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Katholischer Arbeitskreis **Entwicklung und Frieden**
Wissenschaftliche Kommission

Magdeburger Straße 3 4020 Mettmann Telefon (02104) 76186

Collaboration

Report on the Social Conduct of Subsidiary Companies of German Firms in South Africa

Edited by Reinhard Hermle

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Vorsitzender der Wissenschaftlichen Kommission: Prof. Dr. Franz Böckle

Konto: Kreissparkasse Düsseldorf 2 801 264

Der Katholische Arbeitskreis Entwicklung und Frieden (KAEF) ist die Kommission Justitia et Pax in der Bundesrepublik Deutschland
Dem Trägerkreis des KAEF gehören an: Adveniat, Deutscher Caritasverband, Kommissariat der Deutschen Bischöfe (Katholisches Büro) Misereor, Missio, Pax Christi und das Zentralkomitee der deutschen Katholiken

Vorsitzender: Bischof Heinrich Tenhumberg, Münster

Generalsekretariat: 53 Bonn-Bad Godesberg, Hochkreuzallee 246, Telefon (0 22 21) 37 69 04

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Preliminary editorial note

In September 1977 the Foreign Ministers of the nine EEC countries decided on a Code of Conduct for Companies with Subsidiaries, Branches or Representation in South Africa. This Code will become a significant means of promoting peaceful change only if it is treated with due respect and put into effect.

So far practically nothing is known of what steps have been taken to implement the Code or what progress has been achieved, although according to the Code itself the companies concerned are supposed to report each year on this. According to what information is available, the German Federal Government in December 1978 asked the leading organizations in German industry to report on the implementation of the Code. At the same time it stated its intention of drawing up a summary report on the basis of the separate company reports sent in, and to publish this together with a list of the firms on whose reports it was based. This means that it has been impossible to carry into effect the original demand for publication of a report by each firm.

Since at present it is impossible to foresee whether and when the German Federal Government will publish its summary report, and furthermore since only particular reports are evidential and verifiable, we are presenting here the results of our own empirical studies on the social conduct of subsidiary companies of German firms in South Africa.

These materials, dating mostly from the years 1977 and 1978, are offered as a responsible contribution to the necessary discussion on whether and how far the firms concerned are conforming their conduct to the EEC Code, and on the connected question of how convincing the German Federal Republic's policy is in regard to that Code.

The various contributions are arranged on a similar plan to that of the EEC Code as follows:

1. Workers' representation
2. Migrant labour
3. Pay
4. Wage (salary) structure, opportunities for training and advancement
5. Fringe benefits
6. Apartheid at places of work.

The report is based on authentic documents from the firms concerned and from black trade unions, on conversations and observations. The varied nature of the sources (e.g. business report, answers to written questions, notes of conversations) made systematic interpretation more difficult.

The picture that emerges is necessarily incomplete. It makes no claim to be representative. The choice of firms was made more or less at random. Their readiness to supply information varied or was non-existent. Numerous conversations were held in particular with representatives of black trade unions and with the management of the following firms:

- AEG-Telefunken (Pty.) Ltd., (Mr. Hütz, Managing Director);
- BAYER/Täuber & Corssen Group of Companies (Mr. von Glehn, Director ; Dr. Schulze, Director; Mr. D. G. Boyes, Personnel Manager)
- Hoechst South Africa (Pty.) Ltd., (Mr. A. L. Baltzer, Managing Director);
- Siemens Ltd. (Mr. W. Wentges, Chief Executive; Mr. W. Pferdekämper, Executive Director).

Siemens and Hoechst made available a business report and/or other informative company documents. BAYER sent written answers to questions submitted to them in writing. AEG-Telefunken did not reply to a questionnaire sent to them. On Henkel there is a detailed document of the Trade Union Advisory and Coordinating Council (TUACC).

The fact that a large number of 'private' investigations are under way on the EEC Code does not exactly increase the willingness of managements to give information. On the other hand, it is an obvious consequence of the basically unintelligible reserve[1] of firms which say they accept the Code, actually to provoke pertinacious inquiry.

It was very rarely possible to check statements of the managements against statements from the employees' side. Often enough there is no trade union organization of the black workers in the firm in question, or if there is, it is not always willing, because of its precarious status, to comment critically on the company's policy. In the conditions prevailing in South Africa, to question black workers in the framework of an investigation of this kind is, for a number of reasons, extremely difficult and never without danger.

The empirical findings nevertheless suggest some conclusions, which show not least the urgent need for an official and comprehensive review of how the Code is being implemented.

February 1979

1) As one example among many, we may point out that according to Metall Pressedient 28.9.1978, nine big German concerns with subsidiaries in South Africa refused to answer a questionnaire from the International Metalworkers Federation on their conduct in South Africa.

BAYER/Täuber & Corssen Group of Companies

The BAYER/Täuber & Corssen Group of Companies runs chromium and fluorspar mines in South Africa and production and sales centres (inter alia for pharmaceuticals, films (Agfa) etc.) in Isando near Johannesburg and in Durban. In 1978 the group of companies employed:

1340	Blacks	(58.3 %)
900	Whites	(39.1 %)
40	Indians	(1.7 %)
20	Coloureds	(0.8 %)
2300	in all	

1. As far as is known, there are no black trade unions in the firms of the BAYER/Täuber & Corssen Group. The management describes its attitude to trade unions and their development in South Africa as 'a positive one and not determined by racial considerations'. Furthermore it is stated that 'the visit of official trade union representatives' to employees in companies of the BAYER/Täuber & Corssen Group can be 'arranged after consultation with the management'.

Since these observations pointedly speak of trade unions in general and not of black trade unions, which were what were specifically asked about, it may be suspected that the firm has reservations about them. Likewise the statement that the management's attitude to trade unions is not determined by racial considerations may be taken to mean that the management is in fact not interested in the development of trade unions. To advocate racially integrated workers' organizations in the particular situation in South Africa, practically amounts in fact to a plea against black trade unions, since the latter are just what Blacks regard as an important stage on the road to full self-determination.

In 1974-75 an attempt was evidently made in Chrome Chemicals in Durban, a works that belongs to BAYER, by the black Chemical Workers Union (CWU) to obtain recognition from the management as representatives of the black employees. This did not succeed, although according to the union, about 90 % of the black work-force were organized. According to the management, talks broke down because the CWU representative left the country and the trade union no longer exists. According to trade union reports, the reason for the breakdown of talks between the firm and CWU lies in the refusal of the management to recognize the union for the purpose of negotiating wage agreements.

In the BAYER works in Isando near Johannesburg there is a works committee elected by the black employees. Its black chairman is a sort of 'Boss boy'. He earns R 800 a month and serves as a transmission-belt between white management and black workers and vice versa. Because of his relatively powerful position he has no interest in trade union activity and organization in the works.

The BAYER works in Durban has a liaison committee as workers' represantation. Only half of it consists of black workers.

With a request to have the question of recognition of their union put to the test, the Secretary of the Chemical Workers Union, Durban, wrote in May 1975 to the Chairman of the Board of Directors of BAYER AG in Leverkusen (sending a copy to the German Federation of Trade Unions). It would be interesting to know whether this letter produced any responses, and if so, what.

2. The BAYER/Täuber & Corssen Group employs in its mines 160 foreign workers (about 7 % of the total personnel of the group of companies), on contract; they come mainly from Mozambique. It is not clear whether the term 'foreign' also includes migrant workers from South African homelands. These mine-workers

are housed on the works site. No information is available on the nature of their accomodation.

3. Outside mining, the minimum wage with BAYER/Täuber & Corssen was R 192 a month for a 40-hour week.

The minimum wage in the mines was R 65 a month (no indication of hours of work). In addition to this the firm pays the full costs of board and lodging, social security (life insurance and old age pension) and travel to and from home countries.

Specific data about the number of workers on the minimum wage-rate, average income, total income of the various racial groups, etc., are not supplied.

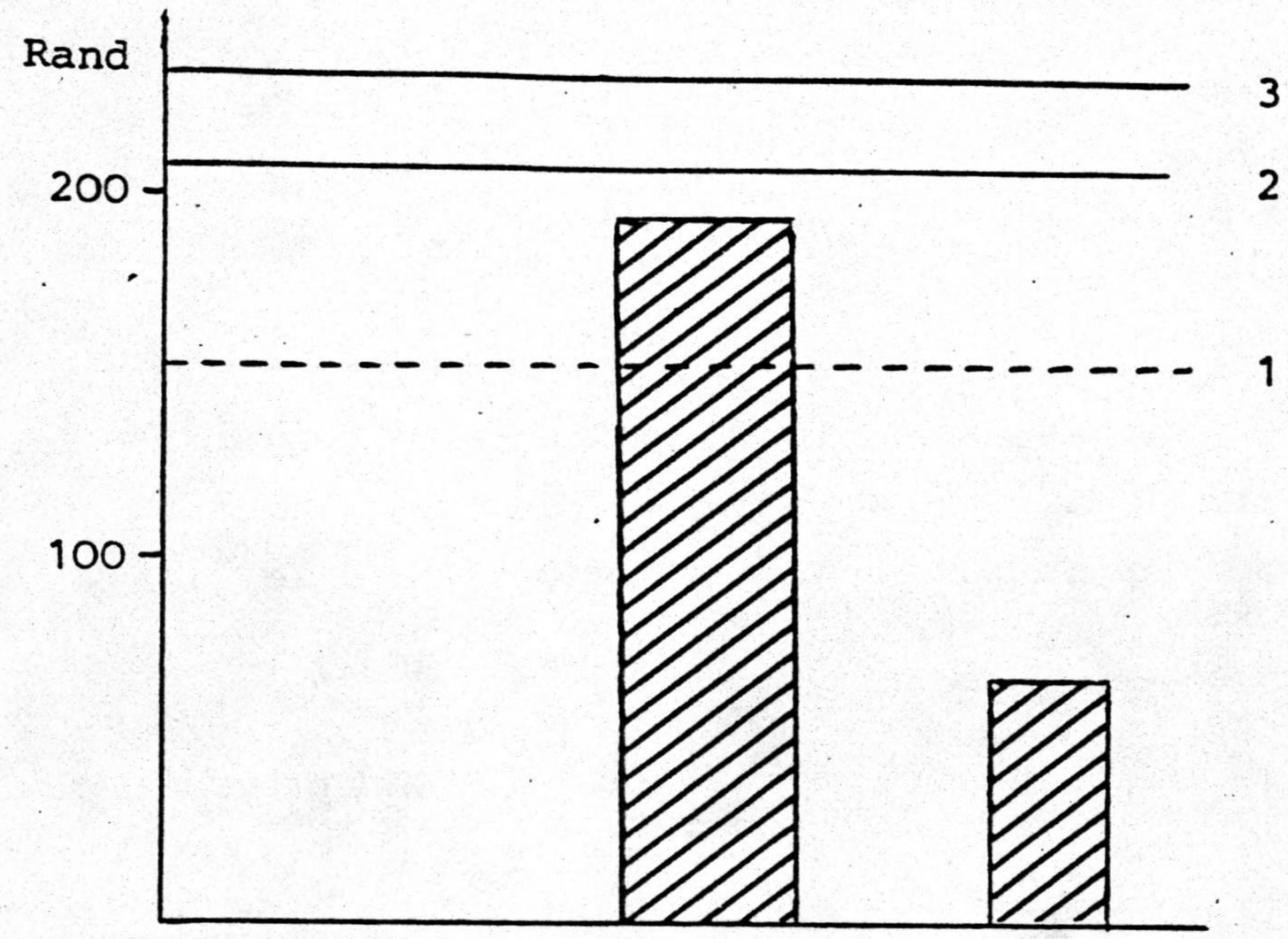
It is not the policy of the firm to determine wages 'by borderly figures of any kind'. It 'pays the fair wage for the particular job without regard to the race of those employed'.

Detailed information from two employees of Täuber & Corssen, Durban, according to their own statements:

- Warehouse worker, married, no children: R 50 weekly
  x factor 4.4 =
  R 220 a month;

- Warehouse worker, married, 4 children: R 36.28 weekly
  x factor 4.4 =
  R 159.63 a month.

Table 1



Minimum wage with BAYER etc (1978)

R 192 a month — R 65 a month for mineworkers (without lodging, food etc.)

1 = Subsistence level[1] Johannesburg April 1978: R 154.90 monthly

2 = Subsistence level Durban April 1978: R 138.23 monthly
plus 50 % = R 207.35 monthly

3 = Subsistence level Johannesburg April 1978 plus 50 % =
R 232.35 monthly

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1) The subsistence level in the present Report always refers to the regularly published calculations of the Household Subsistence Level (HSL) for a black family of six persons, made by Professor Potgieter of the University in Port Elizabeth. These figures are also employed by the South African Institute of Race Relations. The HSL is composed of basic needs, rent and travel costs.

4. 'As regards training and advancement', the management declares tersely, 'all employees have equal chances ... All employees are advanced by training as far as their capacities permit ... Date about costs of training analysed according to racial groups do not exist, as they are not relevant to business policy.'

5. According to the management there are no differences in the provision of fringe benefits, both in regard to housing provision and transport from place of residence to place of work.

Anyone who does not enjoy free or cheap public health service facilities is covered by the firm's standard health insurance.

All employees belong to the firm's own pension fund. The firm pays two-thirds of the premiums and for black workers bears the entire cost.

All employees are insured against disablement or incapacitation. Premiums are paid by the firm.

6. In the Isando works there are separate canteens and toilets for members of the different races. The canteen, however, are equipped in the same way. The same food is served to all employees.

Henkel South Africa (Pty.) Ltd.

Henkel SA is a hundred per cent subsidiary of the German Henkel concern. The main works is in Prospecton near Durban. According to information from trade union officials, the workforce consists approximately of 250 Blacks, 36 Indian (mostly entrusted with supervisory functions) and 10 Whites (foremen). No information is available about the number of staff in administration and management, A second works and the head office of the firm are in Johannesburg.

Henkel SA mainly produces chemicals, soaps, detergents and adhesives. Particularly in detergents the firm occupies a dominating position on the South African market.

The following indications refer to the Durban works and are largely based on a report produced early in 1978 by a group of black trade unions.

1. Quite brisk trade union activity is reported in Henkel SA.

Since about the middle of 1977 a black trade union, the Chemical Workers Industrial Union, has been endeavouring, with obviously growing success, to organize and train the workers. The number of trade union members in this works is given as 151. The shop stewards evidently aim at achieving recognition of the union by the firm.

The management is accused of trying to hamper trade union activities early in 1978 by suddenly announcing and carrying out elections to the liaison committee even before the trade union could make any preparations for them.

The existing liaison committee is not recognized as an authentic representation of the interests of the black workers. A fairly long passage may be quoted from the above-mentioned report on this:

"A glance at the minutes of a recent meeting will show how management dominates these meetings. For example, managements' view point and supporting arguments are carefully documented, while the workers arguments are dismissed with a single sentence. Problems relating to the merit system were highlighted by Mr. Sokhela.

This procedure is entirely in accordance with objects of the Liaison Committee as set down in the Constitution. ... Management clearly sees the role of the committee as one of 'consultation', nothing more. One could continue a great length of bankruptcy of the Liaison Committee system, its theory and practice. However, an indication of the depth of this bankruptcy may be gained from the fact that despite clause 6 of the

Constitution (supposedly reassuring workers that there will be no victimization) this nevertheless occurs, the chief culprits being the departmental foremen. Further in 6 months of 'consultation' the workers representatives have failed to extract from management such basic information as the system of job gradings employed at Henkel.

...

An important facet of any body representative of workers is 'report back meetings' between representatives and their departments. When management apparently felt threatened after the 1973 strikes time was provided during working hours for report back meetings. However, with the reorganization of production into the single plant at Prospecton this practice was abandoned by management because meetings used to last longer than the lunch break and eat into working time. However, management still expects representatives to accurately report the workers 'feeling' (management does not seem to consider the possibility of 'demands').

Another aspect of managements control of the committee is their control over the minutes, which not only reflect their view but are distributed as and when management feels like it. For instance, the minutes of the last meeting were not distributed before the preliminary meeting to plan the agenda for the next liaison committee meeting."

2. No information is available on this point, as Henkel presumably does not employ any migrant workers.

3./4. Over the years from 1973 to 1977 there were various wage increases in Henkel SA. They were irregular and depended on department and job grade. Obviously there is a dispute about 'fixed increases' or 'merit increase'. Most departments advocate the fixed increase system, as the merit increase system would be handled too subjectively and arbitrarily. This system would also not always adequately recompense particularly hard work. The management seems determined, however, to retain the merit system.

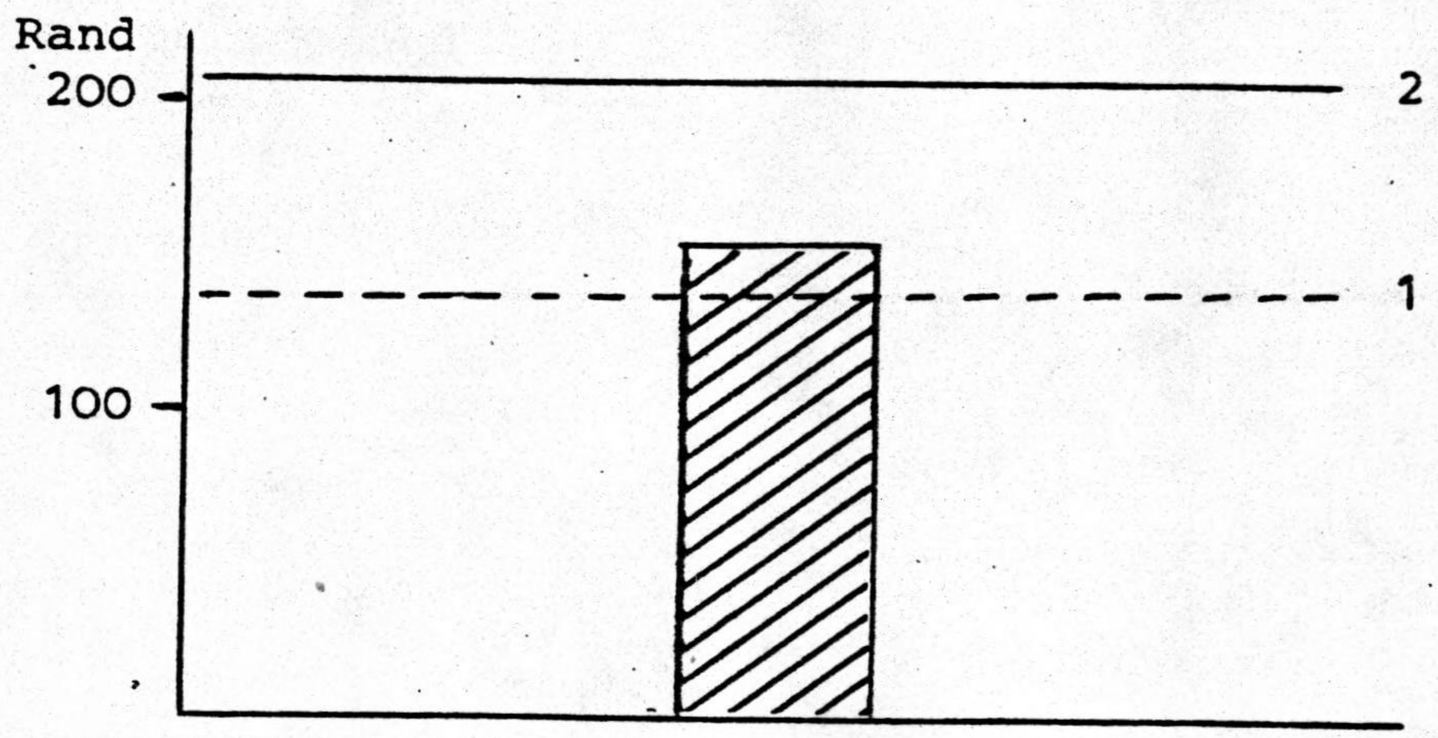
Example:

"There is no doubt that some workers have received increases based on merit. (Hence no clear picture of the nature of those increases is available.) Those given increases in the Warehouse were called into the warehouse foremen's office one at a time and given reasons for their increases. At the conclusion of each

interview workers were asked if they were satisfied with their increases and their response were recorded."

The majority of workers earn between R 32 and R 34 weekly, a few R 50 or more. This is equivalent to a month's income (x factor 4.4) of R 140.80, R 149,60 or R 220.00, as the case may be.

Table 2



Monthly income Henkel 1978
R 149.60

1 = Subsistence level Durban April 1978: R 138.23

2 = Subsistence level Durban April 1978 plus 50 % = R 207.34

As far as wage determinations are concerned, the following is to be said:

"Henkel workers are covered by Wage Determination 323 - Chemical and Allied Products Industry, 25 November 1970 (as amended 30 October 1975). The relevant grades and applicable minimum wages are set out below (Table 3). The Henkel plant lies just outside of the Durban Magesterial District and so the minimum wages applicable within the Durban Magesterial District have been included. The effect of an arbitrarily drawn magesterial

boundary line can have on minimum wages is just one obvious indictment of the kind of wage setting machinery used."

Table 3

		Henkel per week	Durban Magest. District per week
Grade I	Unqualified		
	- during first 6 months	R 13.10	R 21.00
	- during second 6 months	R 14.50	R 22.90
	Qualified	R 16.00	R 24.80
Grade II		R 13.10	R 21.00
	Laboratory Assistant, unqualified		
	- during first year of experience	R 18.70	R 24.80
	- during second year of experience	R 22.00	R 27.20
	Qualified	R 25.30	R 29.70
Labourer, male, 18 years		R 12.10	R 19.80
Labourer, male, under 18 years		R 9.10	R 14.90
Mobile hoist operater, unqualified		R 14.10	R 23.00
Mobile hoist operater, qualified		R 14.50	R 23.80

"The wage paid at Henkel appear to be between R 16.00 and R 20.00 higher than those laid down in the determination. There are two comments to add here: first the 2 1/2 years of rapid inflation since these wages were laid down makes Henkel's higher wages less meaningful in real terms; and secondly, it is typical of this wage setting machinery to lay down minimum wages which follow behind current wage levels. It need hardly be mentioned that if minimum wages are reviewed only once every five years in a decade of rapid inflation, the value of the exercise is greatly reduced.

Now although Henkel wages appear to be ahead of the legislated minimum wages it is interesting to compare Henkel wages with those laid down in Wage Determination 351 Soap, Candles, Detergents, Edible Oil or Fats, 5 April 1973 (as amended 6 January 1978).

Many of the job definitions in this determination could easily cover workers at Henkel, however, the determination does not apply as it is restricted to the Durban Magesterial District (as has been pointed out Henkel is situated just outside of this district). Henkel wages appear to accord more nearly with the minimum wages set out in this determination (as set out below in Table 4). In fact if this determination were applicable to Henkel, and there is no wage increase before January 1978 some grade may be earning less than the legal minimum wage."

Table 4

		Standard minimum weekly wage according to Wage Determination 351	
		before 1979	from January 1979
Grade I	unskilled		
	- in 1st year	R 27.60	R 30.00
	- in 2nd year	R 27.90	R 32.50
	skilled	R 32,20	R 35.00
Grade II	unskilled		
	- in 1st half year of employment	R 25.30	R 27.50
	- in 2nd half year of employment	R 26.00	R 28.30
	- in 3rd half year of employment	R 26.80	R 29.00
	skilled	R 27.60	R 30.00
Grade III	unskilled		
	- in 1st half year of employment	R 23.90	R 26.00
	- in 2nd half year of employment	R 24.60	R 26.80
	skilled	R 25.30	R 27.50
Grade IV		R 23.90	R 26.00

5. The following is known about fringe benefits with Henkel:

(i) The firm has a pension fund but by the time of the inquiry the liaison committee had not been able to obtain from the management information about the rules and benefits of this fund.

(ii) An annual holiday of 14 working days is granted on double the usual rate of pay.

(iii) Sick leave of 20 days is possible every 24 months.

(iv) All workers have the right to a free meal daily. Complaints are made of the poor quality and especially the monotony of the food. There are only two menus, which appear on alternate days.

(v) All workers receive new overalls every six months, when the worn garments have to be returned.

6. The canteens are segregated and differ according to racial groups. The food is also different. Toilets and showers are also segregated.

Hoechst South Africa (Pty.) Ltd. (HOSAF)

Hoechst South Africa (Pty.) Ltd. is a holding company engaged in importing, production and marketing. About 75 per cent of the total sales are products manufactured in South Africa. The firm is represented by works or offices in Johannesburg, Durban, Cape Town, Port Elizabeth, East London and Windhoek. By turn-over it is third in the chemicals field. Of the employees, 45.4 % are White, 26.8 % Coloureds, 24.1 % Blacks, 3.7 % Asians.

1. Black trade unions are not represented in Hoechst South Africa. By its own account, the attitude of the management to black

trade unions is in principle

"positive and Hosaf would have no objections to negotiations and agreements with black trade unions if they represented our employees fairly".

In contrast to this, there are reports that black Hoechst workers are said to have been threatened with a worsening of working conditions and other disadvantages if they tried to join a black trade union. Union efforts to recruit members are therefore considerably impaired.

Apart from this the management considers its relations with black workers to have been sufficiently and successfully regulated by the establishment six years ago of a liaison committee. This has eight members, four Whites and four representatives of the Blacks, Coloureds and Asians. Its chairman is the Managing Director.

While the committee representatives of the black workers are indeed elected by secret ballot, doubts must be expressed about their representative character. Some black workers have said they do not feel they are represented in and by the liaison committee because they regard it as a tool of the management and not as a means for the genuine representation of the interests of black workers. In any case the committee has a purely advisory function.

2. There is no information on this point, as Hoechst presumably employs no migrant workers.

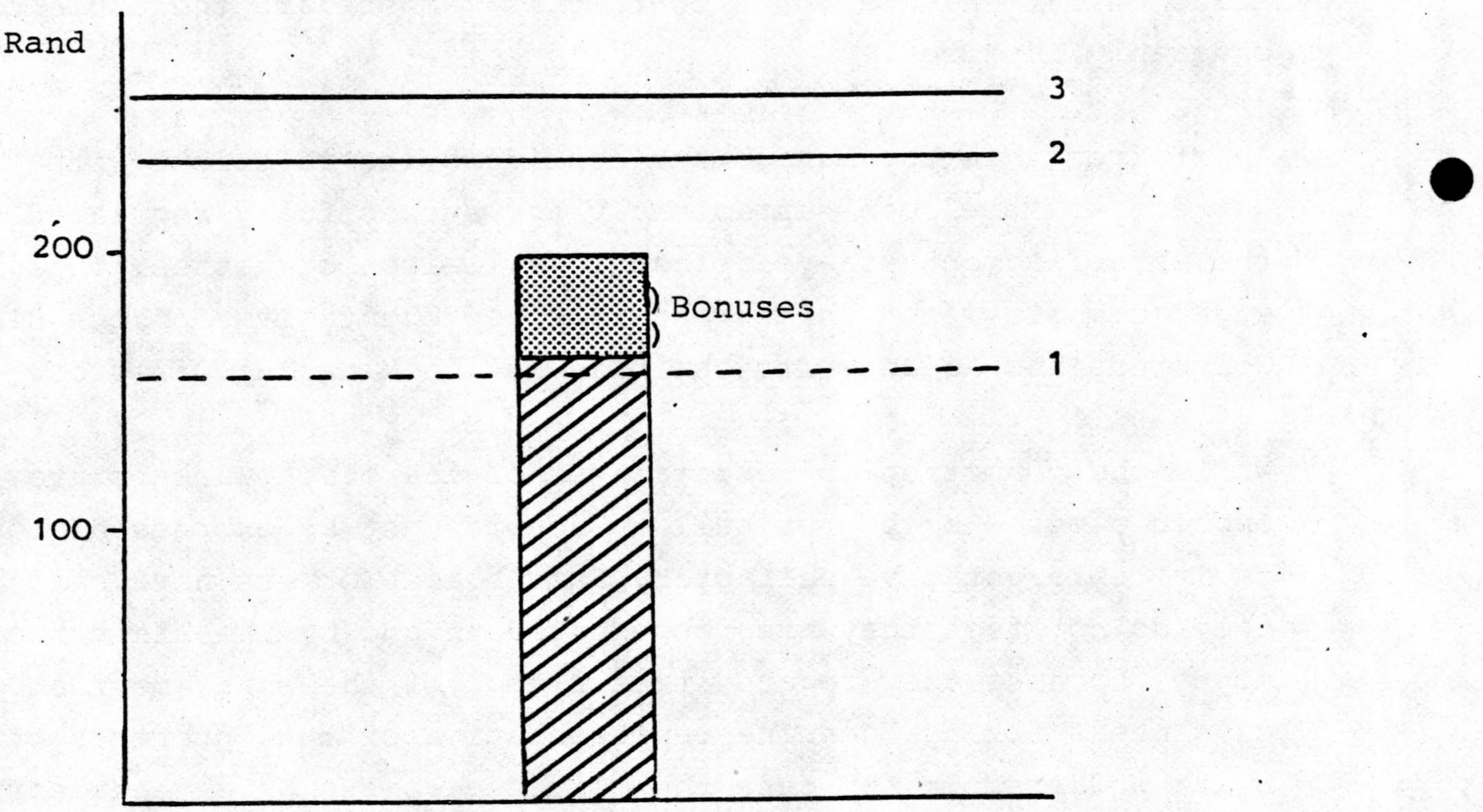
3. The minimum wages in Hoechst South Africa in the middle of 1978 according to information from the management, amounted to R 160 a month for an average 40-hours week. If a proportionate addition is made of food allowances and the Christmas gratuity, equal to a month's pay, which all employeed receive, the lowest monthly earnings rise to R 195.

Detailed figures as given by two coloured employees:

Clerk in computer section: R 374 a month.

Woman worker in cosmetics section: R 42 weekly x factor 4.4 = R 185 a month.

Table 5



Hoechst minimum wage plus bonuses, middle of 1978

R 195 a month

1 = Subsistence level (HSL) Johannesburg April 1978: R 154.90 a month

2 = Subsistence level (HSL) Johannesburg April 1978 plus 50 % = R 232.35 a month

3 = Subsistence level of the Johannesburg Chamber of Commerce March 1978: R 169.97 plus 50 % = R 254.95 a month

4. The management of Hoechst South Africa emphatically points out that the firm unconditionally follows the principle of "equal pay for equal work". A binding framework for the wages structure is established independently of racial or other prejudices, according to a recognized system of job evaluation. Accordingly, the management states, there is a "single, unified pay curve embracing all our employees". Anyone who is best qualified to meet the requirements of a job, gets it and the emoluments it carries. The motto is, "The right person to the right job without prejudice of colour or creed".

That this system has produced equality in practice cannot be seriously assumed. On the contrary, under the conditions of structural deprivation of the Blacks it tends to reduce still further their disadvantages on the labour market.

This is shown by a glance at the racial composition of the job grades. The biggest job grades A1 - A3 refer to unskilled or semi-skilled operations. These are exclusively or almost exclusively carried out by Blacks. Does this fact reflect only the circumstance that the Blacks represent in any case the great mass of unskilled or semi-skilled workers?

By selective "on the job training", some Blacks[1] in recent years have succeeded in rising to bracket C2, where wages of R 612 to R 722 a month are paid.

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1) In the Hoechst documents the term 'Black' is expressly used as a collective noun for Africans, Coloureds and Asians. Consequently the tables do not indicate which ethnic groups those rising in the scale in fact belong to.

Table 6

Job Grades	Blacks	Whites
D1+		61
C4		46
C3		39
C2	3	31
C1	4	48
B4	2	56
B3	17	41
B2	21	31
B1	49	20
A3	72	3
A2	113	
A1	172	
	453	376

No details are known on the nature of the "selective on-the-job-training" and the extent to which the various groups profit by it. According to the management, Hoechst regards its provision of courses primarily as a function of the sales and marketing departments. It is based "on the needs of the Company".

5. According to the management, the following fringe benefits are provided by Hoechst South Africa:

(i) The firm's old age Pension Fund is open to all employees. The contributions amount to 6.5 % of monthly earnings; the firm contributes another 6.9 %.

(ii) The Hoechst Group provides life and accident insurance through their comprehensive insurance policy for all South African employees.

(iii) Sick benefits are paid to all employees. Contributions depend on income and for a worker with two dependents, amount to between R 23.20 and E 31.00 a month. Hoechst pays half of this.

The Blacks belong to the Sick Benefit Fund of the appropriate Industrial Council, paying a monthly contribution of R 1.

(iv) According to age and length of service each worker is entitled to annual holidays of at least 18 to at most 23 working days.

(v) All employees receive a Christmas gratuity amounting to a month's salary or wages.

(vi) Housing loans can be claimed by black workers who have five years service with Hoechst, and provided they have a right of residence in the location assigned to them (!).

(vii) Children of black employees pursuing their studies, receive scholarships on passing examinations.

(viii) The Company's family planning advisory bureau is available to all employees.

(ix) The liaison committee organizes the firm's sport, for which the firm supplies sports grounds, equipment, and clothing.

(x) After two years in the firm, all black employees of the pharmaceutical department receive blue overalls. Canteen meals are subsidised by about R 1.10.

6. As far as can be ascertained, the canteens in Hoechst South Africa are in principle open to all races. Nevertheless, there is obviously a separation between the categories "workers" and "salaried staff". In the particular circumstances of South Africa, this would again mean that Whites and Blacks remain apart.

The toilets are segregated.

Sport in the firm appears to be racially segregated. If it were not, express mention would certainly have been made of the fact.

Siemens Ltd.

Siemens Ltd. has been represented in South Africa since 1860. The firm is primarily engaged in the domain of communications technology and power-oriented technology. Orders for the former accounted for 60 % in 1976-77, the latter's percentage is tending to increase. In the financial year 1976-77 the orders amounted to R 212 million (about DM 589 million), the turnover in the same period being R 190 million (DM 528 million). Siemens has eight manufacturing plants (Silverton, Rosslyn, Koedoespoort, and Waltloo near Pretoria, Spartan, and Isando near Johannesburg, Cape Town, Durban). The head office is in Johannesburg. With a 15 % stake in the market, Siemens with the British firm GEC leads the electrical sector.

The following stockholders own the capital of Siemens Ltd.:

- Siemens Beteiligungen AG, Zurich 52 %
- Industrial Development Corp. of S.A. Ltd. 24 %
- The Federal Group South Africa 16 %
- S. A. Mutual 8 %.

On 30 September 1977, Siemens employed 6,778 men and women: 3,145 Whites (46 %), 2,838 Blacks (42 %), 795 Coloureds and Asians (12 %).

1. The management has serious reserves about the introduction of black trade unions into Siemens. Though the idea of trade union representation of the interests of black workers is not entirely rejected, it is not regarded either as opportune or neces-

sary at the moment. Not opportune because the Blacks were not yet really fitted for "responsible leadership", and furthermore because Siemens is of the opinion that in South Africa as far as possible racially mixed trade unions should be created. Not necessary because since the early seventies Siemens has had a fully developed works committees system which, the management believes, satisfactorily organizes the representation of the interests of the workers, Blacks included. In each of the Siemens production plants or sections there is a liaison committee for Whites, Coloureds and Asians as well as for Blacks (13 in all). From these 13 liaison committees a committee is elected for the whole factory, composed of representatives of all racial groups. The firm's white Personnel Manager is chairman, and a black member of the staff acts as full-time secretary. His salary is considerably higher than the average earnings of a black workman with Siemens.

In private conversation this secretary first spike very favourable of the work of the central liaison committee, but finally conceded that in case of doubt it had no chance of getting its way against the management. He had no use for black trade unions, regarding them as competition in view of his privileged position, which depended on the management.

It may be noted in passing that training courses for members of the works liaison committee are organized by the management.

2. Siemens Ltd. employs no migrant workers.

3. From the documents made available by Siemens Ltd., it appears that the lowest hourly wage rate paid to black workers in the lowest job grade in the factories at Koedoespoort and Waltloo near Pretoria in September 1977, was R 0.59. In a working year of 2,340 hours (according to Siemens), which is about 45 hours a week, that represents monthly earnings of R 115. Siemens gives the average hourly rate in the lowest wage bracket for September

1977 as R 0.70 (= R 136.50 a month). The legally required hourly rate in the highest bracket in which Blacks are represented, is R 1,57 (= R 306.15 a month), the average wages in Siemens in this bracket being R 177 (= R 345.15 a month).

The following Table 7 gives a comparative survey of the minimally required wage-rates in the Steel and Engineering industry and the average wages paid by Siemens in all wage brackets. It should be noted in addition that the wages were to be raised by about 10 % on 1.7.1978.

Table 7

Wage brackets	Minimum wages in R per hour	
	SEIFSA	Siemens average
A (skilled workers)	2.18	3.06
AA	1.89	2.41
B	1.57	1.77
C	1.53	1.63
D	1.48	1.59
DD	1.14	1.32
DDD	0.92	1.10
E	0.83	0.96
F	0.71	0.80
G	0.63	0.77
H	0.59	0.70

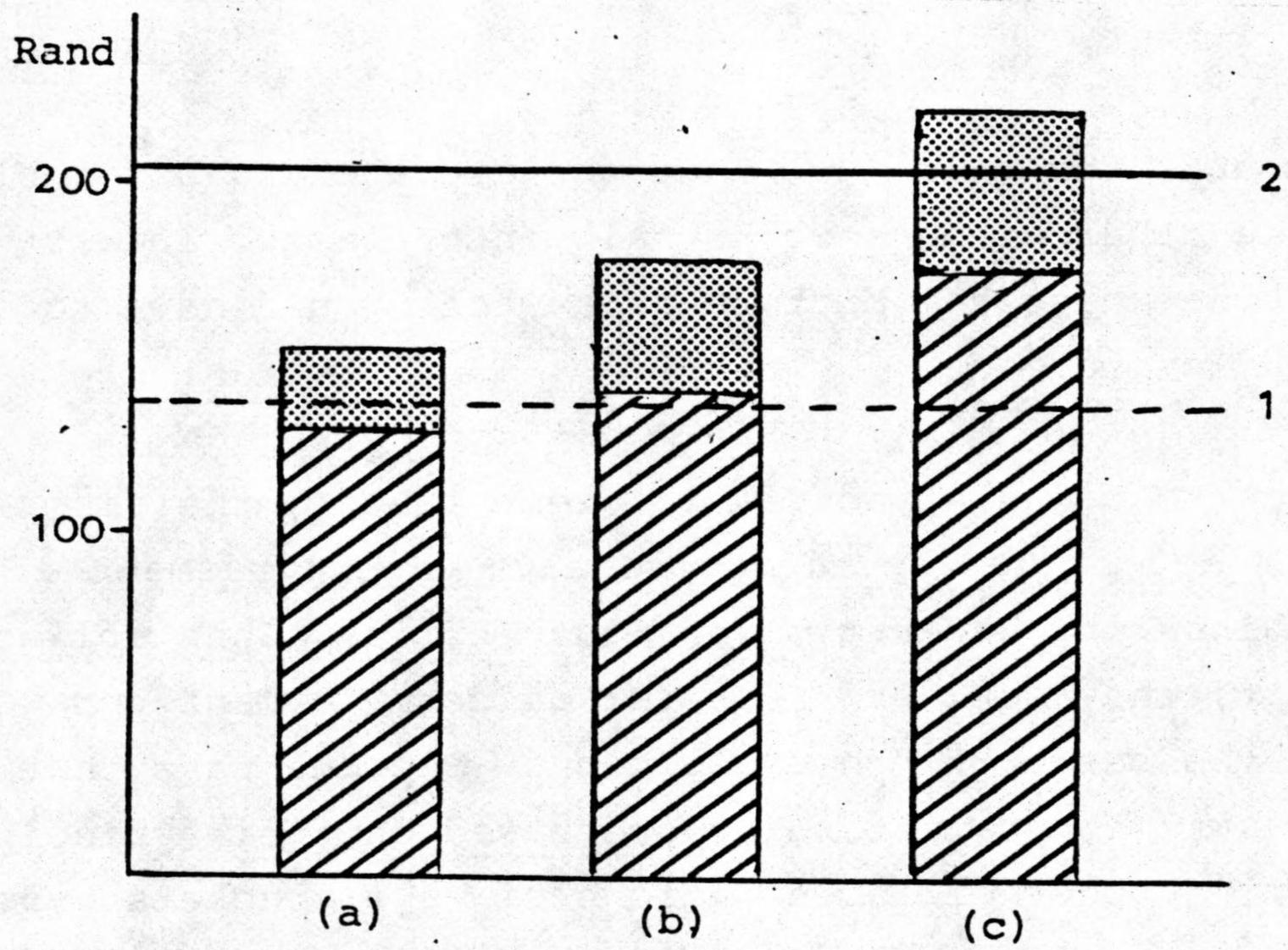
SEIFSA = Steel and Engineering Federation of South Africa

Siemens lays stress on this proof that the wages it pays are clearly above the minimally required rates in the Steel and Engineering industry and far exceed the rise in prices. It is also clear that the wages of the lowest wage bracket have been increased proportionately more than those of the skilled workers.

The evidence is less convincing that Siemens in each case reaches the level of wages called for by the Code (Minimum Living Level plus 50 %). The firm refers in its account to a figure which is recommended by the Bureau of Market Research of the University of South Africa for a black family of three and is described as Minimum Living Level. This amounted in September 1977 to about R 900 a year. It is in fact not difficult to show that this figure is exceeded. But it should not be taken seriously as a proper basis for comparison, even though it is true that the lowest income groups include many unmarried black employees.

If the Household Subsistence Level of Professor Potgieter (see above) is taken as basis, the following picture emerges:

Table 8



1 = Subsistence level Pretoria October 1977: R 137.10

2 = Subsistence level Pretoria October 1977 plus 50 % = R 205.65

(a) = Basic Minimum Income 1977 (R 0.59 x 2,340 hours a year plus bonuses:12) R 150.80 a month ▨ of which R 23.70 Christmas gratuity and fringe benefits ▩

(b) = Average earnings in lowest wage brackets 1977 (R 0.70 x 2,340 hours a year plus bonuses : 12): R 176.60 per month, of which R 40.10 Christmas gratuity and fringe benefits.

(c) = Average earnings of all black workers 1977 (R 0.89 x 2,340 hours a year plus bonuses : 12): R 220.80 a month of which R 47.25 Christmas gratuity and fringe benefits.

It must also be noted that Siemens publishes wages figures only for the two works at Koedoespoort and Waltloo near Pretoria, in which only 32 % of all Siemens employees work (and also only about 38 % of their black workers). Furthermore, since sensitive electronic components are assembled in these two factories, it may be assumed that the section refers to relatively highly skilled men and women workers. What do the wage-scales for the firm as a whole look like?

There are grounds for supposing that the average wages for black workers in the other Siemens works fall into the two lowest wage brackets. In that case the picture as a whole would have to be corrected and lowered.

4. As regards the wages structure in Siemens Ltd., the firm says that it is determined by the collective wage agreement of the Steel and Engineering Federation of South Africa. This collective agreement, they say, provides for uniform payment per work performed on the basis of job evaluations. Siemens says that within their own job evaluation scheme based on their principles of evaluation, further differentiations of wage brackets were made, especially in the assembly sector. Here again they affirm that the principle followed is that of equal pay for equal work.

The best of principles, however, cannot hide the fact that even in Siemens equal work is just not accessible to all racial groups.

The classification of a worker in a particular wage bracket depends on schooling and training, ability and aptitude. That is why the Blacks who are most deprived in the domain of training and development of capacities, are most strongly represented in the lowest income grades and in fact exclusively occupy them. A gradual advance of black workers into higher job grades is not to be overlooked (cf. Table 9). Siemens attributes this to the firm's programmes of training and advancement. On this the business report for 1976-77 states:

"In 1976-77 we organized 217 training courses comprising in all 5,343 days training. These courses were attended by 28.6 % or 1,940 of our total personnel. Personnel from all groups of the population took part in technical and commercial training projects as well as in introductory and linguistic courses, courses to develop technical skills, courses for foremen and works council members. A considerable number of our black commercial employees attended continuation courses. Two black members of our staff successfully completed a one-year correspondence course in personnel management at the Unitersity of South Africa."

Unfortunately what is not stated is the racial composition of the 28.6 % or 1,940 course participants.

In another report of the company it is said that the training of staff may be divided into subsidized training inside the firm and outside it. In the latter domain of advancement outside the firm, mention is made of scholarships, school grants, language studies and special courses, with up to 80 % of the costs being paid, and these are granted as a matter of course also to coloured and black staff. The firm, it is said, supports schools attended by children of employees; this applies in particular to schools for the children of black and coloured employees, as well as for German schools operating in the country.

In the field of further training insiede the firm, employees are sent to Germany for active employment there. Cross-exchange inside the Siemens organization are systematically arranged and specific training courses held.

Here, too, the statements are general. Relevant conclusions can be drawn only if concrete figures are given, with analyses of expenditure that show its racial distribution. Is the lack of them here a sign that the claimed emphasis on advancement of the black workers in particular is more on paper than in reality?

The following Table 9 shows the actual division of white, brown, Asian and black wage-earners of the two Siemens works of Koedoespoort and Waltloo, and the advancement of the black workers as compared with the year 1966.

Table 9

Job Grade	Whites	Coloureds	Asians	Blacks 1977	Blacks 1966
A	182	1	3	-	-
AA	44	16	6	-	-
B	5	3	1	5	-
C	5	4	-	12	-
D	22	20	-	4	-
DD	10	33	1	28	-
DDD	68	538	7	241	5
E	-	-	-	76	22
F	-	-	-	249	59
G	-	-	-	401	98
H	-	-	-	74	21
Apprentices	89	27	1	-*	-
Totals	425	642	19	1090	205

*) Industrial training of black apprentices is not yet possible at present because of restrictions in collective wage agreements.

Whites, Coloureds, and Asians occupy the seven highest wage brackets, Blacks exclusively or mainly the lower. A few (5) have risen

as high as grade B. The skilled worker groups A and AA contain an overwhelming proportion of white men (89.7 %). Next come Coloureds with 6.7 % and Asians with 3.6 %. Of all white employees (including apprentices) more than half (53 %) are paid on A and AA scales (of Coloureds 2.6 %, of Asians 4.7 %). The Whites in groups B to DD are women. Those placed in brackets B, C, D, and DD are mostly supercisors, comprising 42 Whites (women), 62 Coloureds and Asians and 49 Blacks. Of the entire black workforce, 73.4 % exclusively occupy the four lowest wage brackets (H - E).

5. According to their own account, Siemens Ltd. offers the following fringe benefits:

(i) All members of the staff are covered by the firms health insurance scheme; no charge is made and it pays between 80 % and 90 % of the standard charges for doctors and medicines.

(ii) All members of staff with more than 10 years service are entitled to receive Siemens pensions, to an amount depending on position held and length of service. The Siemens pensions fund costs the employees nothing.

In addition, all salaried staff (the vast majority of Blacks are wage-earners) are members of an additional pensions fund, into which they each pay 5 % and the firm 5 % of their salary. The benefits consist of pensions and life insurance.

There is a group employment accident insurance for all personnel within the scheme of a comprehensive Siemens AG insurance policy.

(iii) Siemens pays sick pay for 30 days (the legal minimum is 10 days). Continued payment beyond this period is possible in principle in proved case of need.

(iv) All wage-earners receive a legally prescribed holiday bonus and a voluntary Christmas gratuity. The two together amount to more than a month's pay. All salaried staff receive an extra month's salary.

(v) All personnel are also insured against death either in the 'Group Life and Provident Fund' scheme or by a separate group life insurance.

(vi) The firm supports white and coloured (the precise meaning of this word here is not clear) sports clubs by gifts of money and by providing transport.

(vii) Personnel who have worked for Siemens for at least three years receive, irrespective of colour, low-interest housing loans. (How many Blacks can make use of these?)

(viii) Siemens makes grants on request for school fees and text-books for black employees' children of school age.

(xi) Canteen meals are subsidised from 40 % - 80 %.

6. There is racial integration at places of work to a limited extent. In all Siemens works, however, canteens, toilets and other facilities are racially segregated. The canteens for white and black workers in the Waltloo factory were more or less identically equipped. The meals, however, differed considerably (ordinary European food as compared with mealies in meat gravy).

The main office-block of Siemens Ltd. displays the following notices on toilets:

Ladies/Gentlemen (for Whites)
Asiatic and Coloured female/male
Non-white female/male

According to an eye-witness report, for example, on the building site of the Matla power-station where Siemens is carrying out

the electrical installations, the black workers, unlike their white colleagues, were lodged in hastily erected primitive huts-ments. Whereas the white employees had the use of a canteen, the black workers got mealies in tin bowls at a hut on the site.

Volkswagen of South Africa Ltd.

No conversation came about with the management of Volkswagen of South Africa. Attempts to obtain reliable information in other ways proved largely unsuccessful.

As far as is known, Volkswagen of SA at the end of 1977 recognized the United Automobile, Rubber & Allied Workers Union after the latter had organized more than half of the black workers.

How weak the position of the trade union ultimately is, is shown by the fact that VW of SA at the end of the Christmas holidays 1978 dismissed 200 black workers on account of the Iran crisis. At a meeting fixed at short notice with the management, the trade union committee was confronted with the accomplished fact, alshough there is a verbal agreement between management and union that in such cases the union is to be consulted before a decision is made.

Detailed information from a black VW worker, aged 41, married, 4 children: income according to work: R 86, R 89 or R 92 in two weeks.

Canteens, toilets, and showers are racially segregated. Sports in the firm are likewise non-integrated.

Summary evaluation

The materials presented do not admit of the conclusion that the EEC Code of Conduct is being strictly observed and applied. No other assessment of the position matches the reality perceived here, which though not a representative sample, is nevertheless an indicative one. If the sample falsifies reality, the sample should be extended. The fact that it is so difficult to assemble an empirically more satisfactory set of facts, points rather to the fundamental accuracy of the assessments made above and confirms the suspicion of deficiencies.

1. With the exception of Volkswagen of South Africa, none of the firms addressed here has recognized black trade unions as genuine representatives of the workers and as parties to collective wage agreements. Verbal professions of an attitude of openness and sympathy towards black trade unions on the part of firms, are often contradicted by their obviously anti-trade union practice. The works committee or liaison committee system is generally favoured as an alternative. It ensures the managements a strongly preponderant position through direct and indirect control. Its bargaining power and ability to oppose is correspondingly small.

2. Migrant workers are employed only by BAYER.

3. In no case did the minimum wages paid by the firms in the period under investigation correspond to the norm demanded in the Code (Minimum Living Level plus 50 % on the basis of the HSL). Figures approximating to or exceeding this were reached only in average wages.

4. Application of the principle of 'equal pay for equal work' is alleged but not proved. The reference to 'objective' job evaluations suggests equality where equal work is not in fact accessible to all. There are reasons for thinking that job differentiations also cerate wages advantages for white workers.

The rejection of black workers because of lack of qualifications is equivalent, in a situation of extreme educational deprivation, to racial discrimination unless at the same time special efforts are made to remove the handicaps in education and training from which Blacks suffer. There is no perceptible sign that special efforts of that kind are being made. Even Siemens falls short of its own claim. The relevant data are either completely lacking or are too general to show what is actually available to the Blacks in quantity and quality. There seems good reason to suppose that the firm's interests rather than those of the black workers determine the programmes of training and advancement.

The number of those who have been able to obtain skilled jobs is still very small.

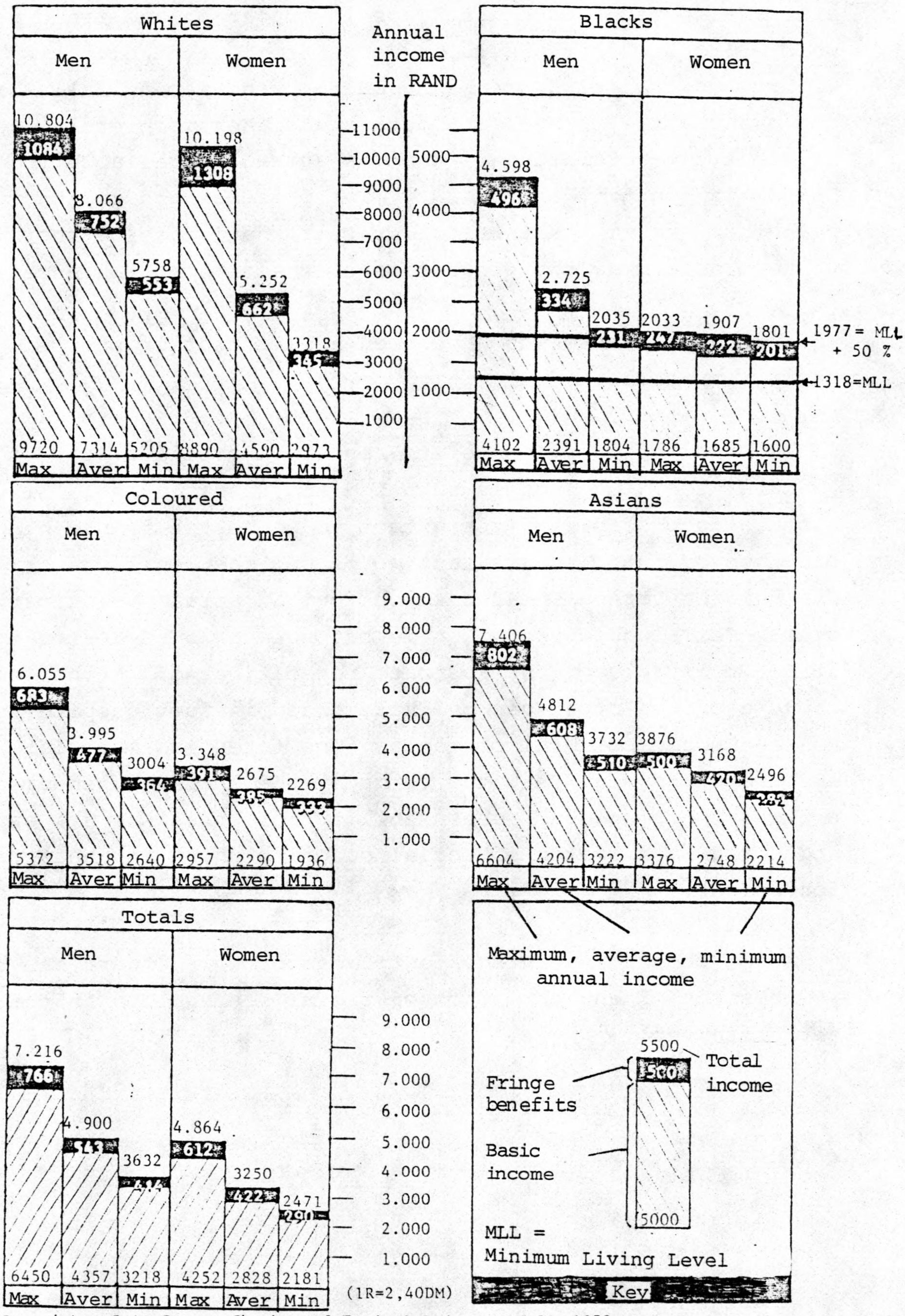
5. The list of fringe benefits appears impressive. Nevertheless, here, too, the details supplied are insufficient. Only a vague picture is possible of the extent to which the fringe benefits provided by the firms in fact go beyond the legal prescriptions, and how the various measures work out in actual practice, especially for black workers. It is not so much a matter of the abstract principle or the abstract benefit, as of whether and how the one or the other can be implemented in fact despite structural and socio-cultural obstacles. The foregoing material does not encourage the view that the firms by their fringe benefits are meeting their special responsibility for those who are especially neglected by a system of social security which is inadequate even for Whites.

6. Apart from a few integrated places of work, there can be no question of any abolition of racial segregation in the firms' establishment.

Appendix 1

Results of an anonymous inquiry of the S.A.-German Chamber of Trade & Industry, Johannesburg, addressed to 55 firms, 33 of which (60%) answered. The inquiry excludes managerial staff. The evaluation took place in May and June 1978.

Comparison of the annual income of White, Black, Coloured and Asian workers employed in firms with predominantly German participation.



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Appendix 2

HOUSEHOLD SUBSISTENCE LEVEL FOR SURVEYED CENTRES

APRIL 1978

Aus: The Household Subsistence Level in the Major Urban Centres of the RSA, April 1978, by J.F. Potgieter, Institute for Planning Research, University of Port Elizabeth, Fact Paper No. 25, Table 48

CENTRE	PHSL	Rent	Trans-port	HSL	% Increase since:	
					Apr. 1977 (12 months)	Oct. 1977 (6 months
Cape Town:						
Blacks 6 Pers.	129,39	14,59	6,63	150,61	11,6	2,1
Coloureds 5 Pers.	127,36	19,60	8,89	155,85	5,9	-0,6
Port Elizabeth:						
Blacks	119,93	12,95	3,90	136,78	8,4	3,0
Coloureds	123,08	18,30	7,80	149,18	7,1	2,8
East London:						
Blacks	125,43	7,75	7,80	140,98	8,9	3,6
Coloureds	125,02	12,57	6,72	144,31	6,4	1,8
Kimberley:						
Blacks	126,69	13,94	5,28	145,91	8,4	2,5
Coloureds	117,48	15,96	7,48	140,92	-0,6	-1,9
Durban:						
Blacks	124,30	6,71	7,22	138,23	8,3	3,4
Coloureds	124,74	27,21	8,24	160,19	17,3	9,1
Pretoria:						
Blacks	123,17	11,32	7,87	142,36	7,1	3,7
Coloureds	123,24	20,50	4,90	148,64	6,1	2,2
Johannesburg:						
Blacks	129,05	18,05***	7,80	154,90	14,6	7,0
Coloureds	126,57	24,20	7,84	158,61	16,0	6,3
Bloemfontein:						
Blacks	123,13	10,17	3,30	136,60	8,5	1,3
Coloureds	127,58	21,00	3,30	151,88	13,7	3,1
K.William'sTown:						
Blacks	121,41	4,21	4,00	129,62	8,4	2,0
Coloureds	123,19	12,85	4,00	140,04	8,5	4,2
Uitenhage:						
Blacks	119,93	13,30	4,33	137,56	5,3	0,8
Coloureds	113,48	17,17*	3,47	134,12	2,6	-1,9

2.

CENTRE	PHSL	Rent	Trans-port	HSL	% Increase since:	
					Apr.1977 (12 months)	Oct.1977 (6 months)
Windhoek:						
Blacks	147,40	5,10	9,46	161,96	7,9	-
Coloureds	144,04	36,43	8,80	189,27	4,1	-
Queenstown:						
Blacks	119,65	7,45	6,60	133,70	7,8	4,0
Coloureds	120,44	10,20	None	130,64	7,3	5,2
Umtata:						
Blacks	117,86	6,00	1,98	125,84	12,5	6,7
Peddie:						
Blacks	128,67	None	None	128,67	15,8	7,1
Benoni:						
Blacks	126,40**	16,50***	6,34	149,24	17,4	8,7
Boksburg:						
Blacks	126,46**	16,50***	6,50	149,46	19,5	11,1
Brakpan:						
Blacks	129,05**	17,00***	5,20	151,25	20,9	12,3
Germiston:						
Blacks	126,57**	16,50***	5,28	148,35	18,5	10,2
Springs:						
Blacks	126,43**	16,40***	5,63	148,56	18,0	9,8
Krugersdorp:						
Blacks	129,05**	13,60***	6,50	149,15	16,0	8,3
Vaal Triangle:						
Blacks	128,67**	17,00***	6,93	152,60	16,6	7,1
Brits:						
Blacks	121,87	6,65	4,40	132,92	13,9	4,3

* Electricity for lighting is included.

** The PHSL for Johannesburg was accepted as basis. Electricity for lighting is available in some towns. Fuel and light was calculated for each centre individually which explains the discrepancy between the PHSL for Johannesburg and these areas.

*** A three-stage increase levied between December 1977 and July 1978 is included in this figure.

Appendix 3

REVISED BUDGET FOR BLACK FAMILY OF FIVE

An interim revision of the Chamber's monthly minimum budget for a Black family of five in Soweto shows a 7,3% increase between November last year and March this year. The prices of basic foodstuffs included in the budget increased by 8,3% during this period compared to an increase of 5,3% in the food component of the Consumer Price Index.

Since 1967 the Chamber has been calculating the minimum monthly expenditure to maintain a family of five comprising two adults and three children (aged 8 to 16). The purpose of carrying out this study twice a year is to give employers a guide in assessing wage and salary adjustments from time to time. The result of each study must not be seen as a recommended minimum wage.

Here is a detailed breakdown of the revised budget. Members who have queries in this connection are asked to contact Mrs C. Duval at the Chamber.

Item	Nov 1977 R.c.	March 1978 R.c.
Food	79,98	87,23
Clothing	18,24	18,77
Housing	12,40	14,15
Fuel and light	9,53	10,11
Transport	11,38	11,38
Taxation	2,56	2,96
Cleaning materials	1,71	1,77
Medical expenses	2,00	2,00
Education	4,47	4,65
Sub-Total	142,27	153,02
Furniture	2,50	2,55
Crockery, cooking utensils etc	1,09	1,12
MINIMUM LIVING LEVEL	145,86	156,69
Writing materials, etc	3,87	4,06
Amusement and sport	2,02	2,22
Personal care	2,72	2,91
Savings and emergencies	3,96	4,09
GRAND TOTAL	158,43	169,97

	% increase 6 months May-Nov 77	% increase 4 months Nov 77-March 78
Food	3,6%	8,3%
Minimum Living Level	5%	7,4%
Grand Total	5.2%	7,3%

JCC COUNCIL ELECTIONS

This week members will be receiving forms calling for nominations of candidates for election to the Chamber's Council for the 1978/79 year. The new Council will be re-constituted with effect from August this year. Sitting members of Council are not automatically re-elected. Those wishing to stand for re-election have to be nominated again.

The Council is the Chamber's supreme policy making body and persons elected to the Council represent their particular trade section and not their individual companies.

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Appendix 4

BAYER/Täuber & Corssen Group of Companies

1. What is the firm's attitude to the development and recognition of black trade unions?

Our attitude to trade unions and their development in South Africa is a positive one and is not determined by racial considerations.

2. Is it possible for official representatives of black trade unions to visit the work premises to explain the purposes of trade unions and recruit members?

The visit of official representatives of trade unions to our employees in our works can be arranged after consultation with the management.

3. Have black trade unions approached the firm with a request for access to the premises or for recognition, and what reply was given?

In 1975 a representative of an unofficial union (Chemical Workers Union) recruited members from the personnel of our works in Durban and at the same time had conversations with the management.

The conversation were not continued, as the representative as far as we know has left the country and his trade union no longer exists.

4. How high is the number of migrant workers employed in the firm; what percentage of the total number of employees do they form?

At the present time we employ in our mines 160 foreign contract workers (about 7 % of the whole workforce of our group of companies).

5. How many members of the various racial groups does the firm employ and how high is the total wage that is paid to each group?

Blacks: 1,340; Whites: 900; Indians: 40; Coloureds: 20. As remuneration and determination of pay is decided by qualifications and responsibility, we have no statistics regarding the income of the various ethnic groups.

6. What wages (Rand per month) is paid in the lowest wage bracket for how many hours work?

For employees outside mining the lowest wage at present is R 192 monthly (for a 40-hour week).

The lowest wage in the mines is R 65 a month. The firm undertakes the full costs of board and lodging, entire social security (life insurance, old age pension), travel to and from home countries (mainly Mozambique).

7. What minimum subsistence figure (Rand per month) does the firm take as a basis to raise by at least 50 % in order to determine the minimum wage? (Please give source, date and size of family.)

Our group of companies does not fix wages by borderline figures of any kind, but pays a fair wage for the particular job without regard to the race of those employed.

8. How many Blacks are paid wages lower than the minimum standard (= minimum subsistence level + 50 %)?

See question 7.

9. What is the firm's policy as regards the pay, training and opportunities for advancement of its employees?

As regards training and advancement, all employees have equal chances.

10. What is the racial composition of the wage bracket (Comparative figures for the last two years)?

See answers to questions 5, 7, and 8.

11. What opportunities for training has each racial group?

See question 9.

12. How many employees of each racial group are trained?

All employees are advanced by training as far as their capacities permit.

13. What are the figures for total expenditure for training facilities for each racial group?

Data about costs of training analysed according to racial groups do not exist, as they are not relevant to business policy.

14. Are there legal prescriptions or formal or informal agreements with registered trade unions which limit the scope of the opportunities for training or pay in the firm?

We are subject to no legal restrictions.

15. Are there differences in the kind of benefits and in the opportunities of access to it for the different racial groups in the following domains:

Housing provision:

No difference. At our mines, for instance, all employees are provided with free housing or accomodation.

Transport from place of residence to place of work and back:

No difference.

Health service and leisure:

For employees for whom free or cheap public health service is available the use of these facilities is recommended. All other employees are members of a standard health insurance.

Provision for old age:

All employees belong to the firm's own pension fund. The firm pays the whole premium for black mine workers, while all other employees pay about a third of the premium themselves.

Accident and unemployment insurance:

All employees are insured against industrial accident, disablement and incapacitation (Workmen's Compensation Act). The firm pays the premiums. The State Unemployment Insurance includes all employees resident in South Africa with a monthly income of less than R 700.

Name and address of the firm:

BAYER/Täuber & Corssen Group of Companies
P.O.Box 1366
Johannesburg 2000
Republic of South Africa

20 September 1978

Appendix 5

1. NAME: Name und Anschrift bekannt.

   ADDRESS: _____

   COMPANY: Volkswagen Pty Ltd

2. Are you: married Yes unmarried; ..... divorced.....
   widow/er.....

   Does your wife/~~husband~~ work? Yes

   If married, how many children do you have? Four (4)

   How many do you support? Four (4).

   How old are they? 17 yrs, 13, 11, 3 respectively

3. Is the house you live in registered in your name or are you a lodger? lodger

4. How much time do you need to get to work? 30 minutes

   And how much time to get home? 45 minutes

5. What job do you have? Describe it: Packing of motor parts auto crates

6. How much do you earn per week? R89, R86, R92 according to Service
   Per Fortnight

   How much of this is for overtime work? ~~None~~ included in above payment

   How much does your wife/~~husband~~ earn? R92 per week

7. How much do you spend each month on:

   a. housing R. R60.00
   b. Transport R. R8.00
   c. Food R. 60.00
   d. Clothing R. 10.00
   e. Fuel and lighting R. -
   f. Medical costs R.
   g. Others R. 25.55

   total: R109.55

2/

8. Are you a member of a trade union? Yes.....
What union? Motor and Steel allied Union.....
If not - why not? -.....
Are you informed about trade unions? Yes.....
Are you afraid of being Victimized if you were a member of a union .....

9. Do you have any of the following in your firm:

Trade-unions ...Yes..... Works Committees: ...Yes.....
Liaison Committees:...Yes.....

10. Did you choose the members? ...No.....

11. If so:

(a) What is the attitude of your management to the body elected by the workers?

angry:..... indifferent:✓.....friendly:.....
helpful: .....

(b) is your management prepared to negotiate with the body representing the workers?

yes ✓..... no .....

(c) are you allowed to have meetings of workers during working hours at the firm?

yes✓..... no.....

(d) are you allowed to hold meetings and to publish and distribute pamphlets at the firm?

yes ..... no✓.....

(e) are you allowed time-off for official meetings of workers at the firm?

yes ✓..... no.....

(f) If so, do representatives of the management participate as well?

yes ..... no✓.....

(g) Does the management provide training courses for trade-union-skills?

Yes ✓ ..... No .....

12. Are you informed about the work of the committee representing the interests of the workers?

Yes ✓ ..... No .....

If so, How, - by pamphlets ..... by magazines .....or by meetings ✓.....

13. How often does the works - or the liaison- committee meet?

.....Not known.....

14. Are you allowed to ask for information about what was discussed in the sessions of the works or liaison committee?

Yes ✓ ..... No .....

Do they publish the minutes? Yes ..... No ✓.....

15. Do you know of any case improved by the work of your work/ liaison committee?

Yes ..... No ✓.....

Has this committee succeeded in improving working conditions in your firm?

Yes ..... No .....

16. Do members of a trade-union participate in the liaison/works committee?

Yes .... No .....

17. In case you have some complaints - how could you express them?

Do you inform your works/liaison committee? .....

Do you inform a representative of the management? ..✓.....

or do you keep quiet? .....

18. Do you have an employment contract? (i.e. for migrant workers)

Yes ..... No ✓.....

19. If so - do you have to renew this contract annually?

Yes ..... No .....

20. Are certain jobs in your company reserved for whites only?

Yes .✓... No.....

21. If so - which jobs? .....

.....

22. Does any black employee hold a job in your firm where whites serve under him?

Yes ..... No .✓....

23. Do you have a white colleague working on the same job as you?(i.e. with the same training or experience doing similar work) No.

24. Do you know what your white colleague earns per each week?

Yes .✓.... No .....

How much more than you? R148.:.....

25. Does your firm pay the same wage for the same work to all workers, regardless of colour or race?

Yes ✓..... No .....

26. Did the working conditions in your firm improve last year?

Yes .✓.... No .....

How did they improve? Increased weekly wages, Toilet facilities brought nearer and clean.....

Why did they improve? Workers complained to the Management.....

Were any white employees replaced by blacks?

Yes ✓..... No .....

27. Did your income increase last year? Yes.✓.... No .....

If so - how much? R0.30. per hour.

5/.....

28. Does your firm offer training opportunities for you to improve your skills and abilities?

Yes ✓..... No .....

29. If so - is such training made available to all workers or only to a few?

all ✓..... some ..... few .....

30. Did your firm fire/or ~~retrench~~ large numbers of workers in the last year?

Yes ✓..... No .....

31. If so - about how many? More than 500. Some were called in later on.

How many whites and how many blacks? More blacks than whites.

31. Does your firm help with:

(a) housing of black employees? Yes ✓..... No .....

(b) train or transport fares? Yes ✓..... No .....

(c) Medical costs? Yes ✓..... No .....

(d) legal aid in case of problems with influx control and other problems? Yes ✓..... No .....

(e) old-age pensions or provident fund? Yes ✓..... No .....

(f) accident insurance? Yes ..... No ✓.....

(g) unemployment insurance? Yes ..... No ✓.....

(h) schooling and university scholarships for your children Yes ..... No ✓.....

32. Do whites and blacks in your firm:

(a) have the same canteen for meals and refreshments?

Yes ..... No ✓.....

If so - do they eat at the same table? Yes ..... No .....

Why? n/a!.....

.....

(b) have the same toilet and bath/shower rooms facilities?

Toilets Yes ..... No ✓.....

showers/baths: Yes ..... No ✓.....

(c) have integrated or seperated sporting events?

integrated ..... separate ✓..... none.....