revive their tradition of being a social movement if they want to regain the support and respect they enjoyed at the time of independence. **The choices made now will determine what role unions will be able to play in the years to come. They can become either the driving force behind a process of mobilisation for more fundamental socio-economic changes or become further marginalised with a dwindling membership base and unable to significantly influence future developments in Namibia.**

Best Practice or Practicing Poverty?

Towards A Wine Farms Directory (Mercy Brown)

Farm workers are one of the most vulnerable and marginalized groups of workers in South Africa. For a very long time, they were subjected to some of the worst working conditions. These conditions were marked by extreme poverty, exploitation and deplorable living conditions for those farm workers who were accommodated on farms. Farm workers until 1996, were excluded from the Labour Relations Act and most other labour legislation. They had no right to compulsory leave, unemployment benefits, sick leave or overtime pay. Even with so much oppression and exploitation, the situation of women working on farms, was and continues to be even worse. Women working on farms often face double oppression, both from the farmer and their partners. Men and women even though they might be doing the same jobs, don't earn the same salaries, for example men earn up to 50% more than women in supervisory positions. The sexual division of labour is firmly entrenched on farms, with 78% of tasks in the "general employment" category being defined as "women's work.

these rights are properly implemented and exercised.

This is exactly the aim of the wine farms directory which will be compiled by the Labour Research Service, in partnership with the Women on Farms Project (WFP) and the Programme for Land and Agrarian Studies (PLAAS).

Aim of the Project:

The aim of this wine farms directory is to provide the Women on Farms Project with a strategic tool to build social solidarity on wine farms. The wine farms directory is to be launched at the next Women on Farms Project AGM in May 2003. This wine farms directory will also form part of Women on Farm's Project's (WFP) campaign for a minimum wage for seasonal workers.



some of the most prominent farms in the wine industry.

After the social audit has been completed, the wine directory will list the five worst farms in terms of their performance on the selected criteria and will also list the five best farms. The plan is to increase the number of participating farms in year two.

A workshop was held on the 29th and 30th of July in Malmesbury. The aim of this workshop was to determine the criteria for the social audit and to select the farms which will be audited. The workshop was a success as both the afore-mentioned aims were achieved. The following criteria for the audit were set:

- * Housing
- * Crèche facilities on farms
- * Equal Pay for equal work
- * Training and Skills Development, especially for women
- * Recognition for skills acquired
- * Working Conditions, i.e. safety, toilets in the vineyards, maternity benefits, medical benefits, etc.
- * Good working relationship between management and workers
- * Alcohol and drug abuse, domestic violence on farms
- * Jobs Creation

The wine farms directory project will entail a social audit of the working and living conditions on the wine farms on which WFP organise workers. The criteria for the social audit will be determined in consultation with the labour resource agents and district forums from the Women on Farms Project. The plan is to assess farms on between 7 and 10 criteria. These criteria are to correspond to the demands that women on farms are struggling for, e.g. a minimum wage, skills training, full-time employment, etc.

The project will run over three years. In the first year, approximately ten wine farms will be assessed. In order to make the campaign really effective, the farms that will be selected will have to be



Significant inroads have been made in terms of improving the legislation governing conditions of workers on farms since the democratic transition in South Africa. Although these laws have the potential to alter the power relations on farms, a lot still has to be done to ensure that farm workers know what their rights are and that

A total of 25 farms were selected for participation in the social audit.

Aluta Continua

Company Review

NORTHAM PLATINUM LIMITED

By *Mpatametje Mabelane*



Sector: Mining Resources – Platinum

Northam Platinum Ltd (Northplat) is a mining company listed on the Johannesburg Securities Exchange. Its major shareholders are Goldfields Ltd and Mvelaphanda Holdings Ltd, an empowerment company investing in mining resources and operations. Each company holds 25.5% of the Northplat's equity. Northplat holds mining licenses and operates a mine (Northam), situated at Thabazimbi in the Limpopo province. It also operates other processing plants to recover platinum and other precious metals in the Mererensky Reef area of the province. It is the fourth largest gold producer in Southern Africa after Amplats, Implats, and Lonplats.

The company was assessed in November last year by LRS for inclusion in the Community Growth Fund Universe (i.e. the companies that the fund could invest in) based on the following criteria:

Employment

There has been a 23% increase in employment between 1998 and 2001. This is an impressive record. The table below indicates the number of workers at Northam over four years.

Year	Employees	% annual change
2001	6349	8.15%
2000	5831	18.16%
1999	4772	-1.99%
1998	4867	

Source: The Northam Platinum Ltd.

Training

Northam has an official training policy with worker participation. It has spent 2% total payroll on training in the 2001 financial period. This is slightly less than the LRS All sector average benchmark of 2.2%. However, in the shift bosses and artisan categories it was found that 70% of the employees trained were white. This is one of the reasons NUM has declared a dispute with the company, demanding an outside external skill facilitator.

Empowerment

The company does have a black empowerment partner in Mvelaphanda Holdings and it has worker representation on its structures such as the disciplinary, training programmes and grievance committees. However, its overall spending on social responsibility is only 0.02%

compared to the LRS All sector average benchmark of 0.7%.

Affirmative Action

The affirmative action criterion is based on the number of blacks and women in management positions. There are 57 woman managers and 104 black managers out of total 247 managerial positions. This means that women and blacks occupy 23% and 42% of total managerial positions respectively. This is better than the LRS All sector averages, which are 21% and 24% respectively. On this criterion the company is doing well.

Conditions of Employment

Based on the interview with management and shop stewards, Northam does comply with Basis Conditions of Employment. After a strike in late 2001, the minimum wage was increased from R1500 to R2000 for the next two years. This minimum wage is better than the LRS All sector average of R1289. The company is also gradually doing away with the hostel system by converting them into family units.

Environmental Practice

The mine has an official environmental policy. On the surface the company seems to be complying fully with environmental legislation and requirements. However, workers have indicated that they are not involved in environmental monitoring. On this criteria the company has failed on the basis of not including workers.

Corporate Governance

Northam complies with the King Recommendations on corporate governance. There are eleven board members, of which ten are non-executive directors. The roles of chairman and the chief executive are separate. Both the remuneration committee and the audit committee comprise of non-executives directors. The company gives a breakdown of directors' emoluments.

Conclusion

Based on the overall assessment of all the criteria, Northam passed. However, this is one of the cases where CGF has withheld putting the company in its universe until it has settled its dispute with workers. This time the dispute is around training.

ANNUAL GENERAL MEETING of the LRS

7

31 JULY 2002

Message from the outgoing chairperson of 2001

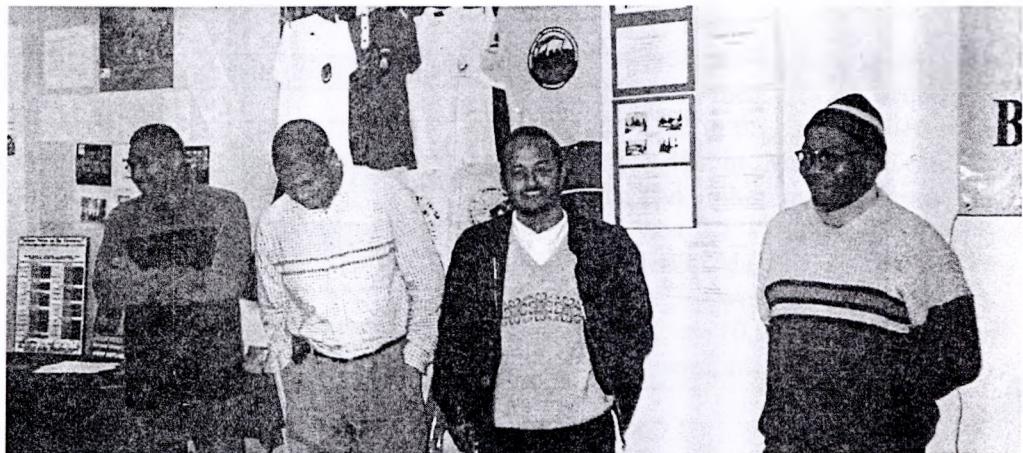
Gwen Anderson

Another year of hard work, loyalty and dedication from the staff and board of the LRS has passed. My involvement with the LRS for the last three years has been a learning experience and I see it as a privilege to be part of an organisation that is successful in achieving its objectives. The LRS is also an organisation that, when we get down to business, we forget we are from different unions and concentrate on doing our best to carry out the mission of the organisation.

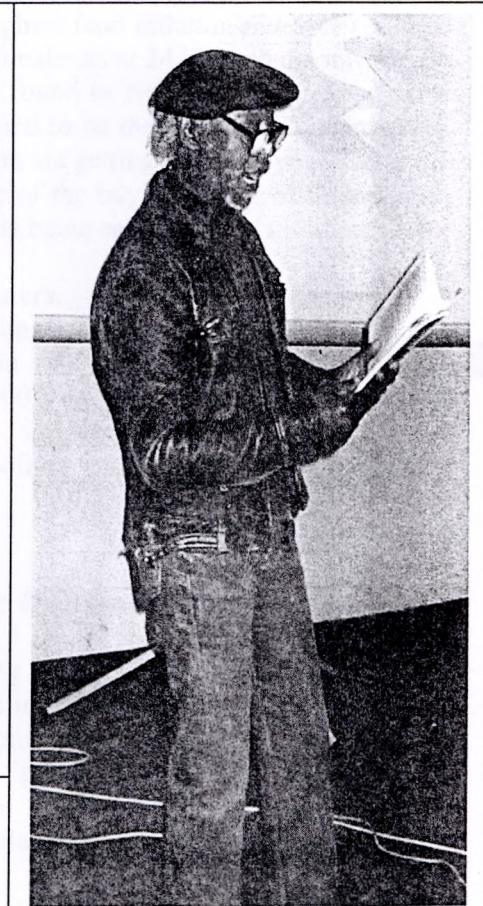
It is with great sadness that I am writing my final message as Chair of the LRS Board, as I will no longer be able to stand for elections, due to the liquidation of the company where I have worked for the last ten years.

To the LRS staff, I would like to say keep up the good work. It was a pleasure working with you and to experience your commitment in ensuring that the LRS reaches its targets in terms of the programmes developed to educate workers. To our funders and member unions, thank you for your support and for realising the importance of the LRS work on your agenda.

Lastly, to the Board, your support and commitment to myself and the organisation made me realize how important it is for us as trade union leaders to work together in order to make sure that the workers unite in their workplaces. I would like to encourage each one of my fellow board members to avail themselves for the next term, you have done a great job this past year and before. Your role as board members is of utmost importance. Good luck in taking the organisation forward.

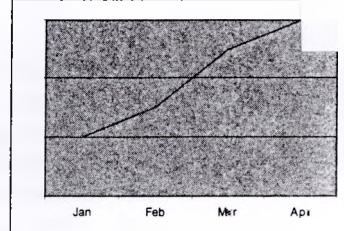


The elected board members for 2002-3 are: (from right to left) Habofanoe Thomas Ketsise (NUM); Gary Wilson (Towu); Joseph Adams (Capef); Michael Sinclair (Numsa). Nicholas Maziya (Satawu), who was also elected onto the Board, is not in the picture.



Chris Ferndale (above) and
James Mathews (right)
read poetry at the open
session of the AGM:
MUCH APPRECIATED!!

INFLATION IS RISING FASTER THAN WAGES:



BY:
G. Mthethwa

Consumer Price Index

As shown in table 1, the Consumer Price Index (CPI), which measures all items, was 8,9% in June 2002 in the metropolitan areas compared to 8,4% in May 2002. In the metropolitan and other urban areas the inflation rate was 9,1% compared to 8,5% that was recorded in May 2002.. The highest inflation rate was recorded in Pietermaritzburg at 10,9% and the lowest was found in Bloemfontein at 6,2%.

Food Inflation

The food inflation rate increased from 14,0% in May 2002 to 15,9% in June 2002 for the metropolitan areas. Metropolitan and other urban areas the food inflation rate was 14,8% in May 2002 and for June 2002 the inflation increased to 16,7%. See table 2. The highest food inflation rate was recorded in Mpumalanga at 24,0% and the lowest was 12,5% found in Northern Cape. Food price continued to be the main cause of inflation. Workers are getting poor and poor due to the decline of the buying power of their wages, which is being eaten by food inflation.

Pensioners

According to Stats South Africa the annual inflation rate for pensioners was 9,1% at June 2002 for the metropolitan areas. The annual inflation rate for pensioners at metropolitan and other urban areas was 9,7%.

Income & Expenditure of Households

Tables 4 and 5 provide information on the spending patterns of various income groups and the impact of inflation on these groups. The monthly expenditure for the very low-income group was R672.50. The annual inflation for this group was 12,9% and the food inflation was 18,3% in the metropolitan areas.

The metropolitan and other urban areas recorded the following figures: inflation was 14,1% and food inflation 19,0% for the very low.

CPI All Items	Jun 02	Jun 01-Jun 02
Areas	CPI	Inflation
Western Cape	116,4	+10,0%
Cape Peninsula	116,0	+9,1%
Eastern Cape	116,5	+10,5%
Port Elizabeth	116,2	+9,9%
East London	115,7	+9,0%
Northern Cape	116,5	+9,2%
Kimberly	117,6	+10,6%
Free State	111,8	+6,6%
Bloemfontein	111,7	+6,2%
Free State Goldfields	113,6	+7,4%
KwaZulu-Natal	115,3	+8,7%
Durban/Pinetown	115,0	+7,7%
Pietermaritzburg	117,4	+10,9%
North West	113,7	+7,8%
Gauteng	115,2	+8,9%
Pretoria/Centurion	115,3	+8,6%
Witwatersrand	115,6	+9,1%
Mpumalanga	116,5	+9,9%
Nelspruit/Witbank	117,5	+9,6%
Limpopo Province	115,3	+8,8%
Polokwane/Pietersburg	111,9	+6,9%
Metropolitan	115,6	+8,9%
Metro and other urban areas	115,3	+9,1%

Food Inflation	Jun 02	Jun 01 -Jun 02
Areas	CPI	Inflation
Western Cape	119,6	+14,6%
Cape Peninsula	120,5	+14,5%
Eastern Cape	124,1	+20,8%
Port Elizabeth	123,8	+19,4%
East London	122,7	+18,6%
Northern Cape	118,4	+12,5%
Kimberly	122,1	+15,6%
Free State	120,0	+13,4%
Bloemfontein	125,8	+18,7%
Free State Goldfields	120,4	+13,5%
KwaZulu-Natal	126,8	+19,5%
Durban Pinetown	125,5	+17,4%
Pietermaritzburg	126,1	+19,1%
North West	120,3	+16,0%
Gauteng	119,6	+16,1%
Pretoria Centurion	119,6	+14,7%
Witwatersrand	118,9	+15,5%
Mpumalanga	127,8	+24,0%
Nelspruit/Witbank	127,1	+18,2%
Limpopo Province	127,0	+19,2%
Polokwane/Pietersburg	128,7	+22,0%
Metropolitan	120,6	+15,9%
Metro and other urban areas	121,5	+16,7%

Table One

Table Two

Table 3: Metropolitan and other urban areas

Metropolitan/other urban areas			
All items: 9,1%	Food: 16,7%		
Core: 9,1%	CPIX: 9,8%		
Expenditure groups	Per month	Inflation	Food
Very low	R672, 50	14,1%	19,0%
Low	R672, 58-R1 219	12,7%	18,6%
Middle	R1022-R2030	11,4%	18,1%
High	R2030, 50-R4596	9,9%	17,2%
Very high	+R4596	8,2%	16,0%

Table 4: Metropolitan areas

Metropolitan areas			
All items: 8,9%	Food: 15,9%		
Core: 9,1%	CPIX: 9,7%		
Expenditure groups	Per month	Inflation	Food
Very low	R672, 50	12,9%	18,3%
Low	R672, 58-R1 219	12,6%	18,2%
Middle	R1022-R2030	11,2%	17,0%
High	R2030, 50-R4596	10,3%	16,3%
Very high	+R4596	8,0%	15,5%

The Consumer Price Index and the annual inflation rate on a monthly basis for the metropolitan areas
The inflation rate for June 2002 was 8,9% compared to 8,4% in May 2002.

Table 5: Consumer Price Index.

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ave.
2000	+96,9	+96,6	+97,6	+98,9	+99,3	+99,9	100,8	101,2	101,7	102,0	102,2	102,5	100,0 +5,2%
	+2,6%	+2,3%	+3,4%	+4,5%	+5,1%	+5,2%	+6,0%	+6,9%	+6,9%	+7,0%	+7,0%	+7,0%	
2001	103,8	104,1	104,8	105,3	105,7	106,2	106,1	105,9	106,2	106,1	106,6	107,1	105,7
	+7,1%	+7,8%	+7,4%	+6,5%	+6,4%	+6,3%	+5,3%	+4,6%	+4,4%	+4,0%	+4,3%	+4,6%	+5,7%
2002	109,0	110,4	111,7	113,7	114,6	115,6	115,6						
	+5,0%	+6,1%	+6,6%	+8,0%	+8,4%	+8,9%							

Source: Stats South Africa

The Consumer Price Index excluding interest rates on mortgage bonds on a monthly basis for the metropolitan and other urban areas

The CPIX (consumer price index excluding interest rates on mortgage bonds) rate was 9,8% in June 2002 higher than 9,2% in May 2002 as indicated by table 6 below. The 9,8% annual increase in the metro and other urban areas is mainly due to the increases in the price of food, housing, transport, education, fuel and power, health and personal care.

Table 6: Consumer Price Index excluding interest rates on mortgage bonds (CPIX)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ave.
2000	+96,4	+96,7	+97,6	+98,8	+99,4	+99,9	100,8	101,2	101,7	102,1	102,2	102,6	100,0 +7,8
	+7,0	+7,2	+7,4	+7,7	+7,9	+7,9	+7,9	+8,1	+8,1	+8,0	+7,7	+7,7	
2001	103,8	104,1	104,9	105,4	105,9	106,3	107,3	107,3	107,6	108,1	108,6	109,3	106,6
	+7,7	+7,7	+7,5	+6,7	+6,5	+6,4	+6,4	+6,0	+5,8	+5,9	+6,3	+6,5	+6,6
2002	111,2	111,9	113,3	114,7	115,6	116,7							
	+7,1	+7,5%	+8,0%	+8,8%	+9,2%	+9,8%							

Source: Stats South Africa

The coming months will get tougher for the poor as food inflation eats into wages. Government gave the public sector workers a 9% increase but the private sector tends to give even lower. Having come to terms with missing the inflation target of between 3-6 percent, the government has already raised interest rates this year. So far this measure has not been successful. Will there be another interest rate hike when the Reserve Bank committee meets in September? What will it do to the economy? Who will bear the brunt of another increase in the interest rate?



Wage Increases Are A Pittance!!

by
Beaulla
Dicks

Of the 47 companies surveyed in this report the average percentage wage settlement was 8.7% and the median percentage settlement was 8.5%. Thus, on average, workers have received below inflation rate increases. In the sample, the highest percentage increase was won in the mining industry with Northam Platinum settling on an 18% increase and a minimum weekly wage of R438.54 for a 45-hour working week. Clicks Stores recorded the lowest wage increase of 4%, which translates into a minimum weekly wage of R311.78 for a 45-hour working week.

Collective bargaining is under severe pressure in the midst of the current economic climate where the rate of inflation has risen by 9.8% for June 2002, the price of basic foodstuff has also risen sharply resulting in workers being able to put less food on the table and having to spend more money on transport. The rapid rise in the cost of living does little to alleviate the high levels of poverty - in fact it is aggravating the situation.

As the cost of living rises so will the pressure on low-income households to keep from being subjected to abject poverty. Collective bargaining is conducted under adverse conditions as negotiators try to negotiate for wage increases above inflation rates and a minimum wage rate of close to R2000.00 per month whilst bosses seek to enforce wage restraints and continue to retrench workers so as to ensure greater profits.

Company	Job Category	Minimum Weekly Wage (R)	Increase	Hours Of Work	Trade Union	%	Implem. Date
						18%	
MINING							
Northam Platinum Ltd - Surface	Grade A2 & A3	438.54	18%	45	Num	1-Jul-02	
Northam Platinum Ltd - Undergrnd	Grade A2 & A3	461.58	18%	45	Num	1-Jul-02	
Middelburg Mine Services Ltd	Category 3	559.43	8.50%	45	Num & Uasa	1-Jun-02	
Impala Platinum Ltd (Rustenburg Operations & Refineries) - Surface	Grade A3	461.58	12%	45	Num	1-Jun-02	
Impala Platinum Ltd (Rustenburg Operations & Refineries) - Undergrnd	Grade A3	500.58	10%	45	Num	1-Jun-02	
Anglogold - Surface	Category 3	401.57	10%	45	COM	1-Jul-02	
Durban Roodepoort Deep Blyvoor - Surface	Category 3	295.87	8.50%	45	COM	1-Jul-02	
Durban Roodepoort Deep Blyvoor - Undergrnd	Category 3	357.26	7%	45	COM	1-Jul-02	
Durban Roodepoort Deep Buffels - Surface	Category 3	296.33	8.50%	45	COM	1-Jul-02	
Durban Roodepoort Deep Buffels - Undergrnd	Category 3	367.64	7%	45	COM	1-Jul-02	
Durban Roodepoort Deep Harties - Surface	Category 3	353.57	8.50%	45	COM	1-Jul-02	
Durban Roodepoort Deep Harties - Undergrnd	Category 3	475.42	7%	45	COM	1-Jul-02	
Harmony Free State - Surface	Category 3	378.03	9%	45	COM	1-Jul-02	
Harmony Free State - Undergrnd	Category 3	426.73	9%	45	COM	1-Jul-02	
Harmony Masimong - Surface	Category 3	390.72	9%	45	COM	1-Jul-02	
Harmony Masimong - Undergrnd	Category 3	448.9	9%	45	COM	1-Jul-02	
Harmony Winkelhaak & Kinross - Surface	Category 3	362.1	9%	45	COM	1-Jul-02	
Harmony Winkelhaak & Kinross - Undergrnd	Category 3	426.73	9%	45	COM	1-Jul-02	
Harmony Leslie - Surface	Category 3	362.1	9%	45	COM	1-Jul-02	
Harmony Leslie - Undergrnd	Category 3	426.73	9%	45	COM	1-Jul-02	
Harmony Elandsrand & Deelkraal - Surface	Category 3	397.88	9%	45	COM	1-Jul-02	
Harmony Elandsrand & Deelkraal - Undergrnd	Category 3	457.2	9%	45	COM	1-Jul-02	
South Deep - Surface	Category 3	361.87	8.50%	45	COM	1-Jul-02	
South Deep - Undergrnd	Category 3	409.88	8.50%	45	COM	1-Jul-02	
<i>Average</i>		409.09			45.00		
<i>Median</i>		405.73			45.00		

In the last five years many unions have experienced declining membership and increasing financial constraints compounding the organisational weaknesses that exist. The inability of unions to win even an inflation rate increase for members can have devastating consequences for the morale of union members, making it even more difficult to sustain trade union organisation. This opens up the question of union bargaining tactics and the need for solidarity among unions and community organisations. It is a question that can only be addressed positively if there is an analysis of the onslaught on the working class as a whole and a willingness to build unity through combating the degradation being imposed in the workplace, in the community, in the school, and all public spheres in which the working class resides. Unions and their members should be in the forefront of taking up this challenge. (*send your perspectives on this to Bargaining Monitor*)

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%

Company	Job Category	Minimum	Hours	Trade	Implem.								
		Weekly											
Wage (R)						Work							
MANUFACTURING													
Distillers Corporation	Grade 1	626.07	7%	44	Fawu	1-Apr-02							
Midway Dairy	Minimum	280		40	Fawu	1-Apr-02							
United National Breweries	Minimum	580.9	7%	44	Fawu	1-Apr-02							
Nabisco S.A. - Chloorkop & Tunney	Grade 2	819	8%	44	Fawu	1-Apr-02							
Coca-Cola Canners: Epping, Pinetown, Wadeville	Grade 17: Cat.1	903.3	6.90%	45	Fawu	1-Jan-02							
Cadbury	Grade 1	858.44	7.25%	44	Fawu	1-Jan-02							
Alpine Swiss Foods	Minimum	280	7.00%	40	Fawu	27-Feb-02							
Boxlee Corrugated Packaging	Minimum	553.89	8%	40	Ceppwawu	1-Jan-02							
Mondi Recycling	Grade A/7	577.72	7.50%	44	Ceppwawu	1-Jan-02							
Nampak Paper Recycling	Semi-skilled	742.5	7.00%	45	Ceppwawu	24-Mar-02							
Jackstadt	Minimum	631.8	8%	45	Ceppwawu	1-Jan-02							
Rebsons	Minimum	360	7%	40	Ceppwawu	1-Mar-02							
Mercato Advertising Gifts	Minimum	632	8.50%	40	Ceppwawu	14-Jan-02							
Control Chemicals	Minimum	380.8	9%	45	Ceppwawu	1-Sep-02							
Citiwood Denver	Minimum	555.45	10.00%	45	Ceppwawu	8-Jan-02							
Killarney Brickfields	Minimum	406.35	8%	45	Num	1-Jan-02							
MS Arnold	Minimum - Casting	684	6.50%	45	Num	14-Jan-02							
Grinaker Precast - Roodepoort	Grade A1	487.35	8%	45	Num	1-Apr-02							
<i>Average</i>		575.53		43.33									
<i>Median</i>		579.31		44.00									
ELECTRICITY, GAS & WATER													
Rand Water	Entry level	628.9	9%	42	Netu,								
	Minimum	672.97	8%	42	Samwu,	1-Jul-02							
					Rwsa,								
					Ucimeshawu								
CATERING & ACCOMMODATION SERVICES													
Fedics - Inland	Minimum	250.4	8.50%	45	Hotelicca	1-Apr-02							
BUSINESS SERVICES													
Afric Mail Advertising Johannesburg	Minimum	300	9.80%	40	Ceppwawu	1-Jan-02							
WHOLESALE & RETAIL TRADE													
Clicks Stores	Entry Level	230.95		45	Saccawu	1-Jul-02							
Clicks Stores	Minimum	311.78	4%	45	Saccawu	1-Jul-02							

The Trade Union Library

Celebrates Women's Day on 9 August 2002

With a collection of new books on Women's Rights and Struggles, donated by the Friends of Workers' Education in South Africa based in London



Disposable Domestics: Immigrant Women Workers in the Global Economy (2000) by Grace Chang.

Human Rights of Women: International Instruments and African Experiences (2002) edited by Wolfgang Benedek, Esther Kisaakye and Gerd Oberleitner.

Male Daughters, Female Husbands: Gender and Sex in an African Society (1998) by Ifi Amadiume.

The Globalized Women: Reports From A Future of Inequality (2000) by Christa Wihterich.

Women's Rights at Work: A Handbook of Employment Law (2001) by Alison Clarke.

The Space Between Us: Negotiating Gender and National Identities in Conflict (1998) by Cynthia Cockburn.

Women Resist Globalisation: Mobilizing for Livelihood and Rights (2001) edited by Shiela Rowbotham and Stephanie Linkogle.

Eye To Eye: Women Practising Development Across Cultures (2001) edited by Susan Perry and Celeste Schenck.

Pregnancy at Work: Health and Safety for the Working Woman (1998) by Regina Kenen.

Women, Work and Islamism (1999) by Maryam Poya.

So come and join the Trade Union Library and start reading. Empower Yourself, Your Union and Your Community.

**Wathint' Abafazi – Wathint' Imbokodo
You Strike A Women – You Strike A Rock**

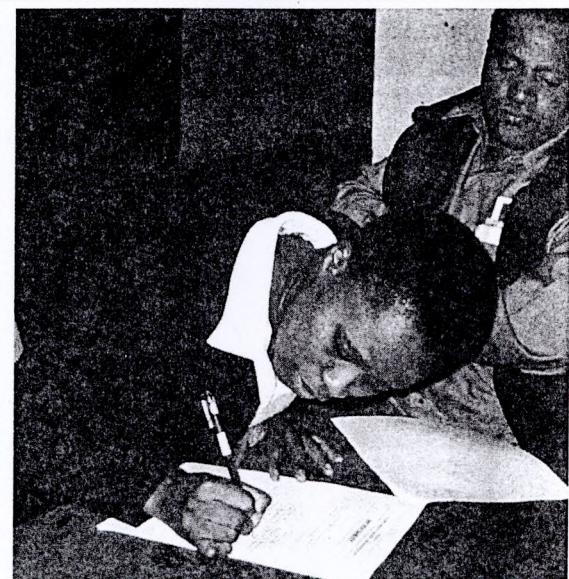
**WRITE FOR OUR NEXT ISSUES:
Industrial Action 2002:
What Lessons**

It is important that the strikes that have occurred this year be assessed. First so that the gains and losses that have been made can be understood, second so that lessons can be drawn for struggles to come, and third so that plans for present organisational work can be drawn up with recent experiences and lessons.

Bargaining Monitor therefore calls on its readership to write on strikes that have occurred this year for the next issue.

Contact us if you need access to a computer to write.

Waiting Impatiently For Your Articles.



Busi Vananda: The librarian of the LRS will be very helpful and will attend to your resource needs once she has signed you up as a Trade Union Library member.