

Kukhona isidingo esikhulu namhla kubasebenzi Abansundu. Babumbe ibandla labo. Ukuze ibandla la basenzibasezimayini liphumelele kukhona isidingo sokuthi bonke abasebenzi bawazi umlando wamabandla ezisebeni eningizimu ye-Afrika. Kubalulekile ukwazi imbangela yokungaphumeleli nobuthakathaka kwa mebandla abasebenzi abansundu eminyakeni eminingi eyadlula.

Ngo 1931 izandlana labasebenzi lahlangana lamisa ibandla labasebenzi bezimayini elaziwa ngokuthi yi African Mine Workers Union. uMnumzana T. W. Thibedi waba ngunobhala walwlibandla. I-AMWU yahlangabezana nobunzima obukhulu, kanti futhi nempulelelo encane yabakhona. Enye yezimbangela zobunzima kwaba ubuningi bezisebenzi eyivela kwamanye amazwe. Kwanzima ukuthi i-AMWU ibe namalunga aqotho ngoba ebesebenza izinyanga ezimbalwa bebuyela emazweni avela kuwo. Enye yezimbangela eyayisikhali esikhulu eyenza ukuthi i-AMWU ingaphumeli:-

1. Ukuba umthetho wokuqhilaza abantu abansundu wawuvunyelwe.
2. Namapoyisa enelungelo lokuvimbela abasebenzi uma bethatha amanyatelo ngokungagculiswa kwabo.
3. Kanti namabandla abaqashi kanye nohulumeni akazange ukuthokhozele ukubumbana kwabasebenzi ngapansi kwebandla le AMWU.

Kwatholakala ukuthi izisebenzi zezimayini zinexikhalo eziningi lokukwabangela izitileka eziningi nonyaka. Izinto ezabangela iziti leka kwaku iholo, ukudla kanye ne ndawo zokulala. Kanti nawo amapoyisa ebangazi bekanga panshi nge mpatho yabo embi.

Kanti ngaku hlangothi olunye kwa kukhona ukuvinjwa kanye nokucindezelwa kwebandla labasebenzi. Phezu kwakho konke izindingo zabasebenzi zeza ukuthi i-AMWU ibone ususemandleni ayo ukuthi isebenze kakhulu ithole amalunga amaningi. Ekupheleni kuka 1930 kuya emunyakeni ka 1940 kwatholakala kuyisifaneleko ezisebenzini zezinye izimboni ukuthi zibumbe eyazo imibutho yezisebenzi.

Kwathi ngonyaka ka 1941 i-Transvaal ANC yathatha isinqumo sokusiza i-AMWU, njengoba i-AMWU yayingazange iwathole amandla ebhlosiwe ukuthi abakhona. kuyo i-ANC yabiza umhlangano omkhulu la pho khona izithunywa ezazingu 81 zivela emabandleni abasebenzi angu 39 nakwamanye amabandla emibangazwe. Abagqogquzeli balo mhlangano omkhulu kwaba onumzane S. P. Matseke,

(TVL Chairman) R. Radebe abeyilunga le komiti ye ANC kanye no J. Majoro abeyilunga le African Mine Clerks Association. Emva kwalo mhlangano omkhulu i-AMWU yathola amandla amakhulu landa nenani lamalunga.

Ngo 1944 emva kokuba umnumzana B. J. Mark ebe umangali we AMWU. WE nza konke okwakusemandleni akhe ukubhalisa amalunga amasha kuAMWU amalunga abaliswa abangaphezulu kwe 25 000.

Kwathi ngonyaka ka 1942 i-African Gas and Power Workers Union yabunjwa. Lombutho wabasebenzi wabalu leka kakhulu ku African Mine Workers Union, ngoba iningi labasebenzi lalisebenza ku Victoria Falls Power Company. Lemboni ayithume la amandla kaGesi ezimayini zase goli. Kwakhanya kamhlophe noma siphi isinyanthelo esingathathwa yi-African Gas and Power Workers Union iyoba nomphumela onzima kubanini zimayini naku AMWU.

Khona enyakeni ka 1942 abasebenzi be AGPWU babaka phansi amathulusi befuna iholo labo likhushulwe, ngenhlanhla embi izikhalo zabo aziphumelelanga. Abanini be Victoria Falls ba bona ukuthi uma bengahlangabezana nezidingo zabasebenzi be AGPWU nabasebenzi be AMWU nabo bangahla babeke phansi amathulusi. I-AMWU kanye ne AGPWU zahlangana zacela ukuthi uHhulumeni akhe iko miti ezobekela amaholo ezisebenzi nokwenza ncono amaholo.

Ngonyaka ka 1943 ngo February uHhulumeni wakha ikomishini eyabizwa ngokuthi yi Lansdowne Commission ihlaziye kahle iholo labasebenzi basezimayini. Kwatholakala isidongo sisikhulu nakubasebenzi be Victoria Falls ukuthi kuqazulu lwe nakhona amaholo abasebenzi. Loko kwenzeka nga July 1943.

Kuthe ngoDecember 1943 lekomiti yathula umbono wayo kanye neziphakamiso lachintha nguhulumeni. Kwamukelwa elokoholelwa uma usebenza emva kwesikhathi sokushayisa I overtime nakhona umehluko wawukhona omncane kakhulu.

Abasebenzi bebahola i-14 shillings ngeviki kanye ne 4 shillings okwakuthiwa yi living Allowance. Loko kwabangela ukuthi abasebenzi be AGPWU bathembise ukubeka panshi amathulusi futhi.

I-AMWU yabiza ikhomfa enkulu kabi ngo August 1944 kwakukhona izithunya ezingu 700 kanye namalunga angu 1 300 evela kude maduze neGoli. Kulomhlangano kwethulwa yonke okwaku phathelene nekhomishina yayikhethiwe ukuthi icwaningisise izikhlaazo zabasebenzi be AMWU kanye ne AGPWU. Emva kokuba abasebenzi bezwile ukuthi uHhulumeni uzicithile izikhalo zabo kwaba khona ababona kufaneleki

le ukuthi amthulusi abekwe pansi. Emva kwezinsukwana ikhomfa indlulele uhulumeni washaya umthetho obuqashi owaziwa ngokuthi yi-War Measure 1425. Lomthetho wawu vimbela ukuthi abantú bangatholakali be amashumi amabili behleli ndawo nye.

Loku kwabangela ubunzima obukhulu emabandleni abasebenzi. Ngoba imihlangano yayingavunyelwanga. Abasebenzi bazama ukubamba umhlangano ngasese ebusuku ezimayini. Kwakunzima nokuthelala imali yobulunga kubasebenzi. Nokubhalisa amalunga amasha.

Abaholi kanye namalunga abalulekile amabandla abasebenzi avalwelwa emajele eshaywa mihla yonke. Inhlosi kaHulumeni kwakuwukuvimbelam ababandla abasebenzi kanye no kuwabulala. Kodwa zonke lezinyathelo ezazithathwe uHulumeni kazi kuvimbelanga ukubumbana kanye no kubheka phambili kwabasebenzi.

Kuthe ngonyaka 1945 kwabakhona inkengane yendlala. Loku kwabangela ukuthi ukudla kuncishiswe kuzinkompone, kwatholakala ukuthi izisebenzi seziphelile ukubekwezela zema ngezinyawo zakhetha amadoda athile ukuba athumele isikhalazo kwemane nja yenkomponi.

Kuthe kungakabaphi ngo March 1946 amapoyisa ahlasele abasebenzi be mayini yase Modderfontein East, laba basebenzi bayekiswa ukukhonona kwabo. Kuleso siphithi-phithi samaphoyisa nezisebenzi kwafa umsebenzi oyedwa kanti abangama shume amane balimala.

I-African Mine workers Union yabiza ingqungquthela ngo April kuwo unyaka ka 1946 kwakukhona izithunywa ezingaphezu kuka 2 000 ezazi vela kumashafu kanye nazezikomponi. Kwathatwa izinqumo ezimbalwa Ukukhushulelwa imali ngeshume lo-sheleni ngelanga; ukudla okunempilo; nokupheliswa komthetho obuqayi - i-War Measure 1425.

Abasebenzi ababekhethiwe ukuyo thula izinqumo zengqungquthela abavu nyelwanga ukuthi bethule izikhalo zabasebenzi. Lesosenzo sabangela ukuthi abasebenzi babeke phansi amathulusi.

Abasebenzi ngalesikhathi bebabona kala ngempela ukungathokozeli impatho ka ~~Ababekhethiwe~~ ngayo, ngomhla abasebenzi ngalesikhathi bebabona kala ngempela ukungathokozeli impatho ababephethwe ngayo, ngomhla ka 4 ku August 1946 kwaba khona umhlangano omkhulu kulomhlangano kwakukhona izithunywa eziyinkulungwane (1 000) lomhlangano wawuse shasha lazini, abasebenzi bezwana ngazwi linye lokuthi awungathintwa umsebenzi ngezi 12 August 1946.

Ngempela kwabanjalo kwathi ngomhla ka 12 August amathulusi abekwa phansi kwathi ngomhlaka 15 amapoyisa

ahlasele abasebenzi, kuleso siphithi-phithi phakathi kwabasebenzi abayisishiyagalo lonye naloko lena ni labafalinga qondakali kahle, kanti abayinkulungwane namakhulu amabili kahle, namashumi amane neshiyagalombili (1 248) balimali. Amapoyisa asilitha isitileka, abasebenzi babuyela emsebenzini kwathi ngezi 17 August baphelala bonke.

Emva kwesitileka nokubanjwa kwaba khokheli, kanye nezigwebo ezinhlo bohlobo. Kanti nohulumeni wathathela izinyathelo ezinzinyana ezazi landela isitileka.

I-AMWU yabe izigebela eweniimpela Kodwa yabangelwa ukunyathelwa amapoyisa kanye nohulumeni. Isitileka satshengisa ngokusobala amandla ombutho wabasebenzi noma ibandla labasebenzi ukuthi lingabayinto enkulu. Izimayini eziyishumi nambili (12) zema izinsuku eziyisikhombisa (7) kanti eziyisishi yakalolunye zakhinyabezeka. Abasebenzi abayizinkulungwane ezingamashumi ayisithupha (60 000) babe beke phansi umsebenzi.

Kuyinto ebalulekile ukuthi sibheke imbangela yokungaphumeleli kwalesitileka esikhulu kangaka kanti futhi kufuneka sithole isifundo, kanye nembangela yokufakwe AMWU nasinqanda kahle imbangela yokungaphumeleli kahle, kungaba usizo olukhulu kusasa ngobakungazanywa ngawo wonke amandla ukuthi amaphutha afana nalawa avinjelwe kuyatholakala emilandweni we AMWU ukuthi abaholi babanjwa, bonke kwase ukusweleka abanye abaholi abangahle baqhubeka nomsebenzi, loku kwenza ukuthi abangahle baqhubeka nomsebenzi, loku kwenza ukuthi kubelula kuhulumeni ukuthi ayibulale i-AMWU.

Abaholi ababengamashumi amabili kuphela, babanjwa bonke loku kwabangela ukuthi abaphathi bezimayini kanye nohulumeni baphumelele ekubulaleni ibandla labasebenzi kubalulekile ukuthi abasebenzi bazi ukuthi lowo nalowo umsebenzi ungumholi ebandleni labasebenzi.

Ngesiteleka saka 1946 i-AMWU yayingazi lungiselanga kahle, yahluleka ukubheka amaphuzu abalulekile okuthi ngahle amapoyisa nohulumeni kanye nabaphathi zimayini bazame ngawo wonke amandla ukuthi babhidlize isitileka.

Enye yezimbangela ukuthi abaholi behluleka ukwazisa noma ukuhlalanganana nabasebenzi ngezinsuku zesitileka, liku kulula ukwenzeka kodwa kufanele ukuthi kuvinjwele Abasebenzi akufunekile ukuthi bangahlangani nabaholi ngoba loku kwenza kubenzima ukwakha amshu amasha, kanti nempulelo ayivami ukuba khona. Ngoba izifiso zaba

Iqhubeka kukhasi 5

OSHIQILELWE EMXULWINI
ZAKAHULUMENDE : ISIGABA SOKUQALA

Iningi lenu mahlawumbe liyawubuza umbuzo wokuthi kungani amalungelo abasebenzi bomdabu engafani nawa basebenzi abamhlophe na? kulesi sicephu sizakubheka kwi Industrial -al Conciliation Act, eyenziwa ngoono ngo 1956. Lomthetho u balulekile kakhulu ngoba, yiwona ongabavumelanga abansundu ukuba ngamalunga e trade unions. nga -many amazwi, abomdabu bakhishwa kumalungelo andiselwe kuma nyonya -na abhalisiwe.

Ayini lamalungelo, futhi kungani u hulumeni wakhapha abasebenzi abansundu kuwo ngo 1956 na? Sizawahlolisisa lamalungelo ku- lesisicephu. Esiceshini esi- zayo(ku "Basebenzi" benyanga e- zayo) sizakuthi sihlole izizathu ezibangele ukuba u Hulumeni enze loku, nokuthi, ngesizathu salom- thetho, akwaziwa ukuthi ama trade unions, ama asosiyeshini, noma ama federeyishini ehlukena ashonaphi. Bese kuthi kwesoku- gcina isicephu, ngihlole ukuthi "lamalungelo" e trade union abha -lisiwe yini. Ama trade unions akwamukelani ukubhaliswa uma nga -be lombaliso wenzelwa ukuthi bonke abasebenzi bangabambisani? Kwabangelwa yini ukuthi abasebe- nzi abamhlophe bangabambisani na basebenzi bama kaladi, amandiya kanye nabansundu ekwaleniukuwam- kela lomthetho we Industrial Conciliation Act ekuyiwona ohlu- kanisa bonke abasebenzi. Zini- ngi izizathu ezibangela loku, fu- thi sizalinga ukuzihlola ephephe -ni elilandelayo. Kodwa kuba- lulekile ukuqondisa ukuthi i Industrial Conciliation Act, ayimile yodwa. Lomthetho we ndluliswa ngoba abantu abathile babona kuyingozi kubona ukuhla- ngana kwabasebenzi, nokuthi ba- zakulahlekelwa yizi mfanelo zabo uma abasebenzi beqhubeka ngokuba -mbisana.

I Industrial Conciliation Act ya -qalwa ngo 1924. Ekuqaleni ko- kuba ngumthetho, Le Industrial Conciliation Act, yabeka phansi izingqubo zokuba ama trade unions kanye nezinhlalelo zabasebenzi zibhaliswe, kanye nezingqubo zoku- phikisana kwama indastri (e.g. izi -tirayiki, nokwahlukaniswa kwabase -benzi) kungalungiswa.

Le Industrial Conciliation Act, ivikela abasebenzi ekubeni ba- hlangane. Esikhathini esiza- yo, sizakuhlola izizathu zoku-

bekwa kwalomthetho.

Lomthetho ubekile ukuthi ama kanse -la babalisiwe angabakhona, kodwa abe nenani labasebenzi elilingana nabamela abaqashi kunoma iyiphi i indastri. Lama Council abizwa ngo -kuthi ngama kansela ama indastri (Industrial Councils) futhi iningi lenu lizakwazi ngalama kansela. Ama Industrial Councils anawo ama- ndla okungezelela izivumelwa kubo bonke abasebenzi be indastri ethi- le. Abasebenzi abaningi bomdabu, ngaloko, noma bengavunyelwe nje ukukhetha abameleli kuma trade uni -ons ekuyibona abangabakhulumela kwi Industrial Council, noma ngabe bebezibhadala izimfanelo zabo kwi Industrial Council.

Lomthetho unazo futhi izindlela zo -kulungisa izingxabano zama indast -ri. Izitiraiki, nokwahlukaniswa kwabasebenzi akuwona umthetho kula ma indastri e.g. light, power, water, saritation, passenger trans- port, izicima mlilo, kanye ne inda stri yokudla okusemathinini. Ya- zisiwe ingqubo yokulungisa izingxa bano kwimisebenzi emqoka, kanti futhi inzima le ngqubo. Noma nga be sivunyelwe isitiraiki ukuthi sibekhona ngokomthetho, lama inda- stri angenhla angesenzi isitiraiki ngoba asivunyelwe kuwona.

Kafuphi nje, i Industrial Concilia- tion Act yazisa izindlela lapo um- bukiso phakathi kwabaqashi nabase- benzi ekumisweni ngezindlela ezini- ngi. Lomthetho uqindezela abaqashi ekubeni bahlangane nabasebenzi, futhi usebenza nase kuvikeleni aba- nye abasebenzi. Noma kunjalo lom- thetho awunakekeli zonke izidingo zabasebenzi bonke, futhi akubona bo- bonke abasebenzi abamelwayo emihla nganweni yama Industrial Councils.

Iholo labo nezindlela zabo zokuse- benza zicoshwa yi Industrial Coun- cil, noma ke abasebenzi bomdabu bengenako abangakusho maqondana ne -miholo yabo kanye nezindlela zabo zokusebenza.

Ingabe izifiso zabasebenzi aba- nsundu zehlukile kwezabanye abasebenzi beminye imihlobo? wena ucabangani? abanye abantu bona ba cabangani.

Sizakuqala ukuqonda ngalesosi- khathi ukuthi kungani abasebe- nzi abansundu bengavunyelwe u- kubambisana nabanye abasebenzi kwi trade union yinye. Kuyi- nto ethandekayo leyo nama cha?

Omunye welunga lekomiti owaxoshwa, wayemela abasebenzi malunga nemiho -lo yabo. Abatiraiki babefuna ukuthi laba abaxoshiwe babuyiselwe emsebenzini yabo, noma inkulumo maqondana nemiholo yabo iqhubekela phambili.

Abatiraiki bazisa ukuthi laba ababili baxoshwa ngoba babezama ukwakha ikomiti labasebenzi, kodwa abaphathi bakuphika loku. Bachaza abasebenzi ukuthi batiraika ngoba befuna ukuthi ababili babuyele emisebenzini yabo, futhi befuna ukuthi ikomiti labasebenzi elizobasiza kuzidingo zabo lakhiwe.

Ngelanga elilandelayo laba abaxoshiwe bala ukutha imiholo yabo, ngoba bethi kukhona imali eyadonswa ngokungemthetho. Umqashi wazisa ukuthi ngesizathu sokubalabasebenzi batiraika, bangeke banikezwe imali yabo ye notice, nanye imali efanelekile. Abasebenzi bagqizelela ukuba bamkele imiholo yabo, ephelile. Ngomhlanga 30th ku Zibandlela (November) bonke abatiraiki babuyela emsebenzini.

Lababasebenzi baba namandla amakhu -lu ukudlula abanye abasebenzi banye amafektri abake baba nezitiraiki. Futhi babengazikhulumeli bona kodwa babe khulumela nabanye abasebenzi bakubo, ababexoshiwe. Babe yisixuku esibambene, esinamandla, futhi besebenza ngezwi linye.

3) Lezinto ezimbili, yizinto okumele abasebenzi basikhalele. Kodwa izikhalo zabo zingalalelwe uma bengesona isixuku esinamandla. Uma abasebenzi abayi 1,000 bekhuluma ngazwi linye, akukho okungenziwa ngumqashi noma ngamaqhoyisa, uma liliningi inani labasebenzi elinalesi sikhalo. Akukho okungenziwa ngumqashi noma ngamaqhoyisa uma abasebenzi beba lizwi linye, futhi ngalokho, abasebenzi banamandla angaphezu ko mqashi noma amaphoyisa.

Ngakho-ke kubalulekile ukuba abasebenzi bazihlele, babe yizixuku ezinamandla ezinenani eliningi futhi zibe nyandanye. Yinani eliningi elenza ukuba abasebenzi babe namandla. Banemali eningi abaqashi, kanti amaphoyisa wona anamandla okubopha kuphela, bese kuthi abasebenzi babe ngabasebenzi kuphela. Uma kukhona abasebenzi abafuna ukukuthola, kumele basebenze ngokubambisana.

Kuleliphepha kunezindaba maqondana nezi tiraiki. Lezi ngezinye zezingxaki abasebenzi asebahlangana nazo.

- 1) Otraikayo kumele azimisele ngo kuhlanguana nobunzima uma etraika. Ziningi izinto ezingenziwa ngumqashi ukusebenzana naba traikayo. Kungenzeka azilalele izidingo zabasebenzi kodwa loku akwandile. Kungenzeka ukuba abasebenzi baxoshwe kodwa loku akubona ububi obukhulu angabenza umqashi. Mhlawumbe angabizwa amaphoyisa e fektri ukuba aphelise lesisi traiki, noma kuboshwe bonke abatraikayo.
- 2) Njengoba ubona-ke, uku traika kuyisinyathelo esiyingozi. amandla abasebenzi mancane kakhulu kunalawa abaqashi noma awa maphoyisa. Ngaso sonke isikhathi abasebenzi bahlala besovalweni lokuxoshwa, noma loku boshwa umbenga traika. Loko-ke kubanguwukuthi abasebenzi bangabi nesi bindi sokumela izimfanelo zabo, noma bafune okudingeka babe nakho.
- 3) Noma kunjalo, abasebenzi bangalilahli ithemba, noma bahlale bethulile, ngoba uku traika kuxhomeke ezingozini eziningi. Kwamanye amazwe, abasebenzi abanezingxaki ezifana nazo lezi, baphumelela ukuzihlela bona ngokwabo. Namhlanje bayisixuku esinamandla, futhi esikwazi nokuzimela kuba qashi baso nase maphoyiseni.

Bangenzani abasebenzi ukuze babe nomphumela.

- 1) Kumele bazi abasebenzi ukuthi abakucelayo kubaqashi babo, kubhekene nabo. Kuyimfanelo yawonke umsebenzi ukwaneliswa yimiholo lakhe, futhi asebenze kahle. Wonke ama fektri anawo amandla okukwenza loku. Ngakho-ke abasebenzi bangavumi ukusebenganelisiwe ezikhaweni zabo.
- 2) Kuyimfanelo yabo bonke abasebenzi ekubeni nendlela yokuphumelela ekwenzeni zonke izidingo zabo. Okungcono wukuba kwenziwe loku yikomiti labasebenzi, kodwa libe nokuzwana okunamandla leli komiti.

basebenzi

iphepha labasebenzi
February
1975 no.6

IZINDABA ZEZITELEKA

Cishe zonke izinsuku muva - nje a -basebenzi kuzo zonke izindawo ba -ya straika.Mhlawumbeimbangela ya -lezizi tirayikiyngoba abasebenzi bafuna iholo labo likhushulwe noma bafuna ukubaizifanelo zabo zihlelwe.

Uma abasebenzi bedinga ukukhushulelwa imiholo,benza isicelo sokukhushulelwa imali le ethandwa yibongothamba ukuthi abaphathi bazakubalalela. Okanye banga khushulelwa njengesicelo sabo,kodwa kuvamile ukubabongezelelwe kancane nje emiholweni yabo.

Ngomhlaka 7 kuMandulo(August)kwelase Thekwini abasebenzi abangu 400 kuma indastri e Wire,Steel Products kanye nawe Engineering e Mobeni ba trayika,be funa ukukhushulelwa nge 7c ehoreni linye. Kodwa bakhushulelwa kuphela nge5c.

Kwesinye isikhathi uma abatrayika -yobafuna inkushulelo ethile abayinikwa ngalesosikhathi, kodwa ba -tselwaukuthi uma bengabuyeli emisebenzini yabo, bazaxoshwa.Kuyo inyanga kaMandulo(August),e fektri yase turnwright,abasebenzi aba 400 baye ba tirayika. Babefuna ukukhushulelwa nge R3 ukuva ku R5 nge vi.vi.Abaphathi bathi abasebenzi be phule isinqumo sabo (contract) ngokutirayika,ngakho-ke uma bengabuyeli emisebenzini yabo bazakuxoshwa.Abaphathi bathembisa kuyihlola lendaba yokukhushulwa kwemiholo,kodwa bazisa ukuthi kuzakuthatha ngoba le Nkampani iseyintsha.Ngokuthembisa ukuxosha abasebenzi,abaphathi babanayo amadla okuqhuba umsebenzi,kodwa ke izidingo zabasebenzi,azizange zifezeke Kwesinye isikhathi abasebenzi baye batirayiki umakuphele isikhathi eside singakafezwa isicelo sabo sokukhushulelwaiholo,futhi bengaboni mehluko phakathi kwezimvilophi zabo uma behola.Loku kuye kwenzeka esibhedlela sase Baragwanath Abathunywayo,Abaklinayo,opota nabanye batiraika ngoba imiholo yabo yayimele ukukhushulwa nge nyanga ka Ncwaba(July),kodwa awubanga khona umehluko.Ngelanga eliladelayo abasebenzi abangaba 500 kuya ku600 baboshwa,bayalwa e John Voster Square ukuthi uma bengaphindeli emisebenzini yabo, bazakujeziselwanu -kwenza isitiraiki ngokungemthetho.

,Loku-ke kusobala ukuthi abaphathi bathola amandla, kangangoba uma be -ngaphinda futhi abasebenzi batiraika ngaphandle kokungabaza bazabizelwa amaphoyisa abasebenzi.

Ngokunjalo futhi kwinyanga ka ziban -dlela(November). Abasebenzi bakwamasipala e Randburg, batiraika. Lesisitiraiki sabangela uwukuthi kwabakhona iphuthaemaphakethini emiholo yabasebenzi.Ngelanga elilandela -yo bavela enkantolo ngokujesilwa ukungavumi ukwenza imesebenzi yabo. E nkantoloke abasebenzi abangu 70 bakhululwa ngoba balivuma icala,kwathi abangu 76 bajeziswa ngaphansi komthetho we "Riotions Assemblies Act". Babhadaliswa R20 noma izinsuku ezingu 20 esitokisini emunye.

Siyabona ukuthi uma abasebenzi befuna ukukhushulelwa imiholo yabo,bakhohliswa lula ngabaphathi babo uku -ba bamkele iholo elingaphasi kwaleli abalicalayo, noma bangakhushulelwa sampela.Loku-ke kubangelwa wukubaabaphathi basuke bathembise ukubaxosha abasebenzi okanye bababize la amaphoyisa.Ukuze abasebenzi baphumelele ezindingweni zabo,kumele babe nyandanye,ukuze abaphathibanga -bi namadla angaphezulu kwa wabo. Isixuku sabasebenzi, esisebenza ngokubambisana,sinamandla alingana nawabaphathi.

E zinye izitiraikiezivame ukwenzeka ngezabasebenzi uma bedinga okuthile maqondana nabanye abasebenzi.Abasebenzi abasitiraikayo ngoba befuna ukuzenzela izinto ngcono,kodwa batiraikela ukusiza abanye abasebenzi abasebenza nabo.

Kwenzeka futhi loku e fektri yama glazi ePilkington, Springs.Abasebenzi abangu300,batiraika ngoba omunye wabasebenza nabo waxoshwa. Bahlala emakhaya bengasebenzi izinsuku ezimbili.Emva kwesitiraiki,umqashi waxosha abangu 8 abangamalunga ekomitilabasebenzi.

E fektri yase Emextra, eBramley, ngenyanga ka 27th ku Zibandlela(November) abasebenzi batiraika ngoba kwaku xoshwe ababili belunga le komiti.Okokuqala ifemu laxosha ababetiraikikile abangu 82 iningi ngamakhosikazi ngoba becele ukuba kwakhiwe ikomiti labasebenzi. Abasebenzi babe bafuna ikomiti labasebenzi,kodwa abaqashi bephuza ukulakha.

E D I T O R I A L

In this issue there is an article on strikes. These are some of the problems workers have found when they have gone on strike:

1. A striker must be prepared for the worst. Management can do a number of things to deal with strikers. It can listen to their demands, but this is most unlikely. It is more likely that management will fire the entire work force, and even that is not the worst that they can do. They will probably call police to the factory and ask the police to either forcibly break up the strike, or arrest all the strikers.
2. Therefore as you can see going on strike is a risky business. Workers have very little real power compared to their employers or the police. Workers are continually under the threat of being fired for striking or trying to organise. They also have to face the possibility of being arrested. These things make workers afraid to stand up for their rights and make bold demands for the things that they want.
3. However, because going on strike has many dangers attached to it, workers must not give up hope and remain silent. In many other countries workers with the same types of problems have managed to organise themselves into strong and powerful groups which have been able to stand up against both the managers and the police.

What can workers do to be effective?

1. Workers must remember that what they ask for from their bosses is rightfully theirs. It is the right of every worker to have a good wage, and to have good working conditions. Every factory can afford to give workers these things, and so workers must not accept NO for an answer to their demands.
2. It is also right of every worker to have an effective way

of making their demands, either through a works committee but preferably through a strong union.

3. These two things are what workers must demand for. However their demands will not be listened to unless they are a strong workers organised group.

If 1 000 workers talk together in one voice there is nothing that management or the police can do because there are such large numbers making these demands. If all workers in the same factory/industry talk with one voice, there is even less that management and the police can do, because at this stage the workers are a lot stronger than either management or the police.

Therefore it is essential that workers organise themselves into strong unified groups of large numbers. The only real power a worker has is his number. Management has money and the police have the power to arrest. Workers have themselves only, and they must therefore work together if they want to get anything.

THE INDUSTRIAL CONCILIATION ACT: PART 1

Many of you may have asked how it happened that Black workers do not have the same rights as White workers. In this article we will be looking at the Industrial Conciliation Act as amended in 1956. This act is a very important one because it made it illegal for Africans to be members of registered trade unions. In other words, Africans were excluded from the benefits extended to registered unions.

What were these benefits and why did the Government in 1956 want to exclude African workers? In this article, we shall look at these benefits. In the next article (in next month's "BASEBETSI"). We shall look at the Government's reasons for doing this and what happened to the various associations or federations of trade unions as a result of this Act. Then, in the last article, I should like to look again at the benefits a trade union has if it is registered. Why did trade unions accept registration if registration meant that all of

On the top of page 3 from "of making.....(to) organised group" should be deleted and in place of this it should be read as:

the Workers could not stand in one union? Why did the white workers not stand together with Coloured, Indian and African workers in rejecting the sections of the Industrial Conciliation Act which separated workers!

"There are many reasons for this and we shall examine them in the next article but it is important to understand here that the Industrial amendment to the Conciliation Act does not stand alone. The Act was passed because certain people felt that worker unity was dangerous to them and that they would lose their privileges if workers continued to stand together!"

of making their demands, either through a works committee but preferably through a strong union.

3. These two things are what workers must demand for. However, their demands will not be listened to unless they are a strong workers organised group.

The Industrial Conciliation Act has been in existence since 1924. When it first became a law, it laid down procedures whereby trade unions and employers' organisations could become registered and also procedures whereby industrial disputes (for example, strikes and lock-outs) could be settled.

The act laid down that registered councils could be formed consisting of equal numbers of employers' and employees' representatives in any particular industry or undertaking. These Councils are called Industrial Councils and many of you will know of them. The Industrial Councils are empowered to extend the provisions of an agreement to all workers in the particular industry. Many African workers, thus, even though they are excluded from electing representatives through a trade union to speak for them on the Industrial Council nevertheless pay dues to the Industrial Council even though the African workers have had no say in what their wages and working conditions should be.

The Act also lays down methods for settling industrial disputes. Strikes and lock-outs are mostly illegal in essential industries e.g. light, power, water, sanitation, passenger transportation and fire extinguishing services and the food canning industry.

A very complicated procedure is laid down for the settling of disputes in essential services and it is very difficult for a legal strike to be held in those industries.

In summary, then, the Industrial Conciliation Act lays down methods whereby interaction between the bosses and workers can be regulated in many matters. The Act forces the bosses to meet with workers and it serves to protect some of the workers to some extent but the Act does not really look after the interests of all workers because not all workers are represented at meetings of the different Industrial Councils. The Industrial Conciliation Act prevents workers from being truly united. Next time, we shall begin to understand then why Black workers are not allowed to stand together with all other workers in the same

trade union, i.e. we shall look at reasons why this law was made. Is this a good thing or a bad thing? Do Black workers ... have different interest from other workers? What do you think? What do other people

NEWS ON STRIKES

Nearly every day now workers are striking all over the country. The reasons for strikes are either to ask for higher wages or to demand basic right to organise.

When workers strike for higher wages, they make demands for the kind of wages they want, and then hope that management will listen to them. They are hardly ever given the full wage increase they ask for, but are usually given a little more money.

In Durban, on the 7th August, 400 workers were on strike at Wire Industries Steel Products and Engineering at Mobeni. They wanted an increase of 7c per hour, but were only given an increase of 5c.

Sometimes when strikers demand certain increase, they are not given the increases immediately and are told that if they do not go back to work they will be fired. At Turnwrights factory in August, 400 workers went on strike. They demanded an extra R3 to R5 a week. The management said that the workers had broken their contract by striking and that they would be fired if they didn't return to work. Management also said that it would look at wages at a later date, but this could take time because they were a new company. By threatening to fire the workers and by making promises for the future, the management was able to keep all the power for themselves, and the workers needs were not met.

Sometimes workers strike when they have been promised an increase by management for a long time, but have still not found the increase in their pay packets. This what happened at Baragwanath Hospital at the beginning of the month. Messengers cleaners, porters and others went on strike because their salaries should have been increased in July, but were still the same.

These workers 500 to 600 were arrested the next day and were warned at John Voster Square that if they did not go back to work they would face charges of illegal striking. This shows that the management can gain more power to stop workers from striking by calling the police.

The same thing happened at the Randburg municipality on the 2nd November. The strikers went on strike because they were unhappy about mistakes in their pay packets. They were told to appear in court on the next day on a charge for refusing to perform essential services. At court some workers were released for recognising their guilt while 70 others were charged under the Riotous Assemblies Act for breach of contract. They were fined R20 or 20 days each.

We can see that when workers make demands for higher wages, or for any other matter concerning wages, they are easily fooled by management to accept only small increases or they are given no increase at all. This is because management threatens to fire them or calls the police, If workers are to succeed in their demands they must work together in a strong organised group, so that management does not have such power over them. Strong, big groups of organised workers are just as powerful as managers and their threats.

The other kind of strikes which happen quite often, are strikes where workers demand certain things for other workers. The workers do not strike just to improve things for themselves but they strike to help their fellow workers.

This happened at Pilkington Glass factory in Springs. 300 workers went on strike because one of their fellow workers was fired. They went home instead of working for two days. After the strike, the management fired 8 members of the works committee. These 8 men are now taking legal action against management for firing them. Managers can be sentenced up to two years in prison for dismissing workers of their activities on works committees.

Another factory where this happened went on strike. Imextra, a mail order firm in Bramley on November, 27th, First of all, the firm dismissed 82 strikers mainly women, after they had asked for

the establishment of a workers' committee. The workers had demanded a works committee but management had delayed setting one up. The management also fired two clerks. One of the clerks was a representative of the workers in wage negotiations. The strikers wanted to continue labour negotiations.

The management denied that they fired these 2 workers for organising workers, but the strikers said that the 2 men had been expelled because of their trying to establish a works committee.

The workers said that they had gone on strike to have the men reinstated, and because they wanted a works committee to protect their interests and to talk for them.

The next day the workers who had been fired refused to collect their pay, claiming illegal deductions had been made. The manager said that because the people had gone on strike, they were going to forfeit their notice pay or pro rata pay. The workers insisted on receiving all their pay, and left without collecting anything until they got all their pay. On the 30th of November, all the strikers returned to work.

These workers had a great deal more power than the workers at most of the other firms that had strikes. They were also not only striking for their own interests but were talking up for their fellow workers who had been fired. They were a strong organised group and worked with one strong voice.

THE AFRICAN MINE WORKERS' UNION (AMWU)

There is a great move amongst workers today to organise themselves and form unions. If these unions are to be successful, it is important that all workers know of the history of trade Unions in South Africa.

Once workers can understand the reasons why Black trade unions have failed in the past years then make sure that the unions they set up will not suffer from these weaknesses. In this article we will look at the African Mine Workers' Union and try to understand what caused its downfall.

The first successful attempt to form an African miners' union was made in 1930,

but these were only successful in 1931 when a group of people got together and formed an African union with T.W. Thibedi who was their secretary. This small union struggled on through the 1930's with only small successes because of the problems involved in organising:

- (i) There was a high turnover of migrant workers meant that it was difficult to form a tight group of union members
- (ii) there was legal discrimination and police repression;
- (iii) there was opposition from employers and the Government.

Nevertheless, the miners had many grievances and these caused them to take unco-ordinated action almost every year, in the form of small strikes for food, better wages, and sleeping quarters and against brutal treatment and police activities. So while on the one hand there were many difficulties preventing organisation there were also many grievances which made the workers want to organise themselves. At the end of the thirties, especially, there was a strong move towards organisation not only on the miners but elsewhere too.

In 1941, the Transvaal ANC decided to put new life into the AMWU, which had not yet been able to become a strong union. It called a conference of 81 delegates from 39 trade unions, from the ANC and other representative bodies. The main people responsible for this were S. P. Matseke, the Transvaal chairman of the ANC, G. Radebe, a member of the ANC executive, and J. Majoro, a member of the African Mine Clerks Association. As a result of the conference the AMWU gained new strength and began to attract many members.

By 1944, after the new president, J. B. Marks, had launched a recruiting drive, there were more than 25 000 registered members of the AMWU.

In 1942, the African Gas and Power Workers' Union had been formed. This was important for the AMWU since these workers worked for the Victoria Falls Power Company, which supplied electricity to the Reef mines, and so any action taken by the AGPWU would involve ~~mines together~~ with AMWU. In the same year it was formed the AGPWU struck for higher wages but their demands were refused since the company said that it would cause similar demands by the miners. Both the AMWU and the AGPWU then urged the government to hold a wage board determination to see how much their wages could be improved.

In February 1945 the government appointed the Lansdowne Commission to investigate wages on the mines. In July it gave the commission power to investigate wages at the Victoria Falls Power Company as well. The commission reported to the government in December. Most of its recommendations about the Company were rejected by the government, only the recommendation about overtime pay was accepted. As wages were not increased by very much at all, the AGPWU threatened strike action. (They were receiving only 14 shillings per week and 4 shillings living allowance).

The AMWU called a conference in August 1944. There were 700 delegates and 13000 members from every mine along the reef present. At this meeting the government proposals were attacked and rejected, and there were some calls for a strike.

A few days after the conference the government struck a serious blow when it declared war measure 1425 which prohibited gatherings of more than 20 people on mining land. What this meant was that the union could hold no meetings. It tried to have meetings secretly at night at mine dumps instead. However, collection of subscriptions and registration of new members was almost impossible. Organisers and union leaders were arrested and assaulted every day.

As the government tried to drive the union out of existence, its members became more and more militant,

Finally, in 1945, when a food shortage caused a reduction in rations in the compounds the men's patience snapped. They protested and sent deputations to the compound managers. In March 1946 police attacked some protesting miners at the Modderfontein East mine. 1 Miner was killed and 40 injured.

The AMWU called a conference in April, attended by more than 2000 delegates from shafts and compounds, These resolved to demand 10 shillings a day, adequate food and the withdrawal of War Measure 1425, but the miners presenting the demands were refused. As a result there were random one day strikes.

Workers were by now thoroughly dissatisfied and on the 4th August 1000 delegates from mines decided at an open air

conference to call a strike on the 12th. On Monday 12th August the great mine strike began. It was broken when the police moved in on the 15th, and the last of the strikers to return to work did so on the 17th. The figures of casualties are not known but it was reported that 9 workers died and 1 248 were injured. All the violence came from the police and no property was damaged by the strikers.

After this strike and the arrests, prosecutions and government actions which followed it, the AMWU was almost destroyed. The striker did show however, how powerful the union action could be, because the strike brought 12 mines to a complete standstill for seven days and partially paralysed mine others. About 60 000 workers had been out on strike.

The first weakness of the AMWU and perhaps the most damaging one was that it was easy for the government to arrest the leaders and so destroy the union, because there were not enough union leaders amongst the miners to take over. This is an obvious weakness: if there are only 20 men who know how the union operates then if the 20 are arrested the union will stop working. However, if every worker understands the union's function and workings perfectly then it is impossible for management or the government to harm the union by victimising leaders, since every worker is in fact a leader.

The second weakness of the AMWU in the 1946 strike was that they were not sufficiently prepared for it. For any strike to succeed, it must be planned very carefully, taking into account everything that the police, government and employers might do to break it.

The third weakness of the AMWU in the 1946 strike was that there was poor communication between the union officials and the strikers. This poor communication is something that must always be avoided. It is very easy for the leadership of a union to get out of touch with the workers unless they and the workers constantly work to make sure that this does not happen. If it does happen the union is weak not only because the leaders can be victimised but also because the workers wishes are not followed.

KOPANO YA BASEBETSI KA KAKARETSO

Basebetsi,

Industrial Aid Society, mokgatlo wa basebetsi o tla ba le kopano ya basebetsi.

NENG: Ka la 5 April, 1975.
NAKO: 2.30 p.m.
HOKAE: GANDHI Hall, 50 Fox Street,
JOHANNESBURG.

Tse latelang ke tseo ho tla qoqwang ka tsona:

1. PUISETSO YA BASEBETSI: Industrial Aid Society e leka ho theha mokgatlo wa puisetso (Benefit Fund) e ka thusang basebetsi ka tsa lefu le ka tsa botsofadi. Re batla ho qoqa ka tswelopele e bileng teng ho Puisetso ya basebetsi.
2. MOTHEO O MOCHA WA IAS: IAS e ne ya tshwanela ke ho fetola tsela tsela yeo e neng e hahwe ka yona ka nako ena, hore e tlo kgona ho thusa basebetsi hokgobokana. Re batla ho qoqa ka hona hammoho le basebetsi.

Hape, re batla ho qoqa ka tswelopele e entsweng ke mokgatlo wa rona wa lekgotla la keletso ya basebetsi, le ho lebolella hore re thusa jwang basebetsi moo mekgatlong eo. Re batla ho le bolella hape hore le ka kena jwang le lona mekgatlong ena.

3. IAS ke mokgatlo wa basebetsi. Re batla hore lona le bolelle IAS hore e etsetse basebetsi eng, hore re tlo kgona ho hola re be matla re tie.

Re batla ho qoqa le lona ka ho etswa ha dikomiti tsa femeng, hore di ka le thusa jwang ho fumana mogolo o kaone le ho sebetsa hantle.

4. KAKARETSO: Re batla ho qoqa ka dikakanyo tsa basebetsi, le ho ar araba dipotso tso basebetsi ba nang le tsona.

Ke taba ya bohlokwa hore o tle le bakgotsi ba hao le batho ba bang ba o sebetsang le bona femeng, hore re tlo utlwa hore IAS e thusa basebetsi jwang, le hore re tsebe ho hola re tie.

HO TLA BA LE TEE MONA MOKGATLONG ONA

A R E S E B E T S E N G H A M M O H O



UMHLANGANO WABOBONKE ABASEBENZI

Basebenzi,

I Industrial Aid Society, inhlango yabasebenzi izobe inomhlango wabasebenzi.

USUKU: 5 April, 1975.

ISIKHATHI: 2.30 p.m.

INDAWO: GANDHI Hall, 50 Fox Street,
JOHANNESBURG.

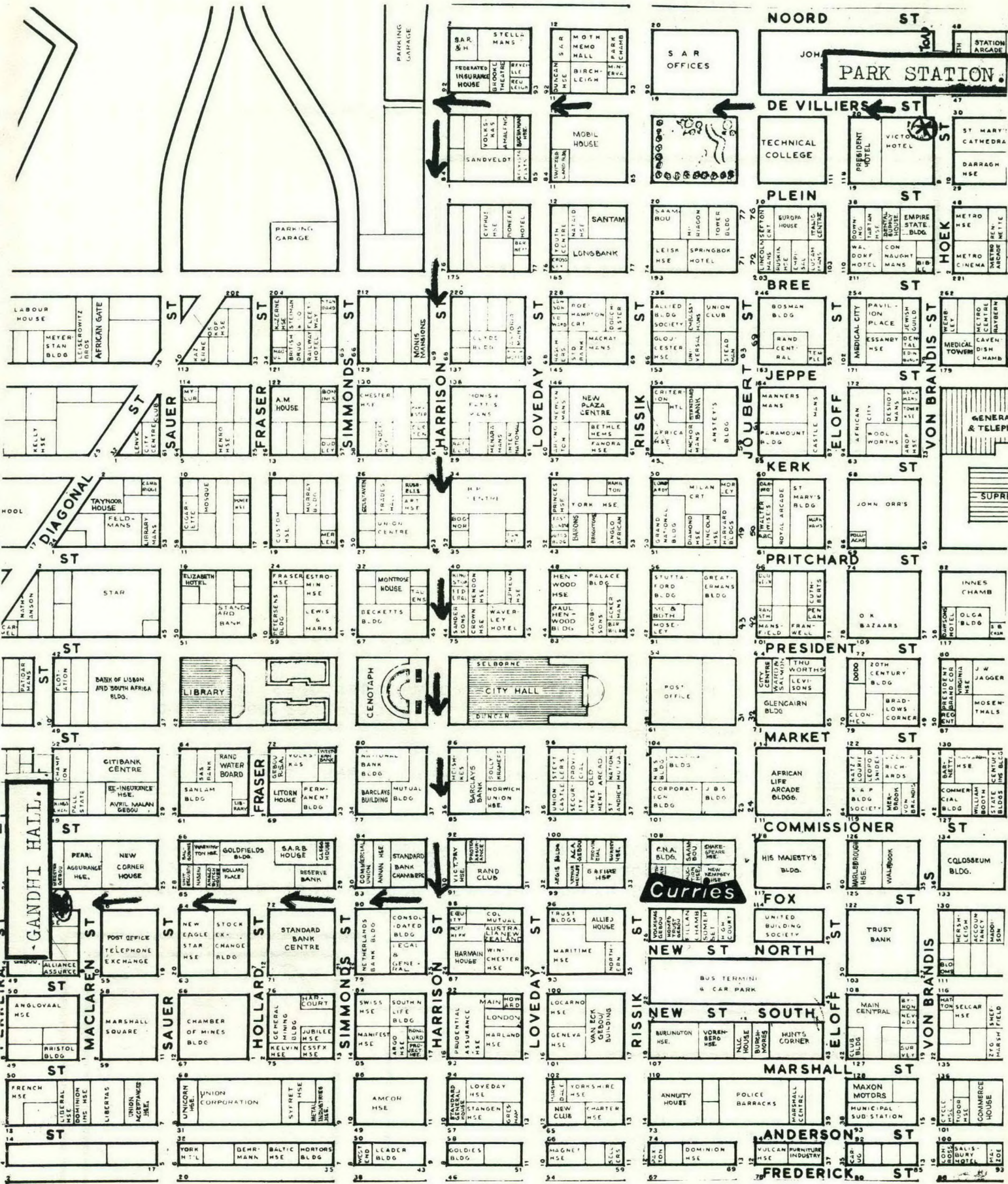
Kuyoxoxwa ngokulandelayo:

1. IMALI YOSIZO (BENEFIT FUND): I Industrial Aid Society izama ukwakha imali yosizo, ezonceda abasebenzi uma beshonelwe noma sebekhulile. Sifuna ukuxoxa ngempumelelo eseyenziwe mayelan ne Benefit Fund.
2. AMANYATHELO AMASHA E IAS: Inhlango i IAS isiguqule indlela ebihamba ngayo, yenzela ukuthi izokwazi ukusiza abasebenzi ukuba bazakhe, loko sifuna ukukuxoxa nani basebenzi.
Sifuna ukuxoxa futhi nge nqubeko phambili esesiyenzile mayelana nezifundo. Sifuna ukunazisa ukuthi nani ningazingenela kanjani lezizifundo.
3. I IAS yinhlango ya basebenzi, sifuna nisitshela ukuthi kufanele sibenzeleni abasebenzi, ukuze sikhule sonke sibe namandla. Sifuna ukuxoxa ngokuthi amakomidi amfektri akhiwa kanjani anganisiza ukuthi nithole imali engcono nokusebena kahle emsebenzini.
4. OKUNYE: Sifuna ukuxoxa ngemibono yenu, sizophendula nembuzo eninayo. Kubaluleke kakhulu ukuthi nize nabanye nabangani benu nenisebenza nabo kulomhlango, ukuze bazokwazi ukuthi i IAS ibasiza kanjani abasebenzi, loko kuzokwenza ukuthi sikhule sibe namandla.

ITIYE LIZOTHOLAKA KULOMHLANGANO

MASIBAMBISANE!





GENERAL WORKERS MEETING

Workers,

The Industrial Aid Society, the workers organisation, is having a meeting for workers:

WHEN: 2.30 p.m.
TIME: GANDHI Hall, 50 Fox Street,
JOHANNESBURG.
DATE: 5th April, 1975.

The following matters will be discussed:

1. THE WORKERS BENEFIT FUND: The Industrial Aid Society is trying to set up a Benefit Fund, which will offer workers death and retirement benefits. We want to discuss the progress made with the workers benefit fund.
2. NEW STRUCTURE OF THE INDUSTRIAL AID SOCIETY: The IAS has had to change the way it is built at the moment, so that it can help workers to organise themselves better. We want to discuss this with workers.

Also, we want to discuss the progress made in our worker information groups, and tell you how you can join these groups as well.

3. The IAS is the workers' organisation. We want you to tell the IAS what it must do for the workers, so that we can all grow strong together.

We want to discuss how you can form committees in the factory, and how they can help you to get better wages and working conditions.

4. GENERAL: We want to discuss workers ideas, and answer questions workers have got.

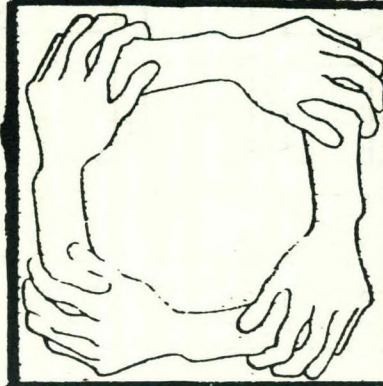
It is very important that you bring your friends along and co-workers from the factory to this meeting, so that we can all understand how the IAS helps workers, and so that we can grow strong together.

TEA WILL BE SERVED AT THE MEETING.

LET'S DO IT TOGETHER!

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