

December 1995

## FUNDING TOUR

During November, **Thandi Orleyn** and **Bruce Robertson** visited Germany, Denmark, Sweden, Holland, Belgium and the UK to introduce IMSSA's new leadership to funders. There, they reported on IMSSA activities and developments in the light of the changing environment, paving the way for the renewal of funding grants. They also gained valuable insight into funders' approaches to funding programmes during South Africa's transition phase.

The message to funders was that IMSSA needs to assist in establishing state structures, build build capacity during the country's transition period and maintain the role of watchdog within civil society. Funders expressed both their appreciation for the work that IMSSA has done and their recognition of the continuing role IMSSA has to play. Thandi and Bruce also took seriously their role as South African ambassadors by making time to support the Amabhokoboko at Twickenham.

## LAND REFORM NATIONAL MEDIATION PANEL

The Department of Land Affairs has selected 33 IMSSA panellists to serve on the Land Reform National Mediation Panel. IMSSA has also been appointed by the Department to act on its behalf as the Administering Agent for the Panel. Panel members are:

|            |               |             |              |            |              |
|------------|---------------|-------------|--------------|------------|--------------|
| S. Meer    | H. Dlepu      | M. Shaer    | K. Savage    | D. Bosch   | I. Newall    |
| J. Radford | A. v.d. Merwe | T. Orleyn   | N. Burwana   | C. Hock    | M. Simons    |
| H. Smith   | T. Wolfson    | M. Cowling  | S. Goldblatt | L. Krige   | E. Molahlehi |
| P. Camay   | E. Apelgren   | A. Matshela | T. Jali      | B. Vally   | I. Ngcobo    |
| T. Fife    | J. Stemmett   | J. Ngwenya  | N. Arendse   | T. Ndabeni | V. Masinga   |
| M. Mchunu  | P. Ndou       | B. Currin   |              |            |              |

This panel serves an interim (one year) need to assist disputing parties while the Department of Land Affairs decides on the most appropriate manner to respond to land related disputes. IMSSA will inform the systems and structures through an extensive feasibility study which is identifying the disputes which are arising and will propose a conflict management system. Researchers David Storey, Tanya Venter and Marion Shaer have been conducting focus groups with interest groups in all provinces to source the necessary information needed for the design of the system.



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# INDUSTRIAL DISPUTE RESOLUTION SERVICE

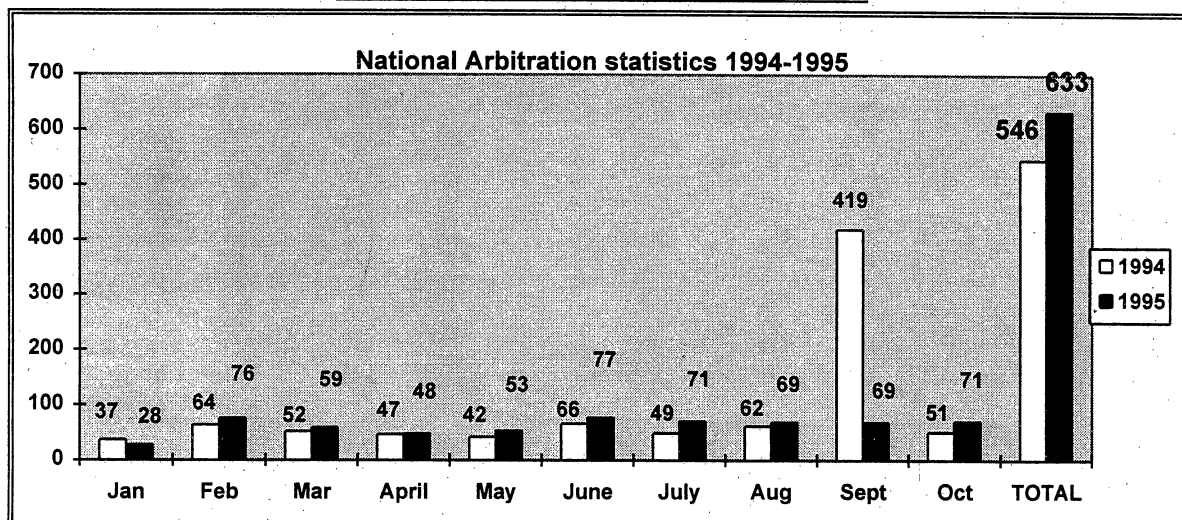
IMSSA is sad to announce that Dave Douglas, National IDRS Director, will be leaving us in February 1996. Dave joined the IMSSA staff in 1993, after having served on the IMSSA Board of Trustees in 1992 as a technical expert. Dave plans to develop an independent practice and as a panellist plans to continue working for IMSSA. We wish Dave every success in this new endeavour.

## SETTLEMENT SEASON UPDATE

Settlement Week took place in Durban in the week of 2 to 6 October, Port Elizabeth and Cape Town followed during the week of 6 to 10 November, and in Johannesburg from 13 November to 1 December. The Settlement Week co-ordinators - Shaída Bobat, Julie Shear, Sarah Archer, Anne Mullins and staff deserve congratulations for the way in which the project was administered.

Some 412 Industrial Court cases were processed through Settlement Week. This project has allowed parties to experience a little of what the new labour relations system may offer. It afforded IMSSA the opportunity to both market its services and to work on a joint venture with the Industrial Court and the Ministry of Labour.

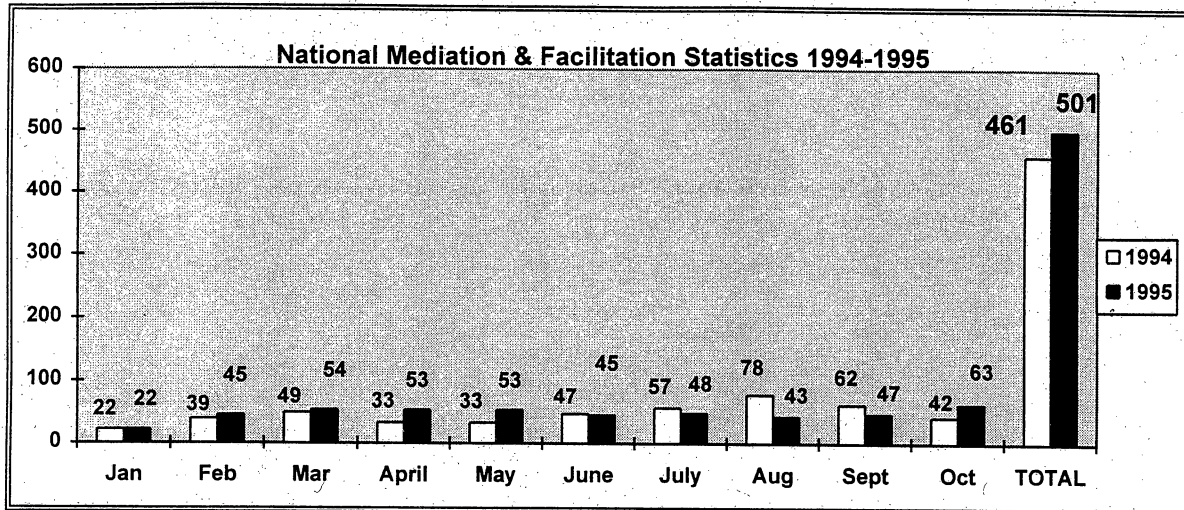
## RECENT INTERVENTIONS



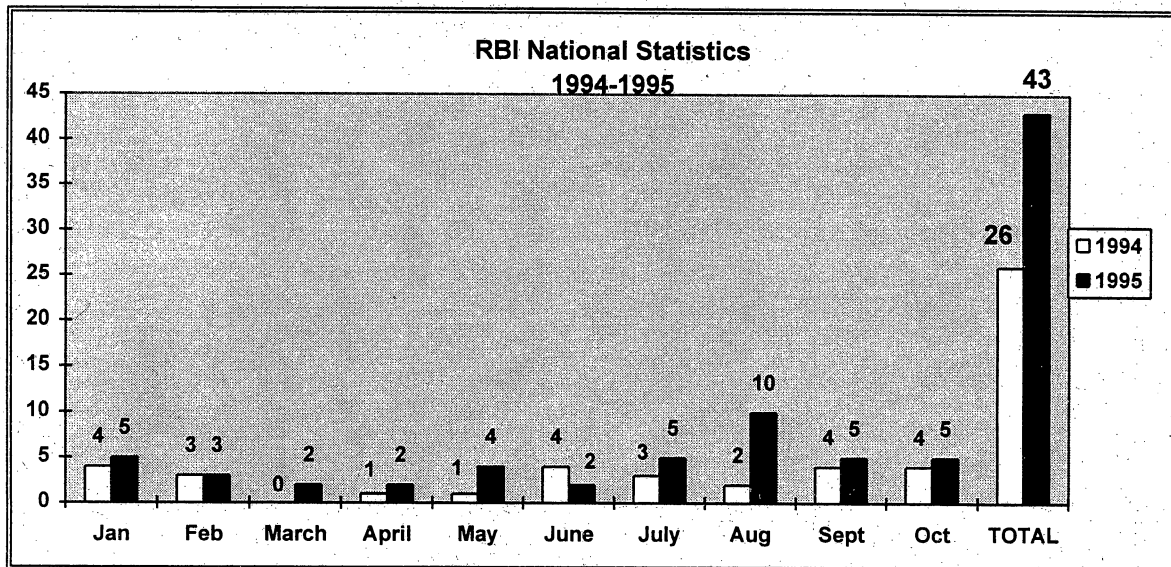
In 1995, arbitrations occurred mainly in the transport sector (26%), food sector (15%), the public sector (15%), and the metal and allied sector (10%). Dismissals were the dominant issue (64%) with individual dismissals accounting for 56% of that number. The next most common issue was disciplinary action (7%), interpretation of agreements (6%) and grievances (6%).







Mediations and facilitations occurred mostly in the food sector (15%), followed by the chemical industry (14%), the metal and allied industries (11%), transport (10%) and the public sector (11%). The dominant issue was wages accounting for 61% of the total.

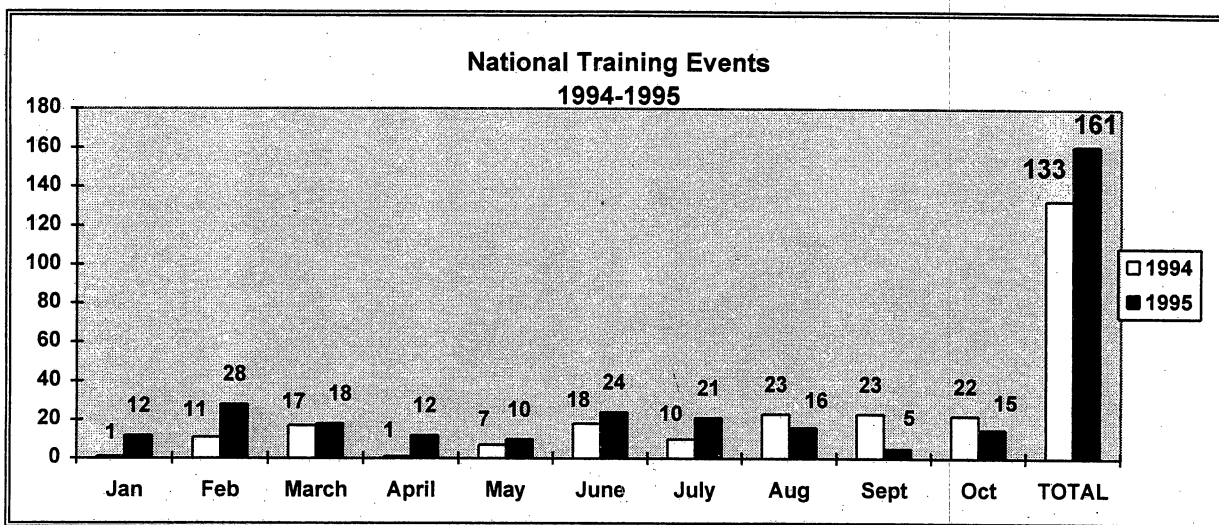


From January to November 1995 IMSSA has conducted 43 events, indicating that the upward trend begun early this year has been sustained throughout the year showing a 65% increase compared with 1994. During 1994, 26 relationship building events were conducted in the same period.



## EDUCATION

Indications are that 1996 could be the year of significant southern African contact. A great deal of interest has been shown in the training IMSSA has to offer. Links have been forged with organisations in Botswana and Mozambique. Work for the Malawian Department of Labour also looks very promising.



Of the 161 training events held to November this year, 67 (42%) were Community Conflict Resolution courses, 62 (38%) were Industrial Dispute Resolution courses for the public. Nineteen courses (12%) were panellist training events and the remaining 13 (8%) were courses run for IMSSA staff and interns.

A number of training processes have taken place in Kwazulu/Natal where the request for training has followed relationship building exercises through IMSSA. Negotiation and Dispute Resolution courses have been run for Divpac/NUMSA/PPWAWU, Unifoods and for Tetra Pak shop stewards. Tetra Pak managers and supervisors are to receive IMSSA training soon.

### Recent Publications

The latest IMSSA Bulletin was compiled in November and distributed to all IDRS panellists. The 1995 Annual Report and the 1995 Conference Proceedings will be distributed to all panellists by the end of the year. IMSSA Review 19 is underway and will be printed early in the new year.

### Internship Programme

Two internship programmes were organised for 1995 involving nine interns. Two programmes are planned for 1996.

Karoline Noack also served an internship at IMSSA but under a different scheme. Her programme was sponsored by the German Government and formed part of her legal studies at the University of Berlin.





## **Panellist Content Training**

A seminar on **AIDS IN THE WORKPLACE: ISSUES FOR DISPUTE RESOLVERS TO CONSIDER** will be held at the Johannesburg office on **Thursday 25 January 1996** at 17h00 with Gillian Gresak from the AIDS Support Unit of the Alexander Forbes Health Care Consultancy. All panellists, staff and others interested in this subject are welcome.

# **ELECTIONS AND BALLOTING PROJECT**

**Congratulations  
to the Elections and Balloting Project  
for their technical expertise that was in great demand during the  
build up to the local elections. The Project was, for example, called  
on at times to provide SABC journalists with  
technical election information.**

## **Voter Education**

The national elections training strategy was adapted and revised to counter the disinterest in voter education shown by communities, trade unions and companies. A three point training strategy was employed.

This involved firstly community training where community and trade union trainers were trained as trainers. Secondly, the Elections & Balloting Project combined voter training resources with other NGOs and CBOs. Thirdly, Satellite offices were established in Mpumalanga, the Free State and the Eastern Cape. This strategy proved very effective in reaching a great number of voters spread across a vast geographical area.

**Congratulations to all those involved in this monumental exercise.**

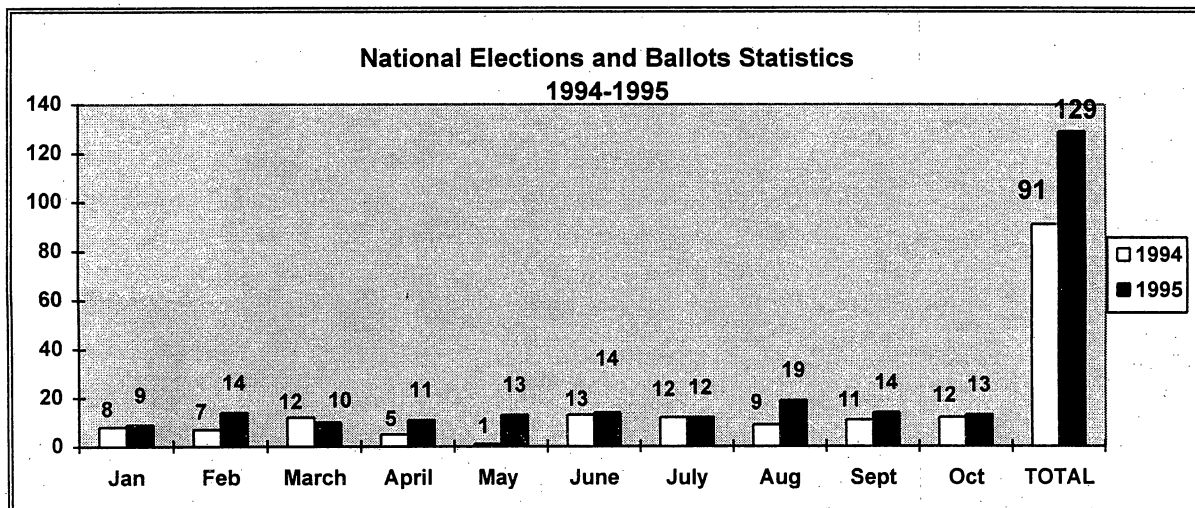


## ELECTION INFORMATION AND RESEARCH CONSORTIUM (EIRC) UPDATE

EIRC completed the first stage of its brief at the end of November and is revising its role to monitor the Western Cape Metro and KwaZulu/Natal elections. One of the contributions made by this elections watchdog was to identify two gaps in the local government regulations.

Firstly, no provision had been made by government for election monitoring. Once identified, monitoring initiatives were organised in the Gauteng and Eastern Cape areas with IMSSA playing a co-ordinating role. Secondly, the conflict resolution mechanisms were inadequate. The conflict resolution regulations were redrafted and subsequently passed by the various provincial governments.

The Election and Balloting Project has also contributed by researching and writing articles on local government issues for the EIRC publication "Election Watch". Mabo Mosupye deserves credit for her tireless work for EIRC.



The Elections and Balloting Project has conducted a total of 129 elections and ballots between January and October this year. This represents a 42% increase in the number of events over the same period last year.



## COMMUNITY CONFLICT RESOLUTION SERVICE

**CCRS Eastern Cape** has become involved in the Eastern Cape NGO Coalition. The aim of the coalition is to co-ordinate and promote NGO interests in the region. Part of Gary Koekemoer's work with this coalition relates to his position as an NGO representative on the Eastern Cape Socio-Economic Council.

### CCRS PROJECT NEWS

#### TAXI CONFLICT

CCRS intern **Clinton van Winkel**, has explored the role IMSSA can play in the ongoing taxi violence. His project involved researching the history of the conflict and on establishing links with other organisations involved in this area. As a result of this work, both the Eastern and the Midrand Services Councils have expressed interest in ADR training through IMSSA for taxi forum personnel.

**Vusi Masinga** recently intervened successfully in a violent conflict in Carltonville, consolidating IMSSA's links with the Western Services Council's Emergency and Disaster Management Committee. Besides indicating that they would continue to involve IMSSA in resolving disputes as they arise, they are also interested in having Council and Taxi Forum representatives trained in ADR skills through IMSSA.

**Roger Oxlee** has been appointed by the Gauteng government to intervene in the conflict between the South African Long Distance Taxi Association (Saldta) and the Letlhabile Taxi Organisation (LTO). Steve Erasmus, spokesperson for the Gauteng government on public transport and roads said the most urgent matter requiring a solution related to the taxi ranks in Johannesburg to prevent the taxi violence spilling into the December holiday season. In December 1994 an agreement was signed between Saldta and the Taxi Executive Council which then contained the LTO. That agreement, which made provision for these taxi organisations to service routes jointly and operate from the same ranks in Mpumalanga, Gauteng and Northern Province, collapsed in May.





## Recent interventions include:

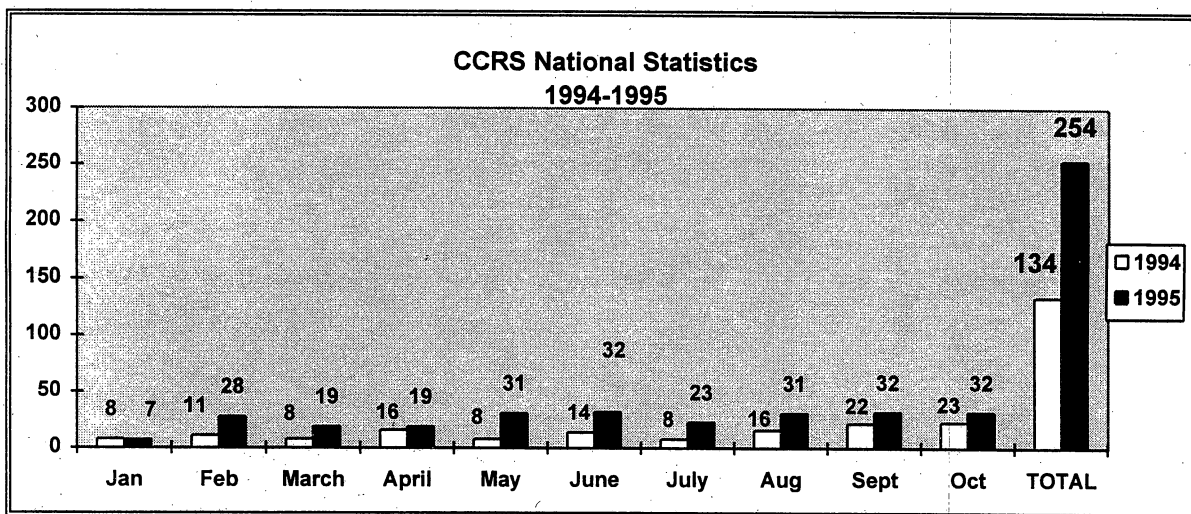
Commissions of enquiry for:

- the **Isithatha Development Project** (Zolashe Lallie);
- **Mondeor High School** (Fiona Mc Lachlan and Vusi Masinga);
- **Itireleng School for the Blind** (Kathleen Matolo); and,
- the **Northern Transvaal Technikon** (Edwin Molahlehi and David Storey).

Facilitations for:

- **Cape Utility Homes** (Nobambo Cuba);
- the **Department of Welfare/ Valkenberg squatters** (Quinton Arendse & Alex Twigg);
- the **University of Natal** (Eric Apelgren);
- the **University of Pretoria** (Hans van der Riet);
- **Kwa Thema Community Development Forum** (Vusi Masinga); and,
- the **Vaal RDP Networking Committee** (Hans Ngobeni).

**Roger Chennells** mediated the first local **land restitution dispute** at Elandskloof in the Western Cape in November. The matter proceeded in good spirit with an IMSSA organised ballot involving some 400 eligible voters. About 100 people will benefit directly from the resolution of this dispute, which has its roots in the 1962 sale of two farms, the land at the centre of the dispute.



**CCRS has showed a remarkable increase of 89% in the number of interventions conducted in 1995 to November compared with the same period in 1994.**





# PANELLIST & STAFF NEWS

**The IMSSA offices will be closed  
from 12h00 on Friday 22 December to 2 January 1996.**

*The IMSSA Board has agreed to increase the mileage claims from  
70c/per Km to R1.30/per Km.*

## Congratulations to:

**Mally Mokoena** whose call to political office follows the local government elections. Mally was inaugurated on 16 November as an Northern Metropolitan Sub-structure councillor and on 20 November as that council's representative on the Greater Johannesburg Transitional Metropolitan Council. We wish Mally well and every success.

Margaret Steinegger-Keyer who was elected SAACI President at their annual conference held in November.

**Tariq Jamodien**, IDRS Client Services Officer in Cape Town, who became the proud father of a bonny son, Muhammed Saleh, born on 13 September.

Western Cape arbitrator, **Susan Stelzner** who gave birth to a beautiful daughter, Anna Catherine Marie on 15 October.

**Wendy Jones** and **Gloria Ndimande** on their recent marriages. Unfortunately matrimony takes Wendy from us as she is to settle in the Western Cape.

## Welcome to

**Zodwa Ngoma** as the Cape Town office receptionist,  
**Stanley Molema** as IMSSA's new Information Systems Manager, and

## Farewells to:

**Claire Park**, Elections & Balloting Administrative Assistant, at the end of this year. Claire plans to take up full-time studies but will still help out in the Elections and Balloting project from time to time.

**Bibi van Tienhoven**, Elections & Balloting Administrative Assistant, who has left IMSSA to travel the world in 1996.

**Quinton Arendse**, Western Cape CCRS Co-ordinator, who after doing some groundbreaking work in the region has decided to return to Namaqualand.

## Conferences

Thandi Orleyn represented IMSSA at the **International Conference on Genocide and Justice in Rwanda** held in Kigali.

**Lungile Zondi** presented a paper on Alternative Dispute Resolution at the Ministry of Justice, **Access to Justice Conference** held in Durban in mid-November.

Best wishes for the coming year,  
Sue King

