

P.O.Box 23297
Joubert Park 2044
Johannesburg
South Africa

✓ 10.9.90 MC 1191-14-1-6



3rd September 1990

Dear Comrade Sachs

The Gay and Lesbian Organisation of the Witwatersrand is hosting a Lesbian and Gay Pride March in Johannesburg on the 13th October, 1990.

We have followed the communication that you have had with OLGA and other Gay organisations in Cape Town. We are very encouraged by your positive stand towards our Lesbian and Gay rights. We would like to establish the same communication with you.

We will be grateful and honoured if you may attend our event at the South African Institute of Race Relations on the 13th October 1990 and address the audience before the march. Hoping that you will accept this invitation.

Yours in the struggle

T.S. Nkoli
Chairperson

tk|sn



ILGA

MEMBER OF INTERNATIONAL LESBIAN & GAY ASSOCIATION

Mania
Squabbling.

Museum
Films.

Nowhere
—

Psycho-Underdevelopment

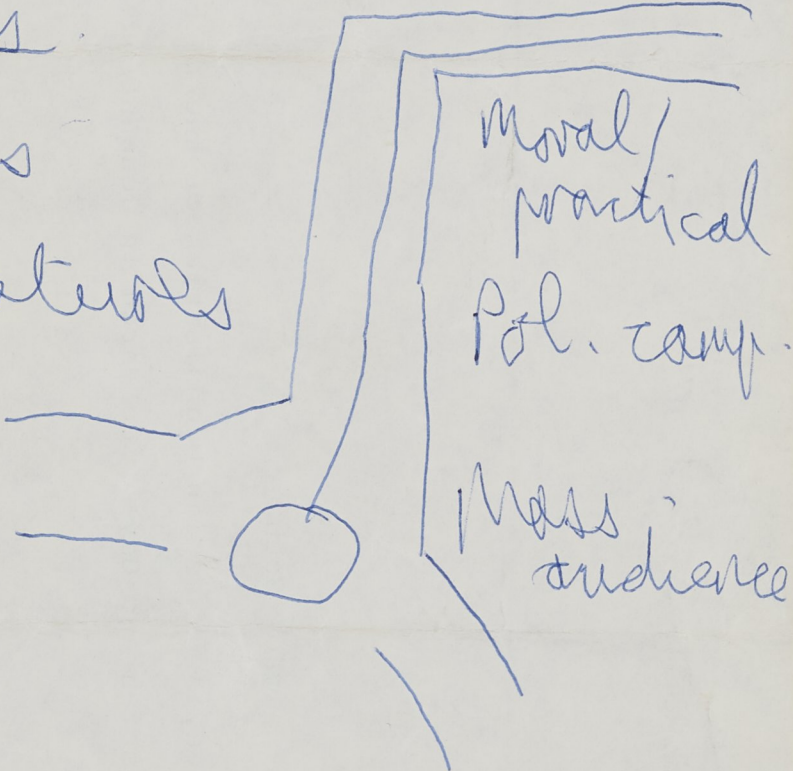
① ~~Captured~~ - moment
archival

newsreels

② Docs.

③ Soaps

④ Features



Moral/
practical
Pol. camp.

Mass
audience

30 April 1990



Peter Tatchell
45 Arrol House
Rockingham Street
London SE1 6QL

01 - 403 1790

**ONE DAY,
THIS COULD BE A NUCLEAR FREE ZONE.**

*File: gay &
lesbian res*

Dear Albie Sachs,

Greetings!

I was recently requested to provide information and recommendations to the UDF-affiliated Organisation of Lesbian and Gay Activists in Cape Town, concerning the legal protection of lesbian and gay rights in a post-apartheid South Africa.

I enclose a copy of my reply to OLGA which may be of interest given your work on constitutional proposals.

Of course, OLGA will no doubt be in contact with you direct in the next couple of months with their own considered suggestions. I entirely accept that it is up to the lesbian and gay movement within South Africa to determine its own strategies and policies and that it is their wishes which are paramount.

Nevertheless, I hope the information/recommendations in my letter will be of some value.

Yours with warmest wishes and solidarity,

Peter Tatchell

Peter Tatchell

File - ^{Dr Sacha} Genstat. docs.

Health and Safety Law

**What you
should know**



HSE
Health & Safety
Executive

What you should know

Your health, safety and welfare at work are protected by law. Your employer has a duty to protect you and to keep you informed about health and safety. You have a responsibility to look after yourself and others. If there is a problem, discuss it with your employer or your safety representative, if there is one.

This leaflet is a brief guide to health and safety law. It does not describe the law in detail, but it does list the key points.

Your employer has a duty under the law to ensure so far as is reasonably practicable, your health, safety and welfare at work.

In general, your employer's duties include:

- **making your workplace safe and without risks to health;**
- **keeping dust, fume and noise under control;**
- **ensuring plant and machinery are safe and that safe systems of work are set and followed;**
- **ensuring articles and substances are moved, stored and used safely;**
- **providing adequate welfare facilities;**
- **giving you the information, instruction, training and supervision necessary for your health and safety.**

Your employer must also:

- **draw up a health and safety policy statement if there are 5 or more employees, including the health and safety organisation and arrangements in force, and bring it to your attention;**
- **provide free, any protective clothing or equipment specifically required by health and safety law;**
- **report certain injuries, diseases and dangerous occurrences to the enforcing authority;**
- **provide adequate first-aid facilities;**
- **consult a safety representative, if one is appointed by a recognised trade union, about matters affecting your health and safety;**
- **set up a safety committee if asked in writing by 2 or more safety representatives.**

Employers also have duties to take precautions against fire, provide adequate means of escape and means for fighting fire.

In many workplaces employers may have other specific duties:

- to take adequate precautions against explosions of flammable dust or gas and when welding and soldering containers which have held an explosive or flammable substance;
- to maintain a workroom temperature of at least 16°C after the first hour of work where employees do most of their work sitting down;
- to keep the workplace clean;
- to provide, maintain and keep clean washing and toilet facilities and accommodation for clothing and to supply drinking water;
- to see that workrooms are not overcrowded and that they are well ventilated and lit;
- to ensure that floors, steps, stairs, ladders, passages and gangways are well constructed and maintained, and not obstructed;
- to take special precautions before allowing employees to enter and work in a confined space;
- to ensure that employees do not have to lift, carry or move any load so heavy that it is likely to injure them;
- to guard securely all dangerous parts of machines;
- to see that employees, especially young people, are properly trained or under adequate supervision before using dangerous machines;

- to ensure that lifting equipment (hoists, lifts, chains, ropes, cranes and lifting tackle) and steam boilers, steam receivers and air receivers are well constructed, well maintained and examined at specified intervals,
- to give employees suitable eye protection or protective equipment for certain jobs;
- to take proper precautions to prevent employees being exposed to substances which may damage their health;
- to take precautions against danger from electrical equipment and radiation.

As an employee, you have legal duties too. They include:

- **taking reasonable care for your own health and safety and that of others who may be affected by what you do or do not do;**
- **cooperating with your employer on health and safety;**
- **not interfering with or misusing anything provided for your health, safety or welfare.**

If you think there is a health and safety problem in your workplace you should first discuss it with your employer, supervisor or manager. You may also wish to discuss it with your safety representative, if there is one.

If the problem remains or you need more help, health and safety inspectors can give advice on how to comply with the law. They also have powers to enforce it. The Health and Safety Executive's (HSE's) Employment Medical Advisory Service can give advice on health at work and first-aid. Your employer can give you their names and addresses.

You can get advice on general fire precautions etc from the Fire Brigade or your fire officer.

The main Act of Parliament is the Health and Safety at Work etc Act 1974, but for particular purposes the Factories Act 1961, the Mines and Quarries Act 1954, the Offices, Shops and Railway Premises Act 1963, the Nuclear Installations Act 1965, the Agriculture (Safety, Health and Welfare Provisions) Act 1956, the Fire Precautions Act 1971 and other Acts and Regulations made under any of these may be equally relevant.

Useful HSE publications:

A Guide to the Health and Safety at Work etc Act 1974 (HS(R)6);

A guide to the Offices, Shops and Railway Premises Act 1963 (HS(R)4);

A guide to agricultural legislation (HS(R)2);

The Factories Act 1961 - A short guide;

The Essentials of Health and Safety at Work - A booklet for small firms;

Safety Representatives and Safety Committees.

Your employer may have copies which you can inspect. They are also available from HMSO and Government bookshops and booksellers.

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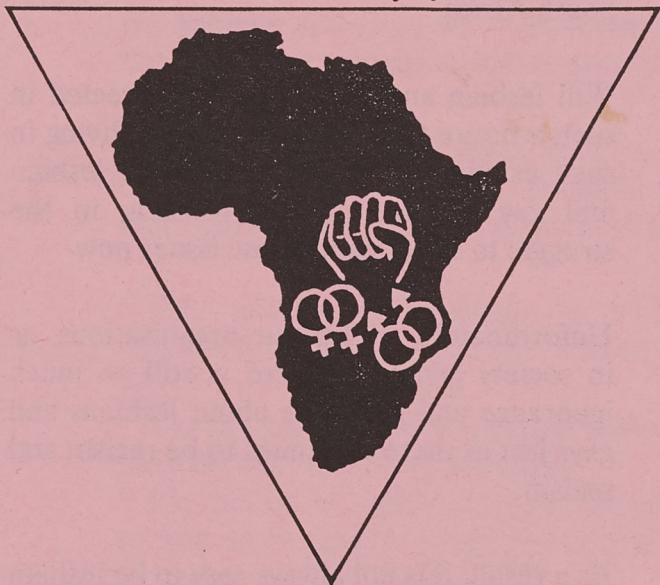
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2 packs or over £2.50 net per pack

OLGA



ORGANISATION OF LESBIAN & GAY ACTIVISTS

A New South Africa?

Everyone is talking about the changing political climate and the need for a new constitution outlawing racism and sexism, and creating a truly democratic and unitary South Africa.

Will lesbian and gay rights be protected in such a future South Africa? We are living in such exciting times and it is up to lesbian and gay activists already working in the struggle to start raising these issues now.

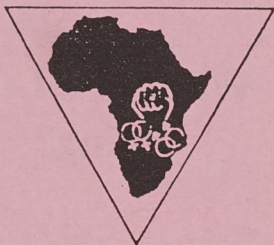
Unfortunately, within our organisations, as in society generally, there is still so much ignorance and prejudice about lesbians and gays just as there continues to be racism and sexism.

As a result, it is not always easy to be lesbian or gay in a society which is as intolerant as ours. Some activists find it very difficult to come out in their organisations because they fear a negative reaction. Is coming out in your organisation a problem?

Have you ever stopped to think that it's not being lesbian or gay that is the problem? The problem is rather the attitude of many other people and the way we are brought up to think of it as 'a problem'.



What is OLGA?



The Organisation of Lesbian and Gay Activists (OLGA) was formed in October 1987 by a group of Cape Town lesbian and gay activists in order to provide a specifically lesbian and gay voice within the liberation movement.



Our aims are:

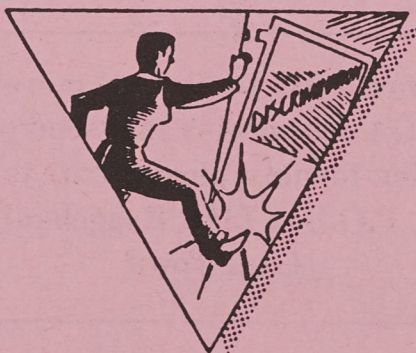
- * To work towards a united, non-racial, non-sexist and democratic South Africa.
- * To oppose all forms of oppression, including racism, economic exploitation, sexism and discrimination against lesbians and gays.
- * To situate the lesbian and gay struggle within the context of the total liberation struggle.
- * To raise the visibility of lesbians and gays working within the struggle, and to support them.
- * To encourage support for the broad democratic struggle among the lesbian and gay constituency of South Africa.
- * To maintain links with the international lesbian and gay movement.

Why the need for a lesbian and gay organisation within the democratic movement?

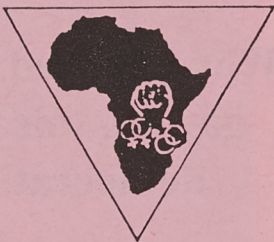
* Lesbians and gays, as with women, are singled out as targets for a specific form of oppression. Like women, we believe we need our own organisation to serve as both a rallying point and a voice for our sector within the democratic movement.

* We know that many lesbians and gays active in the struggle do not feel free to be open about their sexual orientation. We want to help bring about the kind of climate where lesbian and gay activists do not feel the need to make a secret of the fact that they are lesbian or gay.

* We see it as our task to encourage more members of the lesbian and gay constituency to support and become actively involved in the mass democratic movement.



Our Call to you.



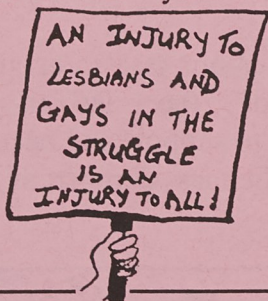
As lesbians and gays, we believe we have the right to be recognised and respected.

We will fight for this right and we will continue to fight all forms of oppression until there is total liberation in our country.

* We call on all comrades to actively oppose discrimination against lesbians and gays.

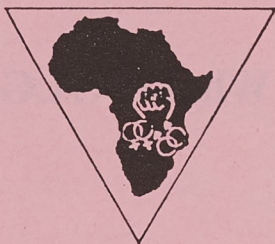
* We call on all lesbian and gay comrades to come out in your organisations.

* We call on all lesbian and gay comrades to join us in OLGA - your struggle is our struggle!



If you would like to find out more about
OLGA or you wish to attend our
discussion forums, please write to us at :
OLGA, P.O.Box 7315, Roggebaai 8012,
Cape Town

What is OLGA doing?



* Participating in the democratic movement by having an OLGA presence at meetings, rallies, workshops and festivals.

* Printing and distributing OLGA pamphlets, newsletters, T-shirts and badges.

* Holding discussion forums for lesbian and gay activists.

* Giving personal support to lesbian and gay activists.

* Supporting lesbian and gay political prisoners and trialists.

* Writing letters to newspapers challenging discrimination against lesbians and gays.

* Participating in the AIDS working group of the Progressive Primary Health Care Network

* Participating in the debate around the ANC's Constitutional Proposals, including the question of protecting lesbian and gay rights.

* Working with other progressive lesbian and gay organisations inside South Africa.

* Keeping in contact with the progressive lesbian and gay movement internationally, especially through our affiliation to the International Lesbian and Gay Association (ILGA).

Issued and printed by:

OLGA, P.O.Box 7315, Roggebaai 8012