

Thandi Makapela

Facilitator: This is an interview with Thandi Makapela we are in Kimberley the date is 10 October 2011, interview is done by Brown Maaba. Thandi thanks very much, you can speak in any language that you are comfortable with. Please give me a background as to where you born, your family background, schooling and how you ended up in the world of unions?

Respondent: I was born in Kimberley and schooled in Kimberley and I went to the Technical College doing a Secretarial Course and then after that I went to Pentec, I was studying Company Administration but I did not finish the course because of the bursaries, this was in 1990. So in 1991 I had to drop out and this is when in 1992 I met Thabo Makoya who was the then Secretary of COSATU in Northern Cape. He introduced me to SAMWU so that is how I started working for SAMWU from 1992 until 2009.

Facilitator: Just to go back a it, when exactly were you born and what type of family are you from, rich or poor family?

Respondent: It was an average family of 7, I'm the eldest

Facilitator: when were you born?

Respondent: 29 July 1966

Facilitator: You went to Technical College and then later on you went to Pentac?

Respondent: yes

Facilitator: why did you want to pursue office work?

Respondent: At Moremogolo they had a pilot project where they wanted to introduce a sort of tertiary in the township for the underprivileged. We had very good lecturers there, we were trained as executive personal assistants. So I qualified to go to the Technikon. I wanted to continue with the executive personal assistant course unfortunately it was during those days when black personal assistants were unheard of. So I was told that I can only study for the Company Administration course where my major was Accounting and Economics, I would be able to specialise as an accountant or in administration in any organisation.

Facilitator: so you had problems with issues around bursaries?

Respondent: There were problems and then when I found out I was told I will be given forms to fill in, things were difficult for me at home because my mother was alone at the time because my father had passed away just before I went to Pentac. So things were quite difficult for the family so I decided to drop out.

Facilitator: so when you came back to Northern Cape, what were you hoping to achieve, you've now dropped out of school?

Respondent: I was still looking around for bursaries and all that. I never wanted to get into politics or any organisation because I had other perceptions about that, but when I went into SAMWU and I think they employed me in June 1992, this is where I was introduced me to .., but because I came with Accounting in particular which was an advantage and I also had the background of Mercantile Law. So given the situation that they were dealing with a lot of cases they came in handy. They also contributed in developing me. I was really developed from local level where I was allowed to facilitate the shop steward workshops training. This would be for up to five days, at that time it was Free State/Northern Cape. I was very fortunate because the environment was very different for me.

Facilitator: what kind of picture/environment was it in the unions?

Respondent: Most officials did not have an educational background, and the education they had was when they started having things like Ditsela and from their experiences.

Facilitator: Earlier on you indicated that you had another perception of politics before joining SAMWU. What perception did you have?

Respondent: My father was into politics, most of them time he would ask me to look out for the police when he was listening to some radio station channel. Because I had no clue of what was happening this used to irritate

me. So when I was still with the Technical College I used to type his press statements, he was so vocal and he always had problems with the police because of what he was doing because he was the one who started the Garena Madipati Councillors. I became so irritated because I didn't have any understanding, it's only when I got into SAMWU, because my father worked for the Ambulance Department which is the EMS now, so he had a lot of issues recruiting workers. So when I got into SAMWU 1992 I got hold of the file. I went through all his files at home. So when I joined SAMWU I started understanding what he was doing.

Facilitator: So did you forgive him?

Respondent: I did and I regretted at some point.

Facilitator: You mentioned that when you came in here, SAMWU ..(unclear) and in this case you..?

Respondent: I think SAMWU embraced where I came from and what I was bringing with me, and what they did is they complemented what I came with with what they are having. They would take me along to national meetings. I remember the first time .., they had a funeral scheme, because I had very little knowledge they took me with, a had little knowledge on finances, economics and all that. So it was easy for me to identify fraudulent claims, the way in which the administration was done. At the time they had John Erson. So we went to the national meeting to go and sort out the mess. I remember when I came there, I liked what he said, he said we are not going to be led by an administrator who wasn't even part of the contract, the drafting. What I loved about SAMWU is that they never left me out. So I

developed over time, their courses, Ditsela, we started with Labour Law for Administrators, and then there was Women Development which was really major it entailed everything related to women.

Facilitator: Generally your work at SAMWU what were you charged with?

Respondent: I was not an ordinary administrator because I was doing cases to the level of applying for appeals, I would go to meetings with employers, representing the province. I would attend meetings with stakeholders like local government, there was this accreditation of housing, so I represented the province in the meetings. At SAMWU we've got portfolios, so what you were ..(unclear) then you will be utilised.

Facilitator: In terms of further developed, you had Mercantile Law Skills, Commerce skills and so on, did you further develop in terms of other skills?

Respondent: Yes from the time I came in I developed myself within their internal education, but you know as we moved on I changed my career a little, what I did is I discovered a programme with the UCT Business School. At the time SAMWU was stereotyped because I was told that they are only offering what Ditsela is offering and what is in line with the union. The worst thing about Ditsela is that they were not accredited. So I came up with this programme from UCT, it was Business Management, Marketing and all those. So I had to motivate so that they can at least meet me half way with the funds. So I took what they were doing at the time because they had all the social benefits, medical aid, so it would be how they would market, their marketing strategies and all that. What I achieved from them is that they

took my proposal and turned it into a policy for bursaries for further education out of the organisation's scope.

Facilitator: In terms of development of other workers outside the office, ..(unclear)?

Respondent: When I came in, because SAMWU is an organisation where we work as a team. So what I learnt during my stay at SAMWU, you would find that SAMWU would send a group of people for a meeting or workshop, so when you come back from a workshop or meeting you have to come back and share with other colleagues. So what I did is I used to take all the shop stewards and I would tell them also to share the information in their respective constituencies. So I can proudly say that all the shop stewards whom I met when I started working for SAMWU today they are managers because of information sharing.

Facilitator: But within SAMWU what were the general problems in the Northern Cape?

Respondent: We never had problems because we dealt with issues, we will have personal issues but at the end of the day we will

Facilitator: I mean what kind of issues did you have to tackle?

Respondent: When I started working for SAMWU the issue was the minimum entry level because workers were getting the highest, R320, they didn't have

pension fund or any other benefits. So we started there, then ultimately there was a problem of contract workers. What enjoyed most was .., I did research on gender and privatisation. Our findings were clear, Health and Safety wasn't adhered to. A lot of workers were dying at the time because of the conditions they were exposed to, ill health.

Facilitator: were those issues dealt with, safety issues, health issues and so on?

Respondent: yes we had our findings, what we did after that is we took the shop stewards along, we had a march, we marched to the Labour Department. The inspectors were very happy to deal with the issues.

Facilitator: Post 1994 what were the issues, the government ..(unclear), some of the unionists also joined government?

Respondent: Post 1994 most of them left, what we were left with was having to deal with the new government, we were given an opportunity to have a collective agreement where a lot of issues were dealt with at that level.

Facilitator: any other burning issues that you had to deal with before 1994 and after 1994?

Respondent: Before 1994 it was the wages, the benefits they did not have like pension fund, medical aid, and skills development came after 1994 where we also dealt with. It was ongoing but we got stuck at the

municipalities because they employed contract workers for up to 20 years and health issues

Facilitator: over 20 years?

Respondent: yes.

Facilitator: has that been fixed now?

Respondent: ja because before I left there, there was an ongoing campaign ..(unclear) having health inspectors because we trained a number of workers who were leading with health and safety issues, so they would have inspections with the Labour Department.

Facilitator: and over the years what is the growth of SAMWU, you were there for a long time, did it decline or did it go up?

Respondent: It declined when privatisation came in, jobs were outsourced, and ill health .., because I was involved in the funeral scheme so it was clear that a lot of workers were dying.

Facilitator: was it because of the conditions at work?

Respondent: yes because of the conditions they were exposed to

Facilitator: were these taken up ..?

Respondent: yes they were but it was up to the shop stewards because, for instance in my experience the group that I was working with I had to educate them and you know how it is when you are knowledgeable you can get everybody around. So you will find management or the employers themselves are not aware (interruption) – so what would happen is they would come in with that positive energy to say this is the issue and this is how we think we can resolve the issue so that's how management and the shop stewards developed the relationship.

Facilitator: but how is the situation at the moment?

Respondent: When I left things were .., leadership has changed and when leadership changed they come with new things, something that is not similar to the way we are doing things, they did things for their own interest so it became difficult to work with such people.

Facilitator: but besides issues in the sector, at SAMWU you mentioned that there was also this issue of salaries and so on

Respondent: at SAMWU as officials?

Facilitator: no the workers?

Respondent: yes it was like ..., you know when we go for negotiations you know how you come with the demand and they will come with their counter offer but at least the entry level when I left now it was like R7000.

Facilitator: any major strike by SAMWU?

Respondent: the major strike was in 2002 or 2000, this is the time when they were disclosing the salary of the CEO's, that one I would say was a major strike

Facilitator: so the workers had an issue about those salaries?

Respondent: ja because what SAMWU used to do when we campaign to raise awareness, they will do their research, come with information and educate workers because sometimes you will find when you are in a strike then media takes any worker from the back and when you are asked what is the strike all about then you can't even respond. So workers would be able to relate to why are they going on strike when you put the issues at their level to understand.

Facilitator: But a number of women in SAMWU were they few or in the majority?

Respondent: they are always the minority

Facilitator: are they treated as a minority?

Respondent: the problem is you will find they are not given an environment because they started to have what is called child care facilities where women can come to meetings with their children and there was like the other one which the union never practices, is like to have meetings at a convenient time where women can be allowed. I remember this because I was dealing with gender issues, it was like we need two hours during working time, for women to have meetings. So as to like also develop them at that level where they are women only. But what I did is I would always look at the constitutional structures, the activities that are there, there will be the bargaining council where women are very few. So the gender structure would always be part of it, this is how they are developed at the bargaining council level. And then when we have the economic summits etc., we were not confined to issues of gender like Women's Day etc.

Facilitator: but in terms of positions at SAMWU, did women feature?

Respondent: They don't even up until, because when I was still there you will find, even when you look at COSATU because our programmes were always in line with what is happening at COSATU, you will find that when positions are contested, women would be appointed as treasurers, it was rare where you would find a deputy female. Now I see they have a first Deputy President, it is for the first time.

Facilitator: Why is it difficult for women to rise, after so many years you now have the first deputy president?

Respondent: For SAMWU it is not because SAMWU, compared to the other unions, SAMWU is always having the platform/environment where they open up but it's up to the women how they develop themselves and how they take what they are given by SAMWU serious.

Facilitator: Why are they not taking advantage of the programmes of positions?

Respondent: From where I come from, I would caution men, they are the ones who are discouraging women because you will find most of the time there will be activities, what they do is they have love relationships with these women and then the next thing are discouraged because there will be another woman – so sometimes I think because there is no discipline, they must be respected so that they can develop.

Facilitator: so in other words there's a situation whereby men take advantage of the women?

Respondent: Yes because they feel that the positions are for males only

Facilitator: but has this thing ever been seriously discussed?

Respondent: you find some women, because there was one woman who knew nothing about unions, Cecilia from Upington, language was a barrier because in Upington they speak Afrikaans, there was a breakthrough because I think now she is a senior clerk. So you will find male comrades who will understand and take along the women.

Facilitator: so when did you leave?

Respondent: 2009 in September

Facilitator: Why a decision to leave after so many years?

Respondent: As indicated you will find the new leadership coming in and ..., you feel that this is where you come from and they are not willing to learn from us, sometimes one feels they have overstayed their welcome, you are so irritating because you think you know the policies in and out, so I decided to move out.

Facilitator: but when you look back was it worth it to be with SAMWU?

Respondent: I'm still crying because I thought the scope is going to be different but I am confined in that seat, doing typing, answering phones, compared to what I was doing where I come from, sometimes I feel like going back

Facilitator: but why are you not allowed some space here?

Respondent: I don't know because it's like they've got protocol, they have policies, when you question at national they will, there is so much going on here whereby I've lost interest to be here.

Facilitator: really? So what is going to be your next move then if you are not happy with your work?

Respondent: At least I can show all the achievements, I want to try government

Facilitator: In SAMWU, in terms of worker benefits, the last few years do you think workers had enough benefits?

Respondent: More than enough, I remember when we were negotiating their pension/provident fund, there was an issue of the court revision of the employer, and their medical aid also which SAMWU went to an extent of having their own medical aid, not the medical aid of the choice of the employers, so those were the benefits. To think when I started there no one had medical aid. The maximum was R320, no provident fund/pension fund

Facilitator: what is happening at the moment, do they have pension fund schemes?

Respondent: Yes they have pension fund, housing allowances, before I left they were battling to negotiate, instead of subsidies, workers must get allowances

Facilitator: The kind of cases that you dealt with at SAMWU in the Northern Cape what were they?

Respondent: It was mostly unfair labour practices because in those days, municipalities in those years were white people . When I came in, the comrades were fighting for our freedom, they never had the opportunity to go to school, you come with your PR. The first thing I did because we had these white people who were arrogant, I developed a relationship with them, only to find that most of the things that we know or want our workers to have they did not have a knowledge about. So workers were treated badly, as if they don't belong. So what I did when I came in I asked the immediate supervisor to always sit with the workers because there was a huge drinking problem. This is when I realised something must be wrong, why were the workers drinking so much. So we found that there was disharmony at work. This worked. The immediate supervisor was able to sit down and talk to them and report to the manager. Constitutional meetings were formed, so all SAMWU shop stewards had their own constituencies and have regional meetings.

Facilitator: so any other problems that needed to be dealt with other than drinking?

Respondent: health hazards because they were exposed to a lot of things. For instance the ones who are working in the refuse, the ones in the sewerage, they were exposed to hazards.

Facilitator: what about victimisation at work for the shop stewards and so on or any other vocal worker?

Respondent: No in SAMWU when a worker doesn't understand something or there is conflict they are given an opportunity to come to the office to ask questions. The shop steward also will be called in so that the matter can be resolved.

Facilitator: Post 1994 there's the role of the CCMA, we talk about these cases and so on, do you think the CCMA has managed to facilitate things better?

Respondent: yes CCMA came in but with SAMWU, CCMA was the last option because we have the bargaining council. So issues need to be resolved at the bargaining council. So any disputes before they are referred to CCMA.

Facilitator: how effective was the bargaining council, how would you describe it?

Respondent: At the point it wasn't but it was political because what I did with my cases I would go on one on one with the manager and the employee so that I .., because I had told myself that I don't want disputes and I don't want any employee to have like a disciplinary record in their file.

So I would sit down and talk, disputes were the last resort. You just sit down and sort out internally because I believe that there are internal measures because they even had the opportunity to have the grievance procedures here before it can go to the bargaining council.

Facilitator: The SAMWU shop stewards, are they effective, less effective?

Respondent: They are effective, I'm not sure now but those ones were effective because SAMWU spent a lot of money training shop stewards. Their training/education was basically for shop stewards

Facilitator: and they've done well?

Respondent: the ones before have done very well because you will find them mostly recruited by HR departments because of their experience in labour law.

Facilitator: The Labour Laws after 1994 as far as you know how are they?

Respondent: I still refer to our collective agreements because they will supersede what is not in the Act but then we were covered, before 1994 about the Collective Agreements because we were able to go in and talk to the employer and tell them what we want to happen. To be honest there are no more unions because what I advise workers when they come to me, some follow me here. My capacity here is so limited so I cannot get involved, so I

refer them to our Acts, and I always tell them it's all the victories from the workers. The Act has replaced unions in these things.

Facilitator: so when you say we no longer have strong unions what is happening?

Respondent: I think it's the self interest that the leadership is investing in, instead of looking at the wellbeing of the workers they don't. The leadership of today they have cell phones, car allowances, they sleep in hotels, so the previous unions if you compare to today there's a vast difference.

Facilitator: But are the old union aware of this, that things have changed?

Respondent: They are because the guy you met Machoba, if there's a case you just leave the office and help the people, that is what is what we are doing. If we could we would have had our own consultancy but we still feel because of where we come from we cannot do that. We also educate the workers. There were women from FAWU who had a case for more than ten years. They came here last year and I called someone to help them. This person went to CCMA and realised that the file was left with one month before it is struck off the roll. I also educated the women, and they managed to deal with their case. They went to a lawyer to the extent the FAWU legal officer told them that they are now empowered and wanted to know who empowered them. They managed to win the case and were paid out.

Facilitator: Thanks to your intervention. Did you guys lose some members to the government as SAMWU, premiers, MEC's?

Respondent: yes from the time when they started, after 1994, some went to government. I still felt that there's still a lot for me to do and I will join them later.

Facilitator: Did that affect SAMWU?

Respondent: It didn't because after that we strongly moved on.

Facilitator: But the fact that some were deployed to government has that benefited SAMWU in some way?

Respondent: In other instances it has not because sometimes you ask ..., because most of the other provinces, they will appoint you as a labour relations officer, so when you are there you will strategically deal with worker issues favouring workers, but at the same time we didn't want to spoil workers when they are at fault. People have had to work their way up. A guy who is presently a labour relations officer, acting in the position, he was first appointed as a painter and then was promoted. What he used to do is educate the other workers, what he forgot was that he was not experienced enough and would dismiss serious issues. I cautioned him by telling him that he is messing up because they might decide not to appoint him and he will run back to the union, and that the very people he is doing this to may not help him.

Facilitator: Labour brokers, did they affect SAMWU?

Respondent: A lot, that's where the membership ..., I think they were caught up in strikes because every section in the sector would go and strike. We did our research and found that SAMWU needs to broaden its scope by recruiting the private sector because SAMWU was losing membership.

Facilitator: do you think this thing of labour brokers will be solved?

Respondent: It will never because what I am reading from COSATU's input is that the process is still at NEDLAC so you might as well accept it because those people are unemployed and if they do away with labour brokers what is going to happen to the workers.

Facilitator: Your general impression of management of unions, do you think they are properly managed you've been there for years?

Respondent: Let me say after 1994, after 2004, they are poor managed, especially after 2004

Facilitator: what happened after 2004?

Respondent: I think it's because of all the incentives

Facilitator: they came in after 2004?

Respondent: Ja after 2004 you will find that you have your full time shop steward having all the benefits, they joke about it and say "once you've got the airconditioned office you don't want to get out of it that is the reason why it is not working. I think this happened after 2004 because of all the benefits the workers were getting.

Facilitator: and prior to 1994 things were better?

Respondent: Yes

Facilitator: because there were no benefits

Respondent: There were no benefits because we had this new government of us and we wanted to see more happening.

Facilitator: But in general what is the future of SAMWU in this province?

Respondent: Now of late they had so many problems because two of us left, like Manne as the Education Officer and I left and you know when you are an administrator like I am here, you are the engine and now management also changed the leadership, so the person who came inyou know

Facilitator: you mentioned earlier that there was this strike which was effective that focussed on people's salaries and so on, CEO's salaries, etc. Any other strike that was effective?

Respondent: That was the only one besides there was one about privatisation?

Facilitator: when was that?

Respondent: I can't remember when it was, but it was a National Growth Summit or something like that and SAMWU decided – I remember this is when COSATU bailed out and SAMWU decided to take it forward, they went without COSATU.

Facilitator: any other methods that were used by SAMWU workers to bring the attention of the employers other than strikes?

Respondent: They engaged because you can see also that when workers don't understand they will just go and consult for clarity but they engage

Facilitator: what about go slows or stay aways?

Respondent: what they do, I think they engage nowadays, there is no go slow, workers will go and seek clarity

Facilitator: The Bargaining Council do you think it's effective?

Respondent: It's not effective because the time I was there the resources were very limited. Officials who were working there, one guy had left because he wasn't happy with the resources that were allocated to him. And there was also a rumour about CCMA wanting to do away with the Bargaining Council, I never followed it up. So that is the reason why at some point the officials were frustrated because officials from the unions also made wrong referrals and the referrals were referred to the Bargaining Council, work would be piled up and then at some point one would think that officials within the Bargaining Council are not efficient.

Facilitator: why did CCMA want to do away with the Bargaining Councils?

Respondent: I didn't follow this up because there was an issue about referrals. What I would happen under normal circumstances is that the Bargaining Council would argue that if the internal resources are not utilised, CCMA should be the last resort. If an issue is not resolved within the Bargaining Council, then the Bargaining Council will refer you to the CCMA. I didn't follow this up because I felt this is not going to benefit the workers at the end of the day.

Facilitator: At municipal level, in terms of the unions, how many were there, was it all SAMWU?

Respondent: SAMWU and IMATO

Facilitator: who belonged to SAMWU and who belonged to IMATO?

Respondent: Mostly coloured and white people belonged to IMATO – there was this dual membership because IMATO would grant workers loans, and when we picked it up we learnt that it was the workers pension fund that they were loaning to the workers. So we stepped in and stopped it, so the dual membership was cancelled.

Facilitator: How was this IMATO, generally was it effective?

Respondent: Their officials were academics, so you know when you are not hands on and you only have the theory, so there was a competition but it didn't get them anywhere because ultimately we resolved matters nationally to work with IMATO

Facilitator: are they still there?

Respondent: They are still there

Facilitator: Why did coloured workers not join SAMWU why decide to join IMATO?

Respondent: it was an issue of race because as I said you would find IMATO officials were white, they associated themselves with whites.

Facilitator: do you think that would change in the future, others with IMATO, others with SAMWU?

Respondent: IMATO two years before I left found out the weaknesses of SAMWU and capitalised on them. Our workers were very honest, I don't know whether this was because of the service I gave them, they would call me if there's a wage report, they would call me and ask why is IMATO giving the report and not SAMWU, so the workers would keep you posted of what is happening. IMATO would capitalise on organisers who are not doing their work, they would give the report on their behalf, they jumped to such opportunities. Workers would inform us. Sometimes an organiser would go to IMATO to a section and recruit our members to IMATO, so the loyal workers would call and inform us. So IMATO was just using those tactics.

Facilitator: The future of SAMWU vis a vis IMATO do you think ..?

Respondent: Now I'm not sure, but I think if IMATO is still strong out there, they will take over SAMWU especially in this province, I'm not sure nationally but here they can

Facilitator: and you also mentioned something about privatisation that there was once a strike over it, did that affect the numbers of SAMWU?

Respondent: yes it did because there was this thing of "no work no pay" at the end of the day SAMWU doesn't benefit anything, continuously you would

find work being outsourced, look now the labour brokers and with the labour brokers you will find some of the SAMWU leadership are owning the labour brokers. So this never benefited them because what happened is the workers lost out on it.

Facilitator: So if you didn't join the unions what would have happened to you?

Respondent: I think I would be ignorant, I am who I am today because of the unions, I learnt a lot from the blue collar workers

Facilitator: things like..?

Respondent: you know how they work at their plants, how they engage when they are having problems, I learnt a lot. When I came in there workers were having a court case, dagga was planted – they were so intelligent in the way they did things. So they would sit with me and tell me what is happening. Sometimes we took them for granted because they were wearing blue overalls but they were intelligent. With Health and Safety I was able to talk about it, what needs to happen, but there was this shop steward who was able to quote as it is in the Act, so I would take him with me when I have meetings with management and he would be the quoting the Act. That is how smart they were

Facilitator: but were they willing to skill themselves educationally?

Respondent: They were but what they never wanted was to sit in an office – we would tell them about the opportunities but they didn't want to be office bound. Two of them, one was working in the sewerage at the time when the bucket system was still in place, he never wanted to, and I had to at a point tell them that you've got families, you've done a lot for the unions, and that it's not like they are selling out, I was encouraging them to take what they have acquired and share with management.

Facilitator: did he do that?

Respondent: he did that, most of them died. Right now I only know two and this other lady who took up a management position, most of them would refuse

Facilitator: what were the reasons?

Respondent: they would say their lives are committed to worker struggles, they would rather die

Facilitator: than to be seen to be betraying?

Respondent: ja

Facilitator: but at the workers grateful to have such people?

Respondent: yes they do because when shop stewards elections come up there will always be disputes because they want to retain the old shop stewards

Facilitator: but do they succeed to retain them?

Respondent: at a point because you know in order to discredit the others you need to come up with all sorts of things. So but at that point they would be so disruptive until the others come back.

Facilitator: so when you look back was it worth it to be involved with the unions?

Respondent: yes for me yes, everyday was a challenge for me. When you join an organisation getting a lot of money and not being developed, you remain stagnant like I am here for three years. There I dealt with a lot of issues. I was exposed to a lot of issues and the challenges really developed me

Facilitator: so do you miss it?

Respondent: I miss it big time

Facilitator: is there anything else that you think is important which should have been part of this interview?

Respondent: no I think I covered everything.

Facilitator: any closing word

Respondent: I wish the unions could go back to the way they operated in the past, the way they helped workers, that is the only wish I have

Facilitator: you mean they are not doing much at the moment?

Respondent: they are not

Facilitator: what do the workers say?

Respondent: they are demoralised that is why even if you call a strike they will never go

Facilitator: and that's probably why the SAMWU strike never succeeded?

Respondent: yes it's worse because the strike was about their job evaluations and there was ..(unclear) only to find that National made a mistake, I was surprised because most of the job descriptions were not finalised, for SAMWU to go and have a strike on job evaluations didn't make sense. So the others

came and explained, and they would go back and explain – they were still demoralised. When COSATU calls for a strike they will never go.

Facilitator: Thank you very much for your time.

Respondent: Okay

Facilitator: please sign for me

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