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MEMORANDUM FOR PRESENTATION TO MR PATRICK Oâ\200\231FARRELL OF.THE AFL-CIO

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AND PRESIDENT OF INKATHA FREEDOM PARTY

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#### INTRODUCTION {

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Mr Oâ\200\231Farrell, it really is a great pleasure for me to welcome you to Ulundi. As a recipient of a George Meany Human Rights award I will always feel closely bound to the AFL-CIO whatever was said about this award afterwards. I welcome you as one bound to your

endeavours, to help wherever I can to assist you to play a positive role in the development of South African trade unionism.

You will be aware that I have deep trade union interests which have led me to support black trade unionism in every possible way I could. I was very pleased to have been able to serve as President of the Institute for Industrial Education in Durban, which did so much to assist in the early training of organisers and shop stewards in the late sixties. I have encouraged the development of Black trade unionism throughout my political career and I was bold in this support in the early days of trade unionism when all manner of government, and employer practices, and forces were used to make involvement in trade unionism for Blacks dangerous.

My interests in black trade unionism led me to gladly accept an invitation to address the opening rally at which UWUSA was formed. I have never had any controlling interest in UWUSA. I was only pleased that at last a trade union development was going to take place which would challenge the politicised and militerised development of COSATU. I was very aware that COSATU was led by people who were both ANC and SACP in orientation. in:fact lt -iis

SACP executive members who dominate in COSATU.

COSATU has been so closely tied up with the ANC and SACP in action that I wonder how any government could continue supporting it â\200\230as .

The vast discrepancy between the level of COSATU funding and funding for UWUSA, or any other non-COSATU trade union structures, must also be llooked at as a relevant factor in the whole consideration of violence. Not only has the ANC/SACP used and abused COSATU, but they have had the advantage of a COSATU with millions of dollars pouring in to back what the ANC/SACP alliance wants COSATU to do.

T ad inok against trade unions. I have always had views on the importance of collective bargaining. They have been pragmatic and

realistic. Above all, I have put the interests of workers first - their Jjob security, their health, their satisfaction and well-being. This I believe can be achieved without destroying the

economy and without adopting a confrontationist attitude to management.

Trade unions have a very important role to play inmg modern day industrial society. This is particularly the case in South Africa where the field of labour relations and labour law lis ' relatively new, and where many aspects concerning workers'â\200\231 rights, minimum requirements in the workplace and procedural law, are still to be established.

Labour relations is a dynamic field. It varies according to the state of the economy, the strength and militancy of poth labour and management, State intervention, as well as numerous other factors. For this reason our approach to labour relations is unique and specific to South Africa.

#### CURRENT SOCIOâ\200\224ECONOMIC CLIMATE IN SOUTH AFRICA

The South African economy is ravaged with structural deficiencies resulting from the past policies of apartheid, excessive government centralism, excessive protectionism, the lack of substantial foreign and domestic investment, the devastating impact of sanctions and disinvestment, and a history of union militancy - all factors compounding on the critical levels of economic growth and symptomatic of the predominantly adversarial nature of labour relations as they currently exist.

Any attempt to transform the dynamics of industrial relations in south Africa will need to address the antagonistic relationship between labour and management. I firmly believe that any proposals to restructure industry can only pe successfully achieved through a democratic alliance between management and labour.

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The union movement has a vital role to play in democratising the economy . The primary objective of unions is to represent the collective, democratic interests of all workers. Efforts must focus on the creation of an industry which produces for the needs

of the people, which provides training for workers and provides employment for all.r

#### VIOLENCE AND INTIMIDATORY TACTICS

irectly related to the issue of mass action is the issue of violence. Experience has taught us that mass action means no more than prescriptive and intimidatory tactics on the part of various

organisations, in a bid to entrench their own political agendas. Workers, threatened with their lives, have no choice but to participate in these mass action campaigns and general strikes. This totally violates the basic principles enshrined in any Bill of Rights, which deals with freedom of expression and freedom of association.

We must offer workers an alternative. The squeeze of high inflation and mounting retrenchments will seriously undermine the bargaining power of the union movement, and place its future survival in an extremely precarious balance if it persists with senseless demands while the economy deteriorates still further. The issue of job security will have to become the foremost union priority dominating labour negotiations in a future South Africa.

Each and every worker must be given the freedom to decide whether he or she supports mass action campaigns and general strikes, and whether their conviction is strong enough to warrant staying at home, and face the possibility of losing their jobs and monthly income.

#### MEETING THE NEEDS OF A FUTURE SOUTH AFRICA

Unions need to realise that for South African companies to enter into the highly competitive international market in the future they will need a flexible, skilled, responsible and democratically organised workforce. Hence, fair and structured trade union action, within a regulated collective bargaining environment, can set the pace for industrial restructuring.

For trade unions to positively contribute towards a strategy for future economic growth and stability, will mark a break with militant abstentionism, facilitating the development of an expanding economy which is both productive and internationally competitive.

This country needs a sound economic base in order to attract both domestic and foreign investment. I support the planning and implementation of an economic policy which encourages foreign investment and promotes South Africa's involvement in international - trading markets, because this is the only avenue in which to escape from our present economic quagmire and promote the economic growth necessary to serve the needs of all South Africans. Both foreign and local investment will provide our country with basic resources and create employment to enable people to earn a living.

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#### THE FUTURE ROLE OF LABOUR RELATIONS

Unions will have a greater contribution to make to industry and the future economy of this country if they uphold the principle of democracy in the workforce. With this goal in mind, I believe that trade unionists must set out certain priorities for the upliftment of workers in a new South Africa:

the establishment of a comprehensive and effective education programme, teaching new skills and reâ\200\224-educating the present workforce, creating a workforce which is better equipped to deal with the needs of modern industry;

entrenching a culture of genuine worker participation and organisational efficiency; and,

relying on our trade union structures, as an effective bargaining tool that draws on the experience of careful and strategic future planning with the best interests of the

workers in mind. ;

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To conclude, I would like to stress the need to place great emphasis on pragmatic economic compromise, as the only viable solution capable of offering the benefits of more jobs, the greater spread of wealth, increased skills, higher wages and increased worker participation. For Black trade unionists this should be the basic principle underlying any future debate on industrial relations in a future democratic South Africa.